

April 23, 2024

BUDGET BALANCING STRATEGIES

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AGENDA

Budget Balancing: Purpose - Goals - Priorities

Investment Needs and Funding Strategies = 2024-2025

Emerging and Ongoing Challenges

Future Planning

Discussion



Budget Balancing Purpose

- ✓ Community Promise
- ✓ Financial Reality
- ✓ Changing Student Needs



Budget Balancing Goals

- ✓ High Impact Spending
- ✓ Stay True to Priorities
- ✓ Phase Changes

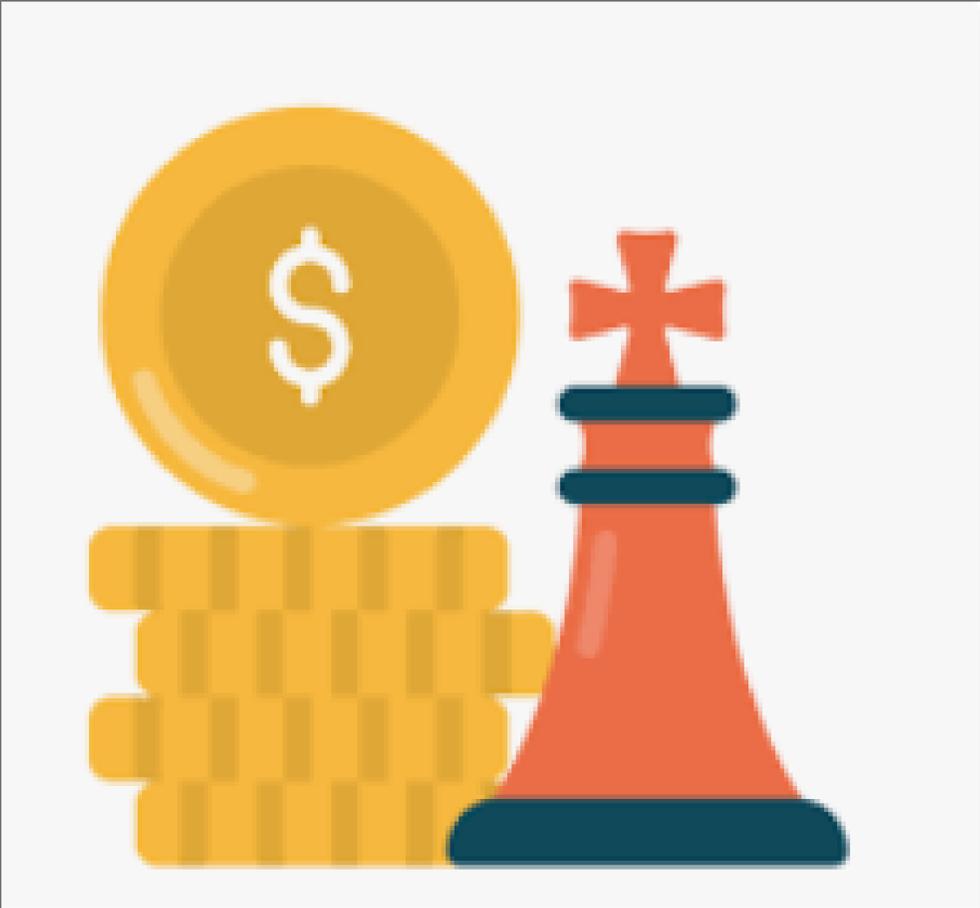


Budget Priorities

- ✓ Academic Rigor
- ✓ Support for the Whole Child
- ✓ Compensation



2024-2025 INVESTMENT NEEDS AND FUNDING STRATEGIES



Need: High-Level Reading Achievement for All Students

- New english and language arts curriculum aligned to 'science of reading' research and state standards for K-8
- Increased time spent on literacy intervention, curriculum development, and student growth at SIS (dedicated 1.0 FTE)

Estimated Investment: \$165K

Funding Strategy

- Transfer funds currently allocated to pay interest on our short term borrowing to the teaching and leaning budget in FY26
- Reconfigure secondary (7-12) reading intervention responsibilities, leveraging skills of English staff with reading support licenses
- Reduce overloads and a .4 FTE with very low enrollment

Estimated Funding FY25: \$100K

Estimated Funding FY26: \$165K

Projected Budget Impact:

FY25: \$65K

FY26: \$0



Need: Additional Professional Development

- Increased professional development to ensure fidelity of new curriculum
- Deep dive committee work to identify and plan for additional needs

Estimated Investment: \$60K

Funding Strategy

- Seek Seed Support (allocate a portion of the annual grant)

Estimated Funding: \$60K

Projected Budget Impact: \$0



Need: Additional Student Supports

- Additional Cross Categorical Teachers to Support Complex IEP Needs at Atwater and SIS
- Continuation of Mental Health Therapy Services through Children's Hospital Partnership

Estimated Investment: \$295K

Funding Strategy

- Re-distribute staffing across the District to align with needs
- Leverage state mental health grants

Estimated Funding: \$295K

Projected Budget Impact: \$0



Need: Maintain Class Sizes

- Additional classroom teacher at Atwater due to fluctuation in grade level cohort size
- Additional section of math at Lake Bluff as more students participate in our accelerated math program
- Additional enrichment sections needed at elementary level to ensure daily opportunities

Estimated Investment: \$160K

Funding Strategy

- Reduce K4 sections to two per school, based on projected enrollment
- Rebalance math assignments based on enrollment shifts
- Leverage SHS staff without full caseloads and K-12 licenses to support elementary PE

Estimated Funding: \$60K

Projected Budget Impact: \$100K



Other Balancing Strategies

Instructional Technology

- Needs for new software and replacement of devices, but recognizing that instructional technology was identified as a low priority by stakeholders we have reallocated funds within the technology budget and are seeking to prolong the lifespan of devices or recycle across grade levels

Strategic Use of Grant Funding

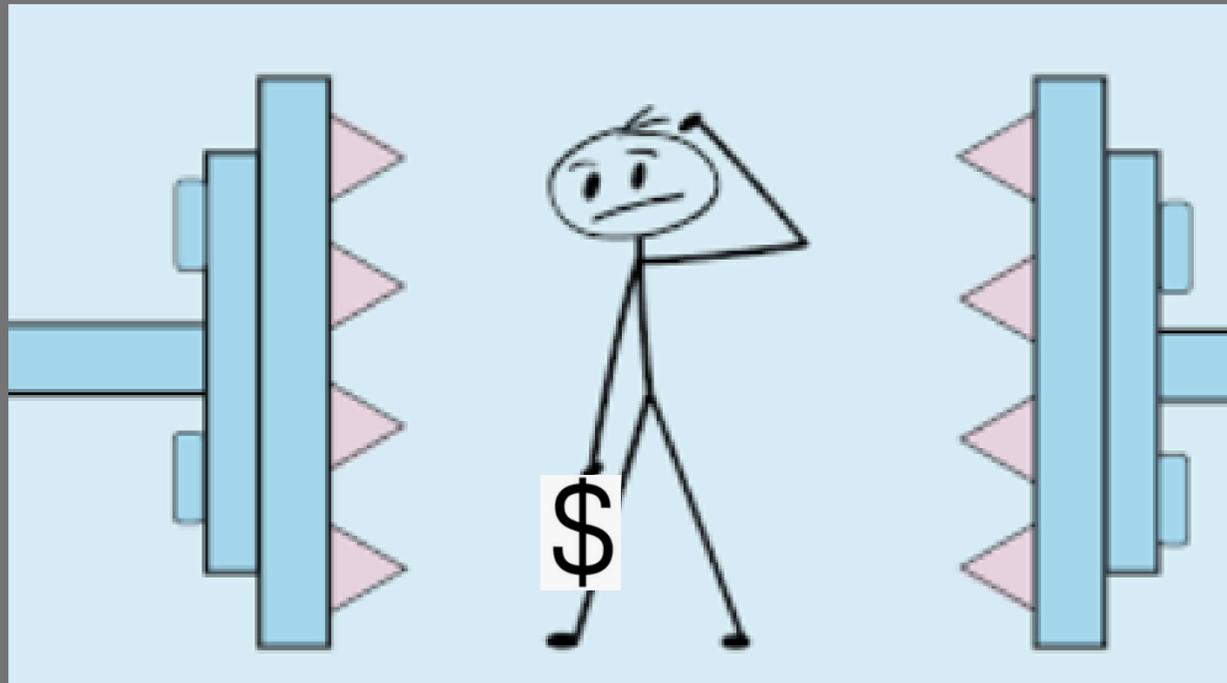
- Re-evaluating use of grant funds and leveraging for various instructional needs as feasible

Phasing Changes

- Not all of our identified needs and wants were addressed - we are holding in particular on other additional position requests and instead looking at how we can reconfigure responsibilities to accommodate needs



EMERGING AND ONGOING CHALLENGES



SkYROCKETING Health Care Costs

Challenge: The cost of health care for Shorewood and other Districts and organizations is escalating rapidly

- 25% (\$835K) increase proposed by UHC
- Trend data suggests challenges will continue - the costs of our claims is at least as much as our premiums

Strategies

- ✓ Board workshop in summer '24 with our benefits consultants to dig into potential changes to mitigate increases over time
- ✓ Plan changes for 24-25; Realistically, the District cannot absorb the entirety of these changes for next year or over time



Maintaining Top Compensation

Challenge: After next year's 4.6% average increase, increasing compensation by more than the projected 1.5% revenue increase escalates our costs of operation rapidly.

Strategies

- ✓ Compensation study to review total compensation package, including salaries and benefits
- ✓ Future salary increases may need to more closely align with projected revenue increases



Evolving Student Interests and Needs

Challenge: The needs and interests of students are not static over time.

- Student interest in our legacy performing arts programs has declined and we are over staffed compared to the level of student involvement.

Strategies

- ✓ Update course offerings
- ✓ Run courses on a rotation versus annually or every semester
- ✓ Re-evaluate staffing model



Maintaining Course Diversity

Challenge: Certain courses are expensive to run

- 4 SHS world language classes are running with 15 or fewer students to ensure all students can complete four years of foreign language
- SIS specialty classes, especially PE, are running with less than 20 students
- Authentic learning classes are designed for very small student:teacher ratios and incur additional costs for substitutes, materials, and speakers
- Alternative pathways courses are staff-intensive



Maintaining Course Diversity

Strategies

- ✓ Run courses on a rotation versus annually or every semester
- ✓ Continue to provide exposure to French at the elementary level to increase interest in and balance enrollment across our two language offerings
- ✓ Seek to hire staff with dual-language certification for flexibility when hiring for world language positions
- ✓ Evaluate feasibility of updating the SIS course rotations to better balance class sizes
- ✓ Examine alternative pathways and staffing for potential efficiencies while continue to address diverse student needs



Inflation-Sensitive Programs

Challenge: Certain areas have been particularly hard hit by inflation

- Utilities and busing have increased significantly
- Purchased services such as security, crossing guards, and other personnel services have increased significantly

Strategies

- ✓ Evaluate athletic offerings and strategies to identify core programs for investment and opportunities for cost reduction
- ✓ Energy vacations, heating/cooling during non-peak hours, and encouraging staff to keep windows and doors shut



FUTURE FISCAL CLIFF



TWO OPTIONS:

Scale Up

OR

Scale Back



Scenario Next Steps

Summer 2024: Visioning and Strategic Planning

Fall 2024: District provides initial assessment and implications of each scenario

2025: Deep dive into preferred scenario



DISCUSSION

