



FY16 Budget Recommendation Update

English High School
March 19, 2015

FY16 BPS Budget Recommendation

- The FY16 Budget Recommendation presented tonight consists of a general fund appropriation of \$1,013.5 B
- This amount represents an increase of \$38.5 M or 4.0% over the FY15 general fund appropriation
- External funding totals \$119.7M, which represents a decrease of \$15.1M or 11.2% over the FY15 external funds total

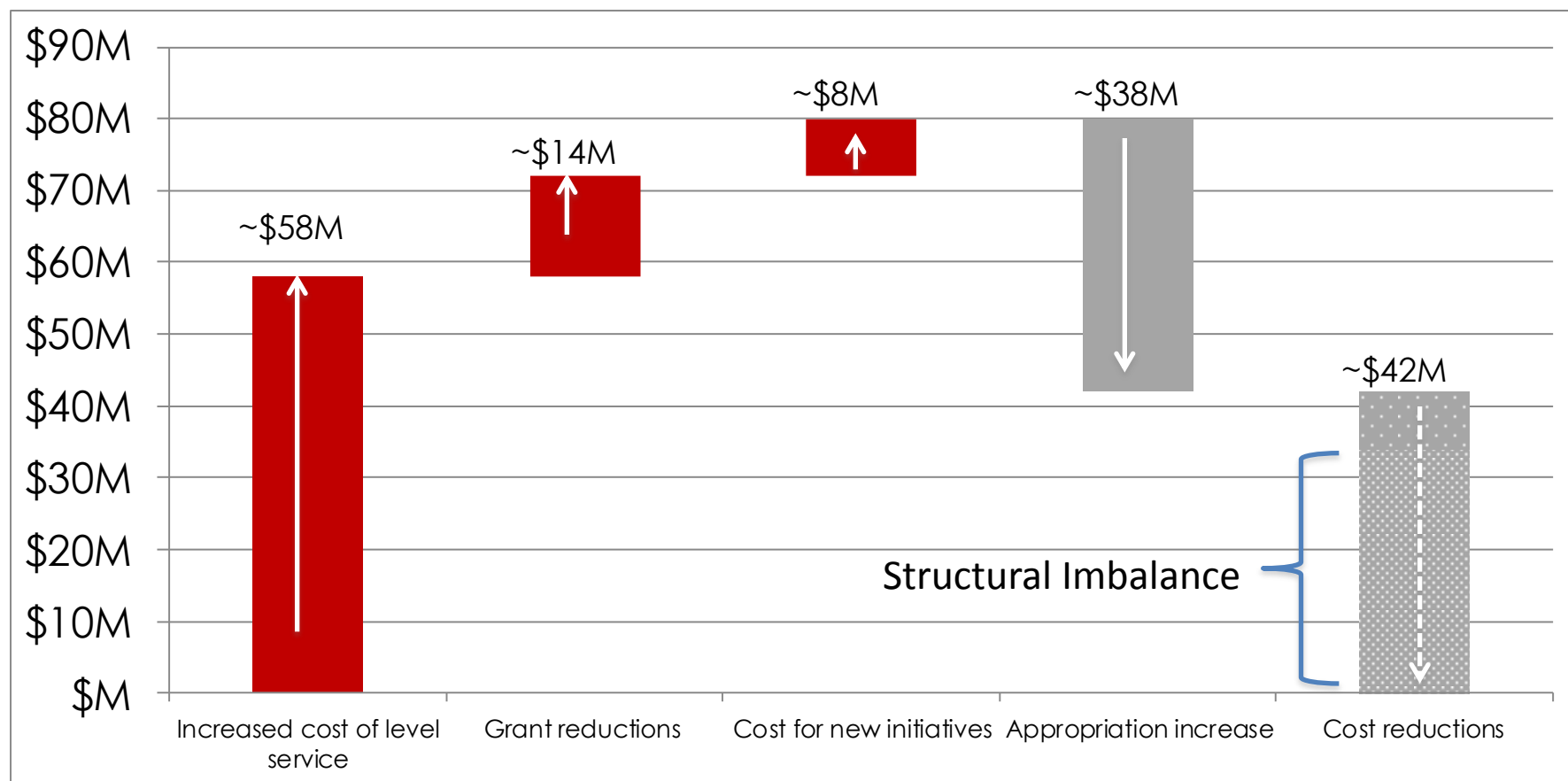
Agenda

- Review of Budget Context
- Key investments
- How we are addressing the challenge
- Impacts of Central Office Reductions
- Budget timeline/More Information

