

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
COMMITTEE MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street
Saint Paul, Minnesota 55102

April 3, 2024
4:30 PM

A G E N D A

1. **CALL TO ORDER**
2. **AGENDA**
 - A. Superintendent's Announcements
 - B. FY25 Budget Update
 1. Introduction
 2. Presentation
 3. Discussion
 - C. Amendment of Superintendent Contract
 1. Introduction
 2. Discussion
 3. Action
 - D. Update on Interim Superintendent Search
 1. Introduction
 2. Discussion
 3. Action
3. **ADJOURNMENT**
4. **WORK SESSION**
 - A. B.I.G.G.: Board Initiated Goals Governance

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#BoldSubject#



Saint Paul
PUBLIC SCHOOLS

FY25 Budget Update

Committee of the Board Meeting

April 3, 2024

Objective of the Presentation

To share with the Board of Education and the community:

- An update on the FY25 budgeting process and our work toward building a balanced budget
- Review the tool that guided school allocation
- A high-level summary of anticipated impacts of enacting a balanced budget
- Next steps and timeline in the FY25 budget process

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Agenda

- Review of FY25 budget components
- School allocations and impacts
- Division and department budget impacts
- Next steps in FY25 budget process
- FY25 budget timeline and important dates

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FY25 Budget Components

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Budget Building Blocks



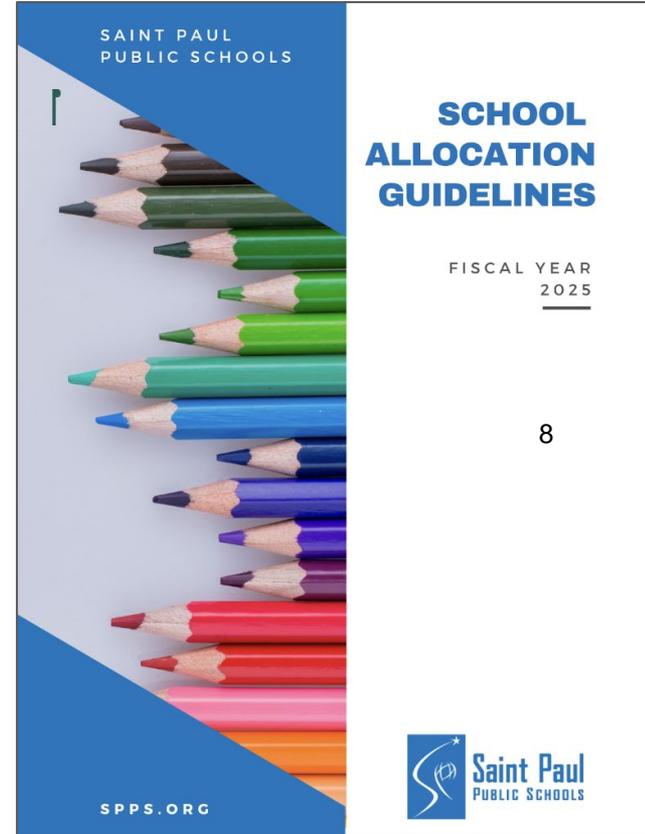
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School Allocations & Impacts

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School Allocation Guidelines

- The [School Allocation Guidelines](#) provide information and guidance about how school budgets are allocated.
- The Division of Schools and Learning uses specific **formulas and guidelines to allocate** staffing and funding to schools.
- The Division of Schools and Learning works closely with all other divisions to ensure the school allocations are **accurate and equitable**.



