

REVISED 02.24.20

2020 LEVY FAILURE: NEXT STEPS



WHAT IS OUR CURRENT SITUATION

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- The current 2016 levy runs out on December 31, 2020.
 - The levy that was on the February 11 ballot was a replacement, **not a new tax**. It asked property owners to pay \$2.50 per \$1,000 of assessed value. This year they are paying \$2.17 per \$1,000 of assessed value. The new levy represented a \$0.33 increase over this year's rate.

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- If it had passed, the **replacement** levy we put before voters this month would have generated approximately \$13 million per year for the next four years (2021-2024).

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- Since the replacement levy failed on February 11, we will need to reduce our expenditures by \$7.2 million for the 2020-2021 school year. (We will have levy dollars for first semester – 2020 -- but not second semester -- 2021. Because of the way we receive tax collections – a greater proportion in the spring than the fall -- the reduction for 2020-2021 will be more than half of the total for a full year.)

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- Beginning in 2021-2022, without any levy dollars we will need to reduce our expenditures by the full \$13 million annually.
 - According to our most recent budget analysis, approximately 84% of our budget is spent on personnel.

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- Some expenditures that aren't directly related to personnel – like insurance premiums, legal services, and utilities – are fixed. That is, we cannot easily reduce what we spend in these areas.

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- In some areas, making cuts is legally prohibited. For example, we are required to maintain a level of special education services and to provide to-and-from transportation for students living a certain distance from school.

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- In some areas, making cuts is cost-prohibitive. For instance, if we cut teachers and increase class sizes in grades K-3, we lose the funding that pays for teachers at those levels.

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- It will be impossible to live within a budget that does not include levy dollars without making considerable reductions in our staff.

**WHAT DOES NO LEVY
LOOK LIKE**

After much deliberation, we have created a list of personnel cuts that includes the following:

- Approximately 6 of 29 FTE administrators (20.1%) = \$1,000,000
- Approximately 24 of 304 FTE teachers/counselors/nurses (8.3%) = \$1,900,000

EXPLANATORY NOTES

- **(1) The amounts indicated for cutting positions include all employee-related expenses, not just salaries.**
- **(2) Administrator cuts include some of our highest paid positions; teacher cuts, on the other hand, are based on seniority and reflect our lowest paid positions.**
- **(3) All of the dollar amounts for proposed staff cuts are close estimates. We are still working to calculate specific costs for each position.**

After much deliberation, we have created a list of personnel cuts that includes the following:

- Approximately 31.4 of 148 FTE paraeducator positions (21.2%) = \$1,200,000
- Approximately 2.1 of 30.3 FTE custodial/maintenance positions (6.9%) = \$140,000

After much deliberation, we have created a list of personnel cuts that includes the following:

- Approximately 3.625 of 41.0625 FTE administrative assistant positions (8.8%) = \$160,000
- Approximately 8.25 of 26.38 FTE prof tech positions (31.3%) = \$600,000

Regarding the proposed personnel cuts...

- All job categories except administrators and prof techs are governed by union contracts which spell out how we lay people off in terms of their seniority.
- That means the dollar figure assigned for each line reflects, for the most part, the lowest paid employees in that category, since they were last hired.

Regarding the proposed personnel cuts...

- Administrative and Prof Tech lay-offs are not based on seniority.

DEFINITIONS

FTE = Full Time Equivalency

The personnel information on the previous page is reported in FTE (Full Time Equivalency). In all categories except administrators, some employees work less than a full time equivalency, so the number of people who will lose their jobs is greater than the number of FTE. For instance we have 210 PSE employees, but they represent only 148 FTE.

DEFINITIONS

PROF TECH = Professional/Technical Employees

These are employees who fulfill unique, specialized job functions that do not fit into any of our six bargaining groups (unions). Examples are Family & Community Coordinators, Communication Specialist, and Native Student Advisors.

WHAT DOES NO LEVY

LOOK LIKE (CONTINUED)

More specifically, these personnel cuts reflect the following reductions:

- Assistant Superintendent for Teaching & Learning
- Director of Administrative Services
- Principal on Special Assignment
- Principal of North Bellingham Learning Center/Beach Elementary
- District Athletic Director
- One Ferndale High School Assistant Principal
- District Social & Emotional Learning Coordinator
- District Communications Specialist
- 3.5 out of 11.5 building-level counselors

More specifically, these personnel cuts reflect the following reductions:

- All paraeducators who support PBIS (Positive Behavior Intervention & Support) in buildings
 - All Native and Latino Student Advisors
 - All Elementary School Support Specialists
 - All Family & Community Coordinators
 - A total of 24 teachers/FEA members
- (which is the equivalent of one whole elementary school staff and which will drive class sizes up to an average of 30+ in grades 4-12)
- Approximately 183 person hours a day of paraeducator support for teachers and students
 - Fewer custodial services and less administrative assistant support

All of the personnel cuts on the previous pages add up to approximately...

