

Springfield Local
School District
(Summit)

Financial Recovery
Plan

December 1, 2020

Executive Summary

As shortfalls began to loom on the horizon, the Board and Administration began to take preemptive corrective action to balance the budget. In the Spring of 2020, 20.75 positions were reduced and departments were tasked with immediately reducing expenditures. While these reductions were deemed sufficient at the time, the District was soon faced with additional revenue reductions from the State of Ohio during the COVID-19 pandemic. These cuts reduced \$900,000 over the course of FY20 and FY21. Along with sharply rising health care costs, the COVID-19 reductions pushed the District into an accelerated fiscal situation.

While preparing for, and operating school in the midst of a pandemic, the district made two attempts, in August and November of 2020, to pass a new operating levy. This levy would have generated \$3,000,000 annually starting in FY 21 to offset the budget shortfalls and build a cash reserve. Both times, the issue was defeated.

With the defeat of the new operating request, Springfield Local Board of Education will implement immediate cost reductions for the 2020-2021 school year by reducing 9.25 classified positions. These reductions will eliminate library staff district wide and close the buildings to after school activities. Along with these staffing reductions, Junior High sports will be eliminated and a \$300 per athlete pay to play fee will be implemented.

Along with the closure of Young Elementary school, an additional 46 staff reductions are planned for the 2021-2022 school year. These staff reductions will severely reduce or eliminate art, music, foreign language, career technical, computer, family & consumer science and physical education classes across the district. Other advanced class options will no longer be available for Springfield Students. These reductions will essentially eliminate all but the bare minimum offerings within our district.

The measures outlined in this plan will be detrimental to the academic achievement of our students. The Board of Education is committed to maintaining fiscal solvency while working to provide a safe educational environment for our students.

Plan Narrative

Springfield Local Board of Education regularly monitors school finances through monthly reports and presentations submitted by the Treasurer, along with regularly updated five year forecasts which are approved by the Board of Education.

In anticipation of the need for dollars, the Springfield Local Schools Board of Education made cuts at the end of the 2019-2020 school year. These cuts eliminated 20.75 positions cutting \$1,480,120 preemptively to help reduce the deficit.

After two failed attempts to pass a 7.7 mill, \$3,000,000 operating levy, additional reductions were deemed necessary. A primary reduction is the 2020-2021 closure of Young Elementary School. These reductions are included in the five year forecast that was approved by the Board of Education in November 2020. That forecast is the baseline of this financial recovery plan and the reductions are not itemized in the *plan* section of the attached spreadsheet. These reductions will eliminate 20.5 staff positions. The fiscal savings are:

- Close Young elementary school resulting in the following:
 - Estimated savings of \$1,139,223.49
 - Reduction of an administrative position
 - Elimination of custodial positions
 - Elimination of a building head secretary
 - Elimination of Playground monitors
 - Elimination of a medical assistant
 - Elimination of a school counselor
 - Reduction of 5 general education teachers due to building consolidation
 - Reduction of 1 Special Education teacher due to building consolidation
 - Eliminate a title 1 teacher and TAs for Title 1 support due to building consolidation
 - Savings in Utilities

Immediately following the second failed levy attempt and based on the proposed fiscal implications, Springfield Local School District Board of Education plans to implement the following reductions in December 2020:

- Estimated saving of \$261,066.15
- Eliminate the student activities clerk position
- 4 custodial positions totalling 26 hours

- Eliminate library clerks at all schools
- Reduce athletic secretary position by 4 hours
- Institute pay to play at a rate of \$300 per student per sport
- Eliminate supplemental contracts for junior high sports
- Reduce 1 bus route contract and employee

In order to reduce deficits for fiscal year 2022, the Board of Education has committed to reducing the following positions across the district, as necessary to maintain a positive forecast.

- For the 2021-2022 school year:
 - Estimated saving of \$2,868,245.06
 - Eliminate 4 bus routes and staff by going to state minimum transportation
 - Impose the following reductions
 - Eliminate Physical Education except for what is required resulting in 3 teaching positions
 - Eliminate music in all elementary/intermediate schools resulting in 3 teaching positions
 - Eliminate Art in all elementary/intermediate positions resulting in 3 teaching positions
 - Reduce Foreign Language offerings to Spanish only resulting in reduction of 2 teaching positions
 - Reduce technology offerings for students resulting in 3 teaching positions
 - Eliminate Family Consumer Science
 - Eliminate OWA program to reduce 1 teaching position
 - Eliminate additional reading teacher at Spring Hill Elementary resulting in 1 eliminated position
 - Consolidate Cafeteria Manager positions and streamline operations

Along with the savings outlined above, the district will continue to implement other cost saving measures across all departments by reducing budgets and placing planned projects and programming enhancements on an indefinite hold. Departments will continue to seek alternative funding sources for staffing, supplies and equipment.