Sampling of Changes in FY25 School Allocations

	FY24	FY25
Elementary Teachers	No composite classrooms K-3	No composite classrooms K-1; Early Childhood Hub consolidation to one site
Secondary Teachers	Allocated at 6 below the contractual average class size	Allocated at 4 below the contractual average class size
Library Services	Licensed LMS at secondary, EAs floating at elementary	Licensed LMS at secondary, increased staffing at elementaries to ensure libraries are accessible ⁹
Technology Supports	Tech TOSAs supplement student iPad support	Field Techs support student and staff technology
Title I	Title I threshold of 49.1% or greater students qualifying for educational benefits	Decreased threshold to 48.4%; fewer students completed educational benefits forms and less carryover

Sampling of School Impacts

	FTEs Allocated		Costs	
	FY24	FY25	FY24	FY25
School Leadership	134.00	129.0 (-5.00)	\$25,234,612	\$25,741,414 (+\$506,802)
PK-5 Classroom Teachers*	703.00	692.0 (-11.00)	\$78,658,940	\$81,963,311 (+\$3,304,371) ¹⁰
PK-5 Specialist Teachers*	217.00	156.0 (-58.00)	\$24,492,139	\$18,632,016 (-\$5,860,123)
K-8 and 6-8 Secondary Teachers*	277.00	251.5 (-25.50)	\$31,628,414	\$30,387,739 (-\$1,240,675)
6-12 and 9-12 Secondary Teachers*	405.00	389.5 (-15.50)	\$46,243,710	\$47,061,727 (+\$818,017)

Note: The above information does not include additional staffing paid for through Title 1, A/I, some grants.

*Does not include ALC, Alternative and Specialized sites.

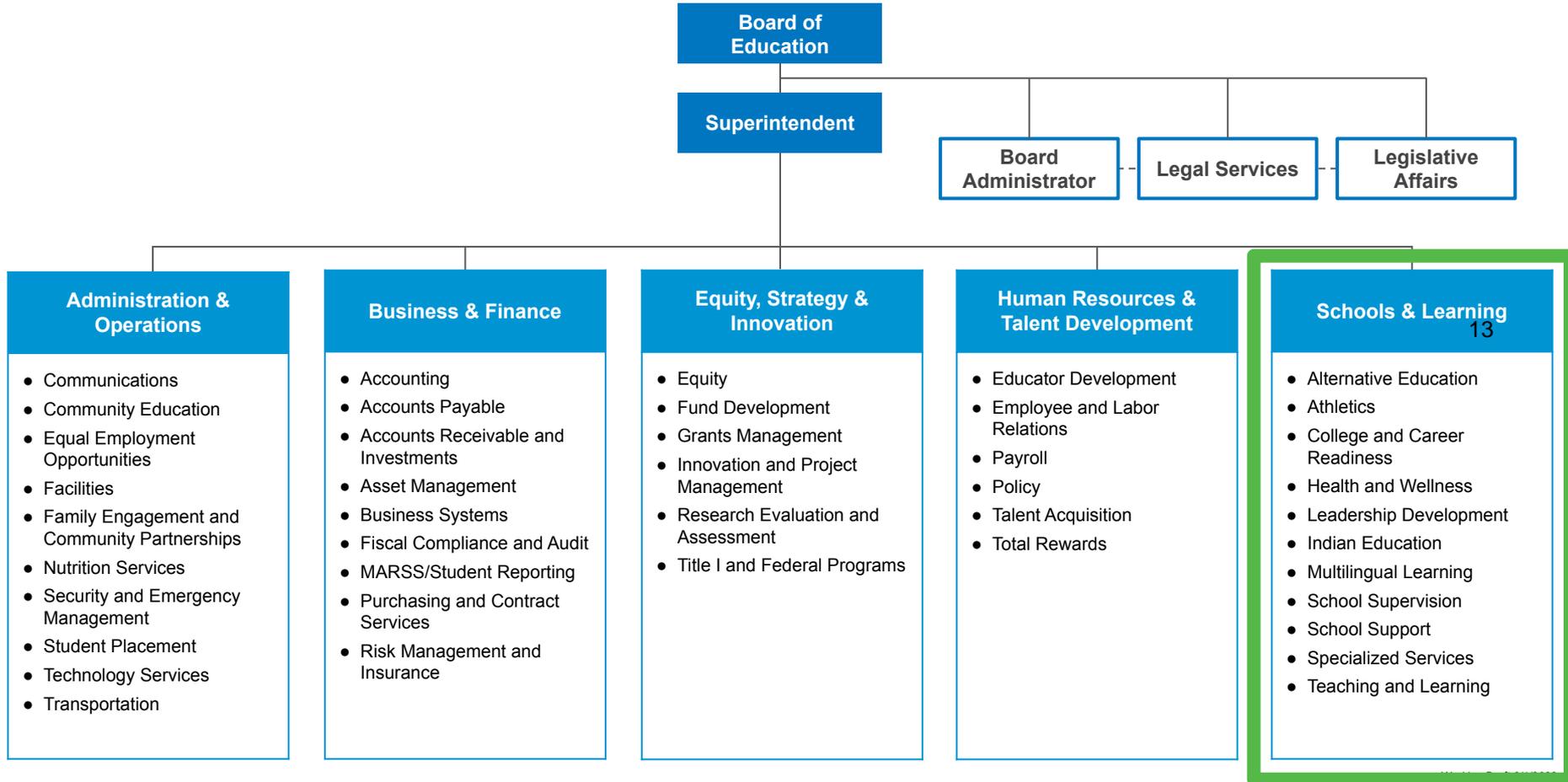
Sampling of School Impacts (Continued)