\$5,000,000

- That's \$2.2 million short of the \$7.2 million we need to cut for next year (2020-2021).
- The following year (2021-2022), we will need to nearly double that number of cuts.

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- In our business, people equal programs and supports for students. By cutting people, we are cutting programs and services.

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

In addition to cutting staff positions, we anticipate we will need to cut the following to achieve the \$7.2 million reduction for 2020-2021:

- Our School Resource Officer (\$85,000)
- Our safety contract with the Whatcom Sheriff's Department, which supports our ongoing safety planning and exercises (\$30,000)
- Our energy savings coordinator stipend (\$23,000)
- One-to-one technology at grades 6-12, which allows us to provide each student with his/her own computer (TBD)
- A significant portion of our contract with Seitel for technology network and device support (\$340,000)

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

In addition to cutting staff positions, we anticipate we will need to cut the following to achieve the \$7.2 million reduction for 2020-2021:

- The entire Extracurricular Coaches and Advisor (ECA) schedule (except contractual extended days) This is all salaries/stipends for extracurricular coaches, advisors, and Department Chair stipends (\$400,000) In essence, it will eliminate our athletic program and many other extracurricular activities.
- All district support for field trips and all bus runs except to and from school – including activity bus runs and bus runs to the Boys & Girls Club (\$124,000)

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

In addition to cutting staff positions, we anticipate we will need to cut the following to achieve the \$7.2 million reduction for 2020-2021:

- All staff travel except that which is required by grants or paid for by the Associated Student Body or Career & Technical Education (\$58,000)
- School supplies (\$65,000)
- Music Supplemental Contracts, which pay for music lessons for some students (\$18,000)
- All professional development that requires us to hire substitute teachers or pay teachers for extra time (TBD)

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

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WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

In addition to cutting staff positions, we anticipate we will need to cut the following to achieve the \$7.2 million reduction for 2020-2021:

- 90% of all overtime for hourly employees (custodians, maintenance personnel, food service staff, etc.) (\$60,000)
- Annual subscriptions to online programs and curriculum (at least \$120,000)
- The opening day all-district kick-off event (\$20,000)

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

- We are still costing out this list of cuts, but we know that all the items we have already priced add up to approximately **\$1,343,000.**
- When we add this to the amount represented by our list of personnel cuts, we are at a total of **\$6,343,000.**

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

- We can make up the remainder of the year one cuts (about \$1 million) by taking dollars out of our reserves (savings account). However, we are reluctant at this point to plan to take much more from the reserves because (1) we have been spending them down this year to maintain our current standard of living; and (2) our financial situation may become even worse if families decide to leave our district as a result of the levy failure and the removal of all levy-funded programs and supports. (Fewer students will mean less State revenue.)

WHAT DOES **NO LEVY** LOOK LIKE (CONTINUED)

- In a second year with no levy, the cuts will be even deeper, including losing our eight-period schedule at the high school. (The eight-period schedule allows students to take more electives in music, the arts, world languages, and career & technical education – in addition to the State-defined core requirements.)

WHAT DOES **\$1.50 LEVY** LOOK LIKE

For 2020-2021...

We will need to cut approximately \$2.9 million instead of \$7.2 million.

For 2021-2022 and beyond...

We will need to cut approximately \$5 million per year instead of \$13 million.



WHAT DOES **\$1.50 LEVY** LOOK LIKE

For 2020-2021...

- **We still need to plan for cutting \$7.2 million in case the second time we run the levy it fails again.**

WHAT DOES **\$1.50 LEVY** LOOK LIKE

For 2020-2021...

- If the \$1.50 levy passes in April, we will be able to restore about 60% of the planned cuts.
- At this point, it is difficult to identify exactly which 60% will be restored, but we anticipate putting things back that are closest to students first. More input will be needed to make those decisions.