The board will be kept informed through constant and open dialogue with the Treasurer and Superintendent. Monthly written reports will be provided to the Board of Education for review and the Treasurer will continue to make monthly presentations at the regularly scheduled Board of Education meeting to keep the district stakeholders and Board of Education informed of financial status and related plans. Written reports will include, but not be limited to: check detail report, revenue

summaries, fund summaries, and appropriation account summaries. As necessary, the Board will be presented with, and requested to approve, updated five year forecasts prepared by the Treasurer.

This financial recovery plan and associated spreadsheets, dated December 1, 2020, were discussed in detail with the Board of Education in Executive Session during the work session on November 21, 2020. This plan was presented to and approved by the Board of Education at a Special Meeting on December 1, 2020 and approved by:

- _____ Mr. David Hofer, President
- _____ Mr. Neal Hess, Vice-President
- _____ Mrs. Mary Lou Dodson
- _____ Mr. Chad Lance
- _____ Mr. Larry Petry

This report, along with associated attachments, will be promptly submitted to the Ohio Department of Education, Office of School Finance.

Mr. David Hofer, President

Date

Mr. Charles Sincere, Superintendent

Date

Mr. Christopher Adams, Treasurer

Date

57	Phys Ed # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
58	Phys Ed # 3	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
59	Phys Ed # 3	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
60	Music # 1	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
61	Music # 1	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
62	Music # 2	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
63	Music # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64	Music # 3 (80%)	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65	Music # 3 (80%)	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66	Art # 1	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67	Art # 1	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
68	Art # 2	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69	Art # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70	Art # 3	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71	Art # 3	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72	Foreign Language # 1	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73	Foreign Language # 1	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74	Foreign Language # 2	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
75	Foreign Language # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76	Tech # 1	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77	Tech # 1	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78	Tech # 2	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79	Tech # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80	Tech # 3	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81	Tech # 3	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82	Family & Consumer Science	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83	Family & Consumer Science	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84	OWA Program	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
85	OWA Program	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
86	Reading Teacher SES	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
87	Reading Teacher SES	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
88	Cafeteria Manager # 1	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89	Cafeteria Manager # 1	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
90	Cafeteria Manager # 2	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91	Cafeteria Manager # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
92	Add 4 hour cafeteria # 1	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93	Add 4 hour cafeteria # 1	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0
94	Add 4 hour cafeteria # 2	Wages, 3.010	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Add 4 hour cafeteria # 2	Benefits, 3.020	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total Proposed Changes:

32,500 32,500 35,056 35,056 35,056 262,056 39,680 39,680 39,680 58,681 39,680 3,039,680 3,689,305

57	Phys Ed # 2	Benefits, 3.020	816	816	816	816	816	816	816	816	816	816	816	816	816	9,792
58	Phys Ed # 3	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
59	Phys Ed # 3	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
60	Music # 1	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
61	Music # 1	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
62	Music # 2	Wages, 3.010	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	78,744
63	Music # 2	Benefits, 3.020	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	37,188
64	Music # 3 (80%)	Wages, 3.010	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	66,864
65	Music # 3 (80%)	Benefits, 3.020	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	35,280
66	Art # 1	Wages, 3.010	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	58,116
67	Art # 1	Benefits, 3.020	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	33,876
68	Art # 2	Wages, 3.010	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	62,892
69	Art # 2	Benefits, 3.020	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	19,236
70	Art # 3	Wages, 3.010	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	18,216
71	Art # 3	Benefits, 3.020	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	15,192
72	Foreign Language # 1	Wages, 3.010	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	70,068
73	Foreign Language # 1	Benefits, 3.020	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	35,796
74	Foreign Language # 2	Wages, 3.010	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	79,632
75	Foreign Language # 2	Benefits, 3.020	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	37,332
76	Tech # 1	Wages, 3.010	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	74,844
77	Tech # 1	Benefits, 3.020	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	36,564
78	Tech # 2	Wages, 3.010	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	84,408
79	Tech # 2	Benefits, 3.020	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	38,100
80	Tech # 3	Wages, 3.010	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	53,328
81	Tech # 3	Benefits, 3.020	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	33,108
82	Family & Consumer Science	Wages, 3.010	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	65,280
83	Family & Consumer Science	Benefits, 3.020	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	35,028
84	OWA Program	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
85	OWA Program	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
86	Reading Teacher SES	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
87	Reading Teacher SES	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
88	Cafeteria Manager # 1	Wages, 3.010	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	19,668
89	Cafeteria Manager # 1	Benefits, 3.020	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	12,384
90	Cafeteria Manager # 2	Wages, 3.010	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	20,040
91	Cafeteria Manager # 2	Benefits, 3.020	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	28,020
92	Add 4 hour cafeteria # 1	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
93	Add 4 hour cafeteria # 1	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
94	Add 4 hour cafeteria # 2	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
	Add 4 hour cafeteria # 2	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
Total Proposed Changes:			(2,709,705)	290,295	339,295	290,295	329,295	300,295	290,295	329,295	290,295	339,295	290,295	590,295	969,540	