Review of Budget Context – Challenge/Solutions

- A level service BPS budget increased our general fund budget requirements by **\$58 million**
 - Grant losses of more than **\$14 million** and the cost of valuable new initiatives totaled nearly **\$8 million**
 - These issues combine to increase funding needs to approximately **\$80 million**
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- This **\$80 million** challenge is offset by a general fund appropriation increase from the Mayor of **4.0% or \$38 million** leaving a **\$42 million gap**
 - This gap was closed by budget reductions of **\$36 million**
 - And another **\$6 million** identified in adjustments to previous estimates of cost increases

Despite a healthy 4.0% increase in the General Fund appropriation, the FY16 structural imbalance was \$34M



What contributes to this structural imbalance?

- A **compensation system** where the cost of salaries and benefits for employees exceeds any expectation of revenue growth.
- A **transportation system** that is the most costly model in the nation. We spend \$100 million, or 10% of our entire budget on transportation.
- Our **food service system** for students should be self-sustaining. We end up subsidizing this program each year from our general fund.
- We have **too many schools** where there are consistently under-enrolled classrooms and underutilized space.

The result of this impact is that we spread our resources too thin

- We need to invest in strengthening our schools to make BPS stronger.
- If we do not take action we risk harming every school in every corner of this city and we place all students at risk.
- This will require a long-term discussion. It will require very difficult decisions.
- We do not have the luxury to wait. We need to begin to address these issues now.

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Through this budget, we aim to preserve current investments consistent with the vision of the Mayor and School Committee...

- Ensure a **strong educator** in every classroom, every day through early hiring initiative
- Build a **diverse workforce** reflective of the cultural, racial, and linguistic diversity of our students
- **Extend learning time** for current and former turnaround schools
- Continue strategies that **increase graduation rates and reduce drop-out rates**
- Build **cultural competency**
- Prepare students for success in the **21st century**, including implementation of the Common Core through Expeditionary Learning curriculum in grades 3-5
- Increase **support and accountability** for all schools through the network model
- Increase the district's capacity to **intervene in underperforming schools**

...and to build upon them through new investments that address opportunity and achievement gaps

- Increase resources going **directly to schools** through Weighted Student Funding: +\$21.1M
- Implement **Extended Learning Time** agreement: +\$5M
- Expand access to **K1** seats: +\$1M
- Increase access to **inclusive opportunities**: +\$620K
- **Digital Academy pilot** expansion: +\$500K
- Human capital strategy; school leadership, **compensation reform**: +\$340K

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We are recommending strategies that begin to address our imbalance and establish a foundation for future planning

- We will make significant **reductions in our central administration FTE count** and in non-salary spending.
- We will make recommendations for **significant efficiencies in transportation**.
- We will take a **first step** in what ultimately will be a **major alignment of our enrollment, our programs, and our school facilities**. This conversation will soon involve all schools.
- We will insist on a food service delivery system that provides high quality offerings and **operates within the revenue that it generates**.

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- Central Office Budgets
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Central Office: FTE Reductions

- We propose to reduce Central Office FTE's by a total of 134
- These reductions will take place across all Central Office departments
- This proposal will reduce expenditures by approximately \$13M
- These reductions will provide flexibility in staffing going forward

Cabinet	Central Service FTEs	FTE Reduction Proposed	% Reduction
Academics	132.4	24.5	19%
Communications	6.0	2.0	33%
Comp Student	48.8	12.5	26%
Engagement	61.4	9.4	15%
Equity	4.0	1	25%
Finance	43.0	7.0	16%
ODA	13.0	3.0	23%
OELL	38.5	4.0	10%
OHC	66.5	16.6	25%
OIIT	62.5	11.5	18%
Operations	136.0	26.0	19%
Special Education	48.1	12.5	26%
Superintendent	11.0	4.0	36%
Total	671.2	134	20%