	FTEs Allocated		Costs	
	FY24	FY25	FY24	FY25
Clerks	138.00	135.00 (-3.00)	\$9,530,023	\$9,886,897 (+\$356,874)
Counselors	134.40	131.00 (-3.40)	\$16,240,493	\$16,750,708 (+\$510,215)
Library Services	33.52	52.80 (+19.28)	\$3,299,260	\$3,836,364 (+\$537,104) ¹¹
MLL Services	342.37	337.44 (-4.93)	\$35,472,095	\$37,056,019 (+\$1,583,924)
Health Services	89.01	93.93 (+4.92)	\$8,361,072	\$9,295,852 (+\$934,780)
Gen Ed Social Workers	57.00	55.60 (-1.40)	\$6,696,531	\$6,912,136 (+\$215,605)
Intervention Specialists	89.00	85.00 (-4.00)	\$5,958,461	\$6,022,335 (+\$63,874)

Note: The above information does not include additional staffing paid for through Title 1, A/I, some grants.

Division & Department Impacts

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Schools & Learning

IMPACTS

REDUCTIONS

ARP

\$20.2 million

Additional Reductions Being Considered

\$3.5 million

*Does not include staffing that is
directly allocated to schools*

Athletics

- Sustain cost increases as part of Schedule C and fees for officials
- Addition of boys volleyball as interscholastic sport in SY2024-25

College & Career Readiness and School Supports

- Reduced ARP supports in school climate and college and career pathways services
- Maintaining commitments within Indian Education Resolution ¹⁴
- Staffing reductions beyond ARP
- Targeted reductions in materials, funding for professional development and curriculum writing, and external contracts

Multilingual Learning

- Primary staffing reduction occurring through loss of ARP
- Reduced supplies and materials support for multilingual learning
- Reduction in departmental training and coaching support for MLL and LCD teachers

Schools & Learning (Continued)

IMPACTS

REDUCTIONS (from previous slide)

