

H·I·G·L·E·Y

UNIFIED SCHOOL DISTRICT

Maintenance & Operations Override

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February 19, 2025



Agenda

1. Higley Unified School District Strategic Plan 2022 - 2027
2. What is an M&O Override?
3. Higley M&O Override History
4. 2019 Voter Approved Initiatives (current)
5. Phased Reduction Plan
6. Questions

Higley Unified School District Strategic Plan 2022-2027



Mission We empower students to be responsible citizens with the knowledge, skills, and work ethic required for success in their future endeavors.

Vision An innovative district that prepares learners for limitless opportunities.

Core Values Integrity, Connections, Learning Centered, and Accountability.

Strategic Anchors The goals and indicators under each strategic anchor align with the district's mission, vision, and core values that were developed through stakeholder feedback and reflect research-based practices.

Strategic Anchor 1

Teaching and Learning/Student Success

Goal:
Maximize the academic and social emotional growth of each student aligned to the district's Portrait of a Graduate.

Indicators:

1.1 Provide exceptional opportunities for personalized instruction including; differentiation, acceleration, innovation, and leadership opportunities.

1.2 Provide resources to support the social-emotional growth of each student and the development of positive student behavior.

1.3 Provide guidance and support for college and career readiness.

1.4 Develop and implement a comprehensive, relevant curriculum that is aligned with state academic standards.

1.5 Support a collaborative culture using data and research-based practices.

Strategic Anchor 2

Highly Effective Personnel

Goal:
Establish a climate and culture that sustains excellence and retains high-quality employees.

Indicators:

2.1 Recruit, hire, and retain exemplary administrators, teachers and support staff district-wide.

2.2 Provide the necessary professional development, resources, and training to support all employees.

2.3 Ensure employees feel valued and supported through meaningful feedback and interactions.

Strategic Anchor 3

Communication and Community Relations

Goal:
Engage all stakeholders through transparent, respectful, timely, and consistent communication.

Indicators:

3.1 Develop and refine processes to ensure effective communication channels are in place for students, parents, employees, and community members.

3.2 Execute a district marketing plan.

3.3 Establish relationships in our community to enhance student-learning opportunities.

Strategic Anchor 4

Finance and Operations

Goal:
Responsibly prioritize resources to ensure student opportunity and success.

Indicators:

4.1 Maintain fiscally responsible stewardship.

4.2 Identify and seek additional revenue sources.