57	Phys Ed # 2	Benefits, 3.020	816	816	816	816	816	816	816	816	816	816	816	816	816	9,792
58	Phys Ed # 3	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
59	Phys Ed # 3	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
60	Music # 1	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
61	Music # 1	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
62	Music # 2	Wages, 3.010	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	78,744
63	Music # 2	Benefits, 3.020	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	37,188
64	Music # 3 (80%)	Wages, 3.010	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	66,864
65	Music # 3 (80%)	Benefits, 3.020	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	35,280
66	Art # 1	Wages, 3.010	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	58,116
67	Art # 1	Benefits, 3.020	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	33,876
68	Art # 2	Wages, 3.010	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	62,892
69	Art # 2	Benefits, 3.020	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	19,236
70	Art # 3	Wages, 3.010	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	18,216
71	Art # 3	Benefits, 3.020	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	15,192
72	Foreign Language # 1	Wages, 3.010	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	70,068
73	Foreign Language # 1	Benefits, 3.020	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	35,796
74	Foreign Language # 2	Wages, 3.010	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	79,632
75	Foreign Language # 2	Benefits, 3.020	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	37,332
76	Tech # 1	Wages, 3.010	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	74,844
77	Tech # 1	Benefits, 3.020	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	36,564
78	Tech # 2	Wages, 3.010	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	84,408
79	Tech # 2	Benefits, 3.020	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	38,100
80	Tech # 3	Wages, 3.010	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	53,328
81	Tech # 3	Benefits, 3.020	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	33,108
82	Family & Consumer Science	Wages, 3.010	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	65,280
83	Family & Consumer Science	Benefits, 3.020	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	35,028
84	OWA Program	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
85	OWA Program	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
86	Reading Teacher SES	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
87	Reading Teacher SES	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
88	Cafeteria Manager # 1	Wages, 3.010	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	19,668
89	Cafeteria Manager # 1	Benefits, 3.020	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	12,384
90	Cafeteria Manager # 2	Wages, 3.010	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	20,040
91	Cafeteria Manager # 2	Benefits, 3.020	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	28,020
92	Add 4 hour cafeteria # 1	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
93	Add 4 hour cafeteria # 1	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
94	Add 4 hour cafeteria # 2	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
	Add 4 hour cafeteria # 2	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
Total Proposed Changes:			(9,705)	290,295	339,295	290,295	329,295	300,295	290,295	329,295	290,295	339,295	290,295	290,295	3,369,540	