ARP
\$20.2 million

Additional Reductions Being Considered \$3.5 million

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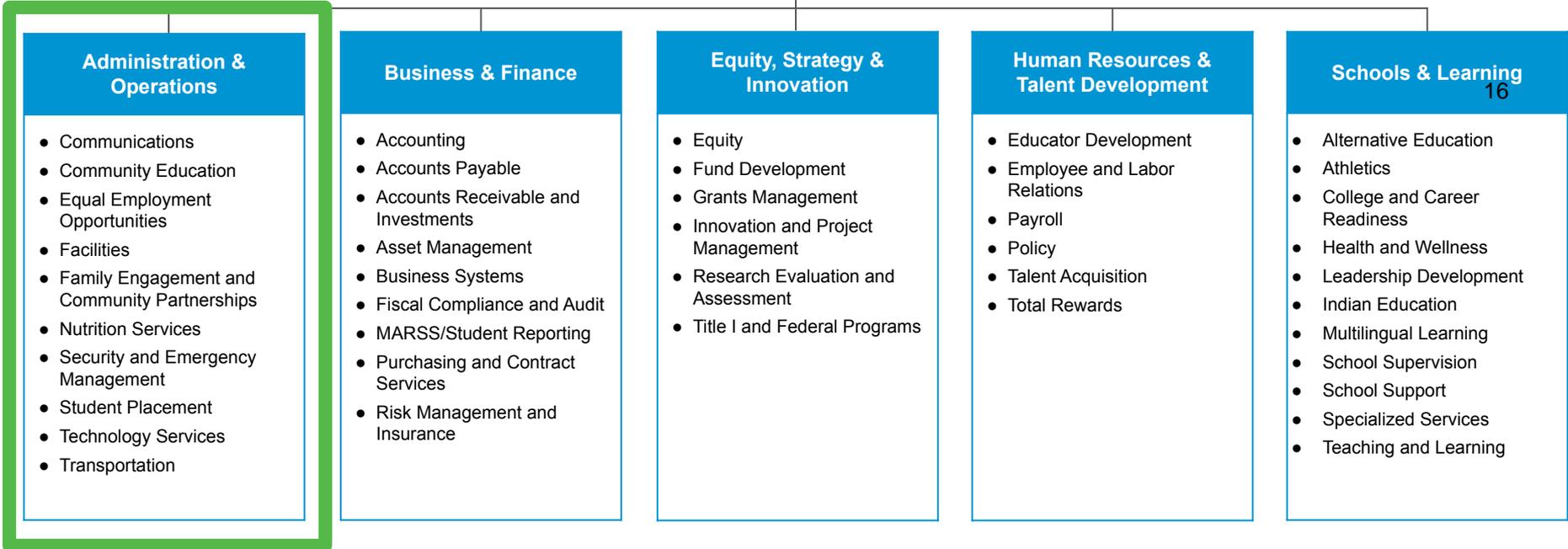
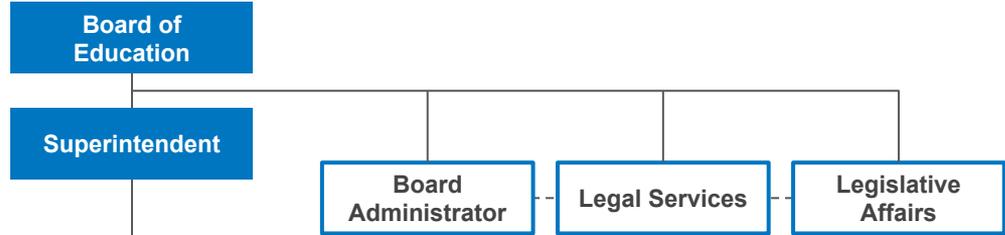
Specialized Services

- Reduce ARP-funded bonus pay and supplemental pay
 - Early childhood assessment service reduction
- Improve coding of specialized services to maximize special education state aid
- Reduced non-instructional supplies

Teaching & Learning

- Adjustments to WINN reading and literacy supports
- Adjustments to CSI and TSI (comprehensive school supports)
- Modifying staffing structures to support all school libraries
- Reducing and focusing professional development, content support and new materials
- Continued support for select programs (Peer Assistance and Review (PAR), Belwin, Planetarium)

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Administration & Operations

- Communications
- Community Education
- Equal Employment Opportunities
- Facilities
- Family Engagement and Community Partnerships
- Nutrition Services
- Security and Emergency Management
- Student Placement
- Technology Services
- Transportation

Business & Finance

- Accounting
- Accounts Payable
- Accounts Receivable and Investments
- Asset Management
- Business Systems
- Fiscal Compliance and Audit
- MARSS/Student Reporting
- Purchasing and Contract Services
- Risk Management and Insurance

Equity, Strategy & Innovation

- Equity
- Fund Development
- Grants Management
- Innovation and Project Management
- Research Evaluation and Assessment
- Title I and Federal Programs