Guiding Principles for FTE Reductions

- Reduce redundancies across departments
 - Position reductions in Academics to facilitate cross-functional alignment with English Language Learners and Special Education
- Recapture positions that have been vacant for the school year
 - 54 positions that have been vacant since the start of the year
- Increase efficiency by bringing decision makers closer to schools
 - Shift in liaison model for Special Education, delayering administration and reallocating resources to provide direct access to school
- Minimize positions that provide direct service to students
 - Excluded centrally-funded, school-based support positions such as Itinerants

Central Office

Proposed Savings: \$16.6M

Impacts of Proposed Reductions:

The central office personnel reductions necessary to reach a balanced budget will impact the level of service provided to our schools.

The focus as a central office is to provide our schools with the core supports that should be expected including:

- Continuing to support schools through the network model
- Providing appropriate services to our students with disabilities and English Language Learners including expanding inclusive opportunities, transition, and retrieval of privately placed students

Central Office

Impacts of Proposed Reductions:

The focus as a central office is to provide our schools with the core supports that should be expected including:

- Hiring effective teachers through mutual consent processes and perform essential human resource functions including performance evaluation
- Investigating and responding to discrimination and harassment complaints and coordination of Achievement Opportunity Gap work
- Providing high quality meals to students everyday
- Supporting basic operations of the network, staff & student computer support, and data systems

Central Office

Impacts of Proposed Reductions:

As a result of the central office FTE reductions, the BPS community should expect the following changes:

- By decreasing one network, there will be approximately three more schools in each network and department liaison support will be dispersed
- Scaling back professional development opportunities across the district
- Increasing reliance on partners to coordinate educator pipeline programs, support new teachers and to support programming in schools
- Increasing amount of time to respond to requests from internal and external constituents due to decreased capacity across each department
- Consolidation of programs and services between departments

School Closures & Classroom Consolidations

Proposed Savings: \$2.5M

Impacts of Proposed Reductions:

- Begin to address a cause of structural imbalance with under-enrolled schools and classrooms
- More than **\$11 million*** would be available to be reinvested in schools to strengthen programs and supports for students
- Redesigned middle school pathway in Hyde Park/Roslindale
- Initiation of a community process to address the quality of schools in the Hyde Park community
- Classroom consolidations proposed to occur only in transition grades

Transportation

Proposed Savings: \$9.5M

Impacts of Proposed Reductions:

- Begins to address a cause of structural imbalance
- ~79 fewer buses will need to be routed with the move of 7th graders to the MBTA
- Continues policy implementation by moving 7th graders to MBTA service (~1,500 students currently)
- Greater accuracy with calculating transportation eligibility
- Greater efficiency with bus stops through stop consolidations
- Tighter alignment between demand and supply of service through parent opt-outs
- Reduction of peripheral/donated services that burden existing staff capacity

Food & Nutrition Services

Proposed Savings: \$ 4.0M

Impacts of Proposed Reductions:

- Begins to address a cause of structural imbalance
- Continued availability of healthy, nutritious meal options for students
- Realignment of staffing to reduce labor costs
- Increased use of subsidized commodity foods
- Reduced food waste
- Increased accountability for meal participation to maximize reimbursements

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We look forward to discussing the budget with you in a variety of forums

Feb 4	Superintendent's recommended budget to School Committee
Mar 4	Budget hearing (6 pm) and School Committee meeting
Mar 9	Budget hearing (6 pm) Lilla Frederick Pilot Middle School
Mar 11	Budget hearing (5 pm) and School Committee meeting (6 pm)
Mar 19	Budget Hearing (6 pm)
Mar 25	School Committee votes on BPS budget

For more information:

Website: bostonpublicschools.org/budget

Email: budget@bostonpublicschools.org

Feedback:
bpsfeedback@bostonpublicschools.org

Twitter: #bpsbudget

A number of documents are available on our website:

- Budget Presentation
- FY16 Budget Memo
- FY16 Allocations
- FY16 WSF School-by-School comparison
- WSF Templates for all schools
- Preliminary budget by Account Code summary
- Preliminary budget by Program Code summary
- Preliminary budget by Department Code summary