

2016-17 Budget Cuts - Impact

Program or Position	FTE	School Level	Bargaining Unit	Amount of Reduction	Remedy Implemented	General Notes on Impact
Director of Hillside Campus	1	Hillside (FLHS)	BASA	\$30,000	Hired Co-coordinators	New team, no daily administrative presence; adds additional responsibilities and tasks to Special Ed Assistant Director
Director of Professional Development	1	Dist	BASA	\$150,000	None	When professional development is restored, more staffing will be needed for implementation and oversight of PD; Administrative responsibilities related to PD were added to Dir. of HR
House Director	1	FLMS	BASA	\$190,000	None	Increased the demand on remaining administrators to be responsible for school wide discipline; House Directors are no longer able to facilitate and/or oversee/participate in House, Team and Department meetings; this impacts leadership of curriculum and instruction schoolwide; may have impacted timeliness of responses to family and community
Elementary Classroom Teacher	7	Elem	BTA	\$700,000	None	Increased class sizes; sustainability depends on student population size and the success of teaching large heterogeneous classes; our approach to this is differentiation, it becomes increasingly hard with more kids; also less aide support increases the challenge
Library Media Specialist	4.4	Elem	BTA	\$600,000	None	Impact on implementation of library curriculum (including, but not limited to, research, digital citizenship, library skills), author visits, enrichment, collaboration with classroom teachers
Music	1	Elem	BTA	\$157,000	None	Teachers are absorbing the cut, services are stretched and reduced in frequency (ensemble groups are meeting only once every two weeks); keeping the program in place, but compromising the model
FLMS Teacher	1.4	FLMS	BTA	\$160,000	Hired 0.4 Math and 0.6 Math/ELA	The reduction eliminated a 0.4 math position and a 1.0 literacy position; eliminated capacity to provide required tiered intervention services to students identified through the RTI process
FLHS Teacher	2	FLHS	BTA	\$200,000	None	Resulted in fewer choices for students, reduced program options and more unassigned time and reduced opportunity for students; cumulative impact over 8 years of cuts to electives and programs; disproportionate impact on students. Business cut disproportionately impacts newcomer ESOL students.
Student Assistance Counselor	1	FLHS	N/A	\$60,000	Partial funding from NYS	Position is a critical support for high school students who are struggling with issues related to substance use and abuse; NYS legislators have provided financial support to maintain the position for the year
Custodian	3	All*	CSEA	\$140,000	None	Reduced cleaning and maintenance capacity; *All schools except FLMS took a 0.5 FTE reduction in custodial staff. FLMS did not make a cut to custodial staffing.
Instructional Assistant (Academic Support Center)	1	FLHS	CSEA	\$62,000	None	Reduced capacity to support students in the Academic Success Center; reduces FLHS' capacity to implement RTI Interventions and credit recovery; ultimately may impact graduation rates
Instructional Assistant (Math)	1	FLHS	CSEA	\$62,000	None	Provided remedial math support; bilingual IA was able to provide critical support to any and all students
Purchasing Agent	1	Dist/BO	CSEA	\$20,000	None	Responsibilities have been taken on by other staff and administration; reduced service to faculty, staff, parents and community

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School Safety Monitor	1	FLMS	CSEA	\$55,000	None	Compromises ability to effectively monitor climate and insure safety of students.
Secretary to Administrator (FLHS)	1	FLHS	FLHS	\$70,000	None	Has increased responsibilities of other staff and administration; impacts availability and timeliness of response and service for students, parents, staff, faculty related to discipline, AP administration, student parking, and other administrative functions at the high school
Secretary to Administrator (VPA)	1	Dist	CSEA	\$33,000	Added 0.5 Office Asst	Art and Music Coordinators (part-time K-12 department leaders) have assumed additional operational tasks; limits ability to do performance and event-related tasks; no longer able to provide printed programs for events
Secretary to Administrator (Special Ed)	1	Dist	CSEA	\$80,000	None	Distribution of tasks to other staff and administration; ultimately, reduces timeliness of response to parents and community related to both Special Ed and Pupil Personnel Services
Teacher Aide	17	Schools	CSEA	\$625,000	None	Reduced support and supervision for students, teachers; impacts a school's ability to adapt to fill faculty/staff absences and other unanticipated changes to the school day; impact is being felt in the general climate and culture of schools
Assistant Superintendent for HR	N/A	Dist	NON	\$15,000	None	No impact, the cut of the position was in title and salary only, the responsibilities associated with the former title are being done by Director of Human Resources & Development
Secretary to Administrator (Bus. Office)	0.5	Dist	NON	N/A (added back)	Restored Full Time Secretary	The cut shifted additional tasks to other staff and administrators; impacts the staff's ability to accomplish time-sensitive tasks
Educational Television Specialist	0.5	Dist	NON	\$65,000	Restored part-time position for BoE meetings	Eliminates innovative "21st century" curriculum, club and project opportunities for students across the district; impacts our capacity to create informational multimedia projects that inform and publicize district initiatives and information