Human Resources & Talent Development

- Educator Development
- Employee and Labor Relations
- Payroll
- Policy
- Talent Acquisition
- Total Rewards

Schools & Learning
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- Alternative Education
- Athletics
- College and Career Readiness
- Health and Wellness
- Leadership Development
- Indian Education
- Multilingual Learning
- School Supervision
- School Support
- Specialized Services
- Teaching and Learning

Administration & Operations

IMPACTS

REDUCTIONS

ARP

\$36.2 million

Additional Reductions Being Considered

\$11.8 million

Nutrition Services

- ARP funding for 12 positions eliminated
- Overall reduction of 16-19% of departmental staff
- Food and supply costs rising faster than funding
- Menu changes to reduce food costs and staff demands

Facilities

- Loss of all ARP-funded custodial and maintenance positions
- Additional 10-12% reduction of custodial and maintenance staff
- Loss of 3.4 million square feet of daily cleaning capacity (out of 7.7 million total square feet)
- Anticipated reduction of 2,000 completed work orders annually
- Material and equipment costs continue to increase

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Administration & Operations (Continued)

IMPACTS

REDUCTIONS (from previous slide)

ARP
\$36.2 million

**Additional Reductions
Being Considered**
\$11.8 million

Transportation

- Balanced bus tiers to increase efficiency, focusing on keeping students on yellow school buses
- Rebid bus contracts, realizing significant savings
- Reduced back-up coverage, which could lead to route cancellation

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Technology Services

- Streamlining student iPad logistics and support
- Changing support model for district staff and students
- Reviewing potential changes to district device refresh cycle
- Focusing on core services and cybersecurity

Administration & Operations (Continued)

IMPACTS

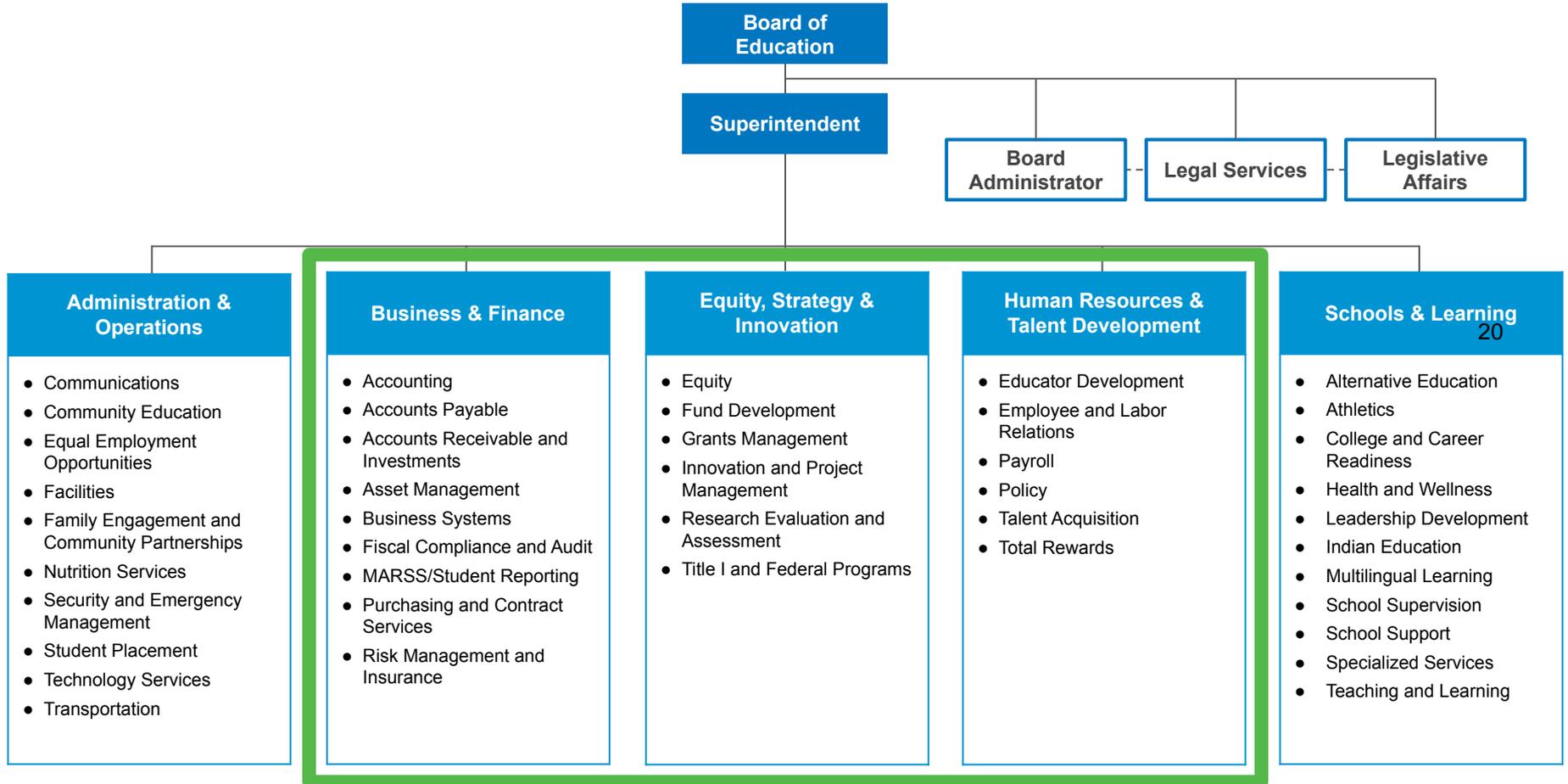
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\$36.2 million

**Additional Reductions
Being Considered**
\$11.8 million

Communications / Community Education / Equal Employment Opportunities / Family Engagement and Community Partnerships / Security & Emergency Management / Student Placement

- Reducing FTEs and exploring alternate schedules (e.g. 10-month or 19 part-time roles instead of 12-month roles)
- End of ARP-funded initiatives, including the Central Contact Center
- Reduced capacity for supporting community events
- Reduced capacity for community to access SPPS services (for enrollment support, out-of-school programs, communication)
- Focus on preserving direct student services (e.g. SSLs) to the greatest extent possible
- All departments will need to reduce staff in addition to ARP



Business & Finance / Equity, Strategy & Innovation / Human Resources

IMPACTS

REDUCTIONS

ARP

\$5.1 million

Additional Reductions Being Considered

\$3.2 million

Business & Finance

- Targeted reductions in materials, fees for service/ external contracts and staffing

Equity, Strategy & Innovation

- Staffing reductions beyond ARP
- Targeted reductions in materials, funding for professional development and external contracts

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Human Resources

- Staffing restructuring and reductions that will result in reduced capacity to respond to school needs and proactively implement recruitment/hiring strategies to ensure vacancies are filled in a timely manner
- Loss of hiring and retention dollars to differentiate SPPS from other districts
- Reduction of supplemental pay for new teacher support and SUTR

Next Steps

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Budget Reduction Target Progress

Description of Reductions and Savings	Reduction Amount	Shortfall Running Total	Date
Estimated FY25 Budget Shortfall	-	-\$150.3M	Fall 2023
FY24: New revenue, unemployment insurance savings FY25: ARP one-time expenses, additional state aid, additional compensatory aid	\$42.8M	-\$107.5M	January 2024
Discontinuation/reduction of ARP and non-ARP funded programs and staff, supplemental pay savings, school allocation savings	\$71.3M	-\$36.2M	Feb/March 2024
Additional reductions in district staff and services (Proposed)	\$16.3M	-\$19.7M	April 2024