WHAT ARE OUR OTHER OPTIONS

- **We can try one more time during the 2020 calendar year to pass a replacement levy.** The County Auditors' Office allows three dates when we could put a levy on the ballot: April 28, August 4, or November 3.

WHAT ARE OUR OTHER OPTIONS

- **If we choose to run the levy again, we can do so at the \$2.50 rate**, which, if it passed, would allow us to continue with most of our programs in tact. (As you know, even the \$2.50 rate is less than would be required to do everything we are currently doing in the future.) We could run a levy at **a rate of \$1.50. Or we could pick a number between \$1.50 and \$2.50.**

WHAT ARE OUR OTHER OPTIONS

- If we choose to run the levy again, we can run it for **one, two, three, or four years.**

SUMMARY OF DECISIONS

- Run the levy again in 2020 – **YES or NO?**
- If YES, run it in **April, August, or November?**
- If YES, run it at **\$2.50, \$1.50, or a number in between?**
- If YES, run it for **1, 2, 3, or 4 years?**

ANSWERS TO SOME OF THE QUESTIONS WE'VE RECEIVED

How does the Replacement Levy that was on the ballot on February 11 compare to the local levy rate for past years?

| Year | Local Levy Rate Per \$1,000 of Assessed Value |
|------|---|
| 2017 | \$3.61 |
| 2018 | \$3.48 |
| 2019 | \$1.45 |
| 2020 | \$2.17 |
| 2021 | \$2.50 |

How does the Replacement Levy that was on the ballot on February 11 compare to the local levy rate for past years?

| Year | Local Levy Rate per \$1,000 of Assessed Value | State Levy Rate per \$1,000 of Assessed Value | 2006 Bond Rate | 2020 Bond Rate | Total Education Taxes |
|------|---|---|----------------|----------------|-----------------------|
| 2017 | \$3.61 | \$2.23 | \$0.91 | | \$6.75 |
| 2018 | \$3.48 | \$3.20 | \$0.85 | | \$7.53 |
| 2019 | \$1.45 | \$2.76 | \$0.77 | | \$4.98 |
| 2020 | \$2.17 | \$3.20 | \$0.77 | \$0.75 | \$6.89 |
| 2021 | \$2.50 | \$3.20 | \$0.79 | \$0.73 | \$7.22 |

How do our overall student enrollment and staff levels compare to what they were ten years ago?

| | 2009 | 2019 |
|---------------------------|--------------|--------------|
| Student Enrollment | 4,588.23 FTE | 4,469.58 FTE |
| Certificated Staff | 335.13 FTE | 326.12 FTE |
| Classified Staff | 196.94 FTE | 217.10 FTE |

Notes about the Previous Slide

- **Certificated Staff** = everyone who holds a position that requires a special certificate -- teachers, counselors, nurses, teachers in support roles, principals, most administrators, etc.
- **Classified Staff** = everyone who holds a position that does not require educational certification at the same level as a teacher or principal -- food service personnel, maintenance personnel, custodians, paraeducators, bus drivers, administrative assistants, prof techs, etc.
- **FTE** = Full Time equivalency
- In 2009, both staff and students at the Lummi Nation School were added into Ferndale School District's numbers. This changed about six years ago. To arrive at comparable numbers for 2009, we backed out both staff and students at the Lummi Nation School.

How does the number of administrators in the Ferndale School District in 2019-2020 compare to ten years ago?

The short answer is this:

We have 29 people doing administrative/leadership work in our district in 2019, and we had 29 people doing administrative/leadership work in 2009.

2009 ADMINISTRATIVE LIST

1. **+Linda Quinn (Superintendent)**
2. **+Elvis Dellinger (Assistant Superintendent/ Certificated Human Resources)**
3. **+Mark Deebach (Executive Director/Business & Support Services)**
4. **+Jim Gibson (Executive Director/ Instructional Services)**
5. **+Michael Berres (Director/Student Services)**
6. **+Diane Beaman (Director/Classified Human Resources)**
7. **+Cynthia Sicilia (Director/Teaching & Learning)**
8. **+Aaron Kombol (Director/Special Projects)**
9. **Vic Randall (Director/Athletics)**
10. ***John Young (Director/Career & Technical Education)**

2009 ADMINISTRATIVE LIST

11. Mike Murphy (Director/Maintenance & Custodial Services)

12. Paul Wykes (Director/Transportation)

13. Alex Singer (Director/Food Services)

14. *Susan Jancic (Coordinator/Special Education)