57	Phys Ed # 2	Benefits, 3.020	816	816	816	816	816	816	816	816	816	816	816	816	816	9,792
58	Phys Ed # 3	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
59	Phys Ed # 3	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
60	Music # 1	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
61	Music # 1	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
62	Music # 2	Wages, 3.010	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	78,744
63	Music # 2	Benefits, 3.020	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	37,188
64	Music # 3 (80%)	Wages, 3.010	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	66,864
65	Music # 3 (80%)	Benefits, 3.020	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	35,280
66	Art # 1	Wages, 3.010	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	58,116
67	Art # 1	Benefits, 3.020	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	33,876
68	Art # 2	Wages, 3.010	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	62,892
69	Art # 2	Benefits, 3.020	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	19,236
70	Art # 3	Wages, 3.010	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	18,216
71	Art # 3	Benefits, 3.020	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	15,192
72	Foreign Language # 1	Wages, 3.010	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	70,068
73	Foreign Language # 1	Benefits, 3.020	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	35,796
74	Foreign Language # 2	Wages, 3.010	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	79,632
75	Foreign Language # 2	Benefits, 3.020	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	37,332
76	Tech # 1	Wages, 3.010	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	74,844
77	Tech # 1	Benefits, 3.020	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	36,564
78	Tech # 2	Wages, 3.010	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	84,408
79	Tech # 2	Benefits, 3.020	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	38,100
80	Tech # 3	Wages, 3.010	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	53,328
81	Tech # 3	Benefits, 3.020	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	33,108
82	Family & Consumer Science	Wages, 3.010	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	65,280
83	Family & Consumer Science	Benefits, 3.020	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	35,028
84	OWA Program	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
85	OWA Program	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
86	Reading Teacher SES	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
87	Reading Teacher SES	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
88	Cafeteria Manager # 1	Wages, 3.010	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	19,668
89	Cafeteria Manager # 1	Benefits, 3.020	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	12,384
90	Cafeteria Manager # 2	Wages, 3.010	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	20,040
91	Cafeteria Manager # 2	Benefits, 3.020	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	28,020
92	Add 4 hour cafeteria # 1	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
93	Add 4 hour cafeteria # 1	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
94	Add 4 hour cafeteria # 2	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
	Add 4 hour cafeteria # 2	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
Total Proposed Changes:			290,295	290,295	339,295	290,295	329,295	300,295	290,295	329,295	290,295	339,295	290,295	290,295	3,669,540	

57	Phys Ed # 2	Benefits, 3.020	816	816	816	816	816	816	816	816	816	816	816	816	816	9,792
58	Phys Ed # 3	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
59	Phys Ed # 3	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
60	Music # 1	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
61	Music # 1	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
62	Music # 2	Wages, 3.010	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	6,562	78,744
63	Music # 2	Benefits, 3.020	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	3,099	37,188
64	Music # 3 (80%)	Wages, 3.010	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	66,864
65	Music # 3 (80%)	Benefits, 3.020	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	2,940	35,280
66	Art # 1	Wages, 3.010	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	4,843	58,116
67	Art # 1	Benefits, 3.020	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	2,823	33,876
68	Art # 2	Wages, 3.010	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	5,241	62,892
69	Art # 2	Benefits, 3.020	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	1,603	19,236
70	Art # 3	Wages, 3.010	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	1,518	18,216
71	Art # 3	Benefits, 3.020	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	1,266	15,192
72	Foreign Language # 1	Wages, 3.010	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	5,839	70,068
73	Foreign Language # 1	Benefits, 3.020	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	2,983	35,796
74	Foreign Language # 2	Wages, 3.010	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	6,636	79,632
75	Foreign Language # 2	Benefits, 3.020	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	37,332
76	Tech # 1	Wages, 3.010	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	6,237	74,844
77	Tech # 1	Benefits, 3.020	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	3,047	36,564
78	Tech # 2	Wages, 3.010	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	7,034	84,408
79	Tech # 2	Benefits, 3.020	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	3,175	38,100
80	Tech # 3	Wages, 3.010	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	4,444	53,328
81	Tech # 3	Benefits, 3.020	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	2,759	33,108
82	Family & Consumer Science	Wages, 3.010	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	5,440	65,280
83	Family & Consumer Science	Benefits, 3.020	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	2,919	35,028
84	OWA Program	Wages, 3.010	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	6,038	72,456
85	OWA Program	Benefits, 3.020	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	3,015	36,180
86	Reading Teacher SES	Wages, 3.010	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	6,436	77,232
87	Reading Teacher SES	Benefits, 3.020	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	3,079	36,948
88	Cafeteria Manager # 1	Wages, 3.010	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	1,639	19,668
89	Cafeteria Manager # 1	Benefits, 3.020	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	1,032	12,384
90	Cafeteria Manager # 2	Wages, 3.010	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	1,670	20,040
91	Cafeteria Manager # 2	Benefits, 3.020	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	2,335	28,020
92	Add 4 hour cafeteria # 1	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
93	Add 4 hour cafeteria # 1	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
94	Add 4 hour cafeteria # 2	Wages, 3.010	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(875)	(10,500)
	Add 4 hour cafeteria # 2	Benefits, 3.020	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(292)	(3,504)
Total Proposed Changes:			290,295	290,295	339,295	290,295	329,295	300,295	290,295	329,295	290,295	339,295	290,295	290,295	3,669,540	