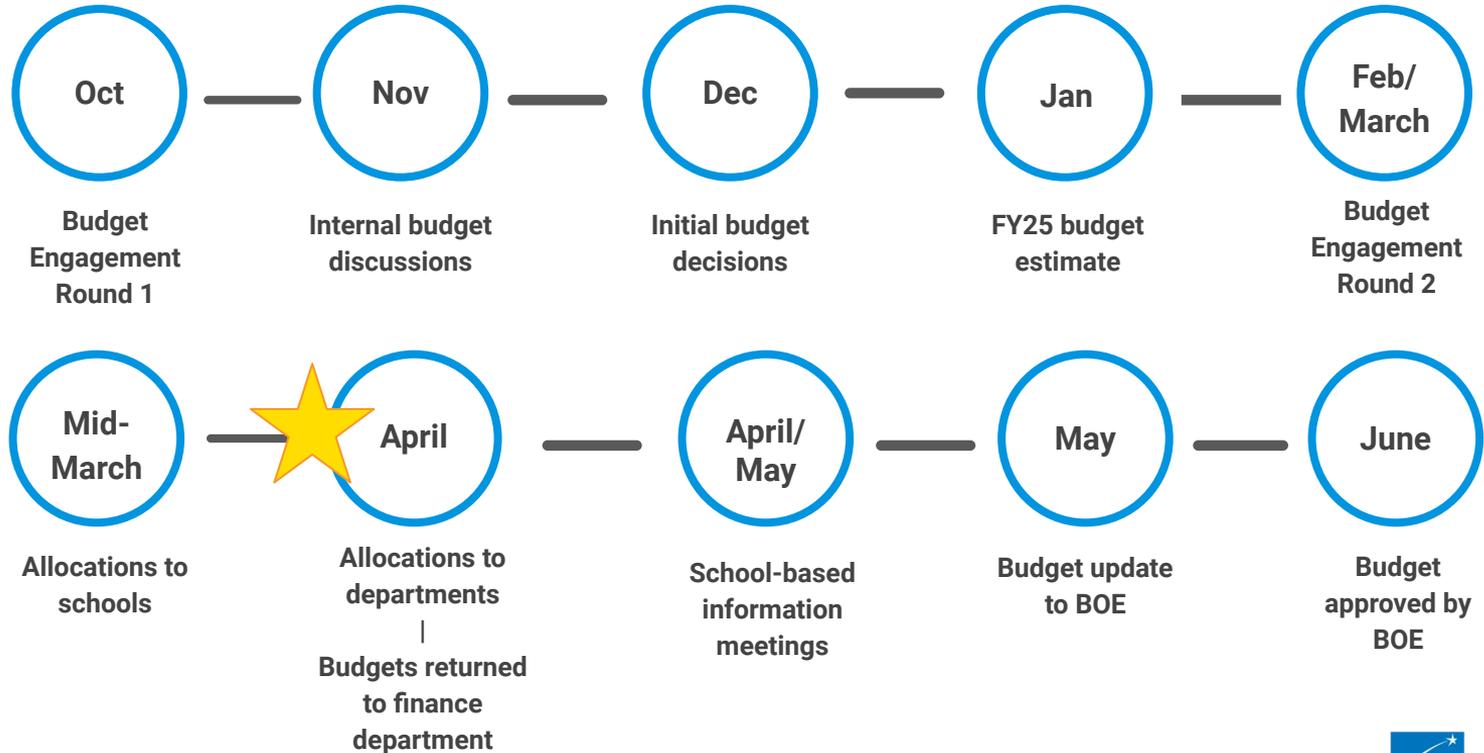
Deficit & Financial Outlook

- Slightly increase fund balance for FY23
- Fall enrollment in 2024
- Legislative session in 2025
- Additional cost containment (if needed) in Oct/Nov 2024

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Bottom Line: The district may consider using some of its fund balance to prevent further reductions for FY25.

FY25 Budget Timeline



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Important Dates

- **March 4-April 17:** Parent Advisory Council (PAC) budget information meetings
- **April 2-19:** School budget meetings with principals
- **April 22:** Department budgets out
- **April 15-May 17:** School-based budget information meetings
- **April 26:** Staff cuts and non-renewals
- **April 19-May 15/May 17-June 13:** Interview & Select (two rounds)

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Questions?

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