15. *Patti Fairbanks (Coordinator/Accounting Services)

16. *Tammy Bengen (Administrative Assistant to the Superintendent & Board/Director of Communications)

17. Dawn Mark (Ferndale High School Principal)

18. Julia Besola (Ferndale High School Assistant Principal/Windward & Clearview High School Principal)

19. David Brame (Ferndale High School Assistant Principal)

20. Tim Keigley (Ferndale High School Assistant Principal/Dean)

2009 ADMINISTRATIVE LIST

- 21. **David Hutchinson (Horizon Middle School Principal)**
- 22. **Mary Kanikeberg (Vista Middle School Principal)**
- 23. **Jodi Mears (Horizon/Vista Assistant Principal)**
- 24. **Nick Payne (Cascadia Elementary Principal)**
- 25. **Mischa Burnett (Central Elementary Principal)**
- 26. **Kellie Larrabee (Custer Elementary Principal)**
- 27. **John Fairbairn (Eagleridge Elementary Principal)**
- 28. **Georgia Dellinger (Mt.View Elementary Principal)**
- 29. **Linda Melland (Skyline Elementary Principal)**

Notes about the 2009 list of administrative personnel

2009 was my first year as superintendent, so this list represents the administrative team that was in place when I arrived.

+These eight people were on the Executive Team when I arrived in 2009.

*Three of these four positions existed in our system as Prof Techs in 2009; the fourth (the CTE Director) was an FEA member in 2009. However, they were all doing essentially the same work their predecessors are doing today. While I have changed their classification to better reflect the tasks assigned to them, I have not increased the number of people doing administrative work.

In addition, in 2009, there were two TOSAs (Teachers on Special Assignment) working in the District Office in the Teaching & Learning Department -- Barb Brauseick and Rebecca Champagne

2019 ADMINISTRATIVE LIST

1. **+Linda Quinn (Superintendent)**
2. **+ Scott Brittain (Assistant Superintendent/Teaching & Learning)**
3. **+Mark Deebach (Assistant Superintendent/Business & Support Services)**
4. **+Paul Douglas (Executive Director/Student Services)**
5. **+John Fairbairn (Executive Director/Human Resources)**
6. **+Kellie Larrabee (Executive Director/Teaching & Learning)**
7. **Eric Tripp (Director/Athletics)**
8. **Edwin Elefson (Director/Career & Technical Education)**
9. **Jamie Plenkovich (Director/Maintenance & Custodial Services)**
10. **Paul Rosser (Director/Transportation)**

2019 ADMINISTRATIVE LIST

11. Rebecca Champagne (Director/Special Education)

12. Holly Graham (Director/Accounting Services and Food Services)

13. Tammy Bengen (Director/Administrative Services and Assistant to Superintendent and Board)

14. Erin Vincent (Director/Communications & Community Engagement)

15. Jeremy Vincent (Ferndale High School Co-Principal/Planning Principal)

16. David Rodriguez (Ferndale High School Co-Principal -- only for the duration of the FHS bond project)

17. Jen Rolie (Ferndale High School Assistant Principal)

18. Rav Dhillon (Ferndale High School Assistant Principal)

19. Faye Britt (Horizon Middle School Principal)

20. Tim Keigley (Horizon Middle School Assistant Principal)

2019 ADMINISTRATIVE LIST

21. Heather Leighton (Vista Middle School Principal)

22. Julia Besola (Horizon Middle School Assistant Principal)

23. Kelly Parsons (Cascadia Elementary Principal)

24. Joel Francik (Central Elementary Principal)

25. Kim Hawes (Custer Elementary Principal)

26. Mischa Burnett (Eagleridge Elementary Principal)

27. Obadiah DeWeber (Skyline Elementary Principal)

28. Mark Hall (Beach Elementary/North Bell Learning Center/Early Learning Principal)

29. Georgia Dellinger (Principal on Special Assignment -- only for one year)

Notes about the 2019 list of administrative personnel

+These six people are currently on the Executive Team in 2019-2020.

I have changed some titles to create a clearer organizational chart for the District. For instance, I added “Executive” or Assistant Superintendent to the titles of those administrators who serve on the Executive Team.

In 2019, there are two TOSAs (Teachers on Special Assignment) working in the District Office -- Patti Hoelzle (Coordinator/Social & Emotional Learning) and Katie Dorr (Coordinator/Instructional Technology)