

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
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MEMORANDUM

TO: Board of Education Members

FM: Peter P. Horoschak

DT: 6 February 2006

RE: BUDGET ANALYSIS #4 – Stipends and Differentials

This analysis, along with other analyses produced in response to the Board's request for information, build on similar budget analyses produced in prior years. All analyses may be found on the district's website: <http://www.somdsd.k12.nj.us/finance/AllYearsRpts.htm>.

This analysis of stipends and differentials is being provided in order to satisfy your request for supplemental information that may be needed to compile the budget for 2006-07. A separate memo describes stipends paid to staff for their involvement as athletic coaches and as advisors to co-curricular and extra-curricular activities. A third analysis will explore additional funding of the athletic and student activities programs including donated funds, team fundraising, and individual expenses borne by the participants.

It should be noted that the stipend rates reported in these documents are taken from the agreement between the South Orange Maplewood Board of Education and the South Orange Maplewood Education Association for the school years 2002-2005 (the "Agreement"). The agreement for 2006-2009 has not been settled as of the time of this analysis and stipends may change as a result of this agreement.

Need

Effective management of a school district requires a number of roles to be filled. In many cases, rather than hiring a separate person to perform a role full time, it is more cost effective to add duties to the workload of an existing staff member and pay the stipend amount as compensation for assuming extra responsibilities. Many of the stipends below reflect this sort of arrangement.

In other cases, certain full-time staff positions are paid according to the teachers' salary guide, and a stipend is added to reflect the special character of those positions. This is true, for example, for the positions of Dean of Students, District Social Worker/Parenting Center and Assistant to the Principal.

Resources Provided by the District

Based on rates specified in the district's contract with SOMEA, resulting from collective bargaining, the district pays the following stipends and differentials:

Program	Amount	# Employees	Total Paid
Asst to the Principal	\$6,840	6	\$41,040
Bus Duty	\$2,828	11	\$31,108
Counselors [Guidance]	\$2,650	3	\$7,950
Dean of Students	\$6,840	2	\$13,680
Dist Soc Worker/Parent Center	\$3,320	1	\$3,320
FLES Advisor	\$3,771	1	\$3,771
Safety Patrol	\$2,828	7	\$19,796
Team Leader	\$4,965	12	\$64,545
Total Paid in 2005-06			185,210

Program	Rate	# Emp	Total Paid
Saturday Opportunity Program (4 hrs/Sat x 2/mth x 7 mths x 6 emp) – HS/MSs	\$40/hr	6	\$13,440
After School Detention HS	\$36/hr		
Class Coverage	\$36/hr		

**This list reflects compensation for teacher coverage paid on an hourly basis to employees who assume responsibility in these areas.*

Nothing in the Agreement requires the district to fill a stipend position. Although listed in the Agreement, the following positions are not being paid in 2005-06, reflecting the fact that the district is either filling the indicated role in another way or not offering the corresponding service.

Cost of Differentials and Stipends NOT Paid in 2005-2006

Affirmative Action Officer	\$7,427
Computer Trainer/Liaison	\$3,320
Coordinator/Teacher – Gifted Club	\$4,148
Curriculum Lead Teacher (EL)	\$5,353
Curriculum Lead Teacher (MS)	\$5,110
District Subject Leader Art	\$4,693
English as a Second Language (E.S.L.)	\$1,414
High School Public Relations Secretary	\$2,724
Intramurals (EL) – 6 @ \$2,671	\$16,026
Minority Achievement Teachers – 5 @ \$2,500	\$12,500
Music Coordinator	\$2,305
Resolving Conflict Creatively Program (RCCP) (HS/MS) – 3 @ \$1,651	\$4,953
Resource Leader	\$1,865
Special Education Intervention Specialist	\$3,478
Student Activities	\$4,148
Subject Leader	\$2,786
Teacher in Charge	\$4,546
Tutorial Advisor	\$1,865
Unit Leader	\$7,165
Yearbook (EL) – 6 @ \$1,337	<u>\$8,022</u>
Total	\$103,848

The above list identifies stipend positions noted in the current 2002-2005 and previous agreements between the Board of Education and the South Orange Maplewood Education Association. Based on time and circumstance, these positions were established in order to provide efficient management of the District programs. These positions have not been paid in the current year due to changes in programs and organizational structures in our schools.

Please note that the amounts for District Subject Leader Art and Counselors have been eliminated. However, the stipend is being paid to individuals who have been “grandfathered”. Once these individuals leave the district, or no longer perform the function, the stipend will no longer be paid.

Alternative Approaches

The following alternatives are available to the district:

Option 1: Elimination of stipends and differentials

The district may decide to eliminate all stipends and differentials and save approximately \$185,000 per year. However, this action would seriously impact the district's educational program and at minimum would require significant reorganization. Any such change would necessitate serious review and would probably result in changes that trigger other costs. It should be noted that some of the stipends relate to student safety.

Option 2: Status Quo

The district may decide that the current positions are justifiable, resulting in the maintenance of these positions and payment of the stipends and differentials according to the contract.

Conclusion

In order to maintain a viable student activity program the Board may wish to consider the continuation of stipends. However, as noted within this analysis, numerous stipends have not been paid in past years and many are currently still not paid. A closer analysis is required if consideration is to be given to better utilize stipends which are currently budgeted. These budgeted funds may be applied in a manner consistent with the Five Year Strategic Plan's goals, objectives and essential efforts as related to student activities and other programs necessary to improve the quality of our comprehensive academic and social education program.

As an example, the stipends listed in the Agreement for "Assembly" and "Student Activities" could be combined to support the administration in the management of a restructured student activities program. Similarly, the "Affirmative Action Officer" stipend, the "Tutorial Advisor" stipend and "Teacher-in-Charge" stipend could be combined to support a strategic plan initiative targeted at academic achievement and equity.

It is up to the district and building level administration to find the most practical ways to provide resources and opportunities for student success and leadership. Good student activity programs do not happen by accident. They grow out of staff creativity, commitment and sensitivity to student and community needs.

JC/CS/PPH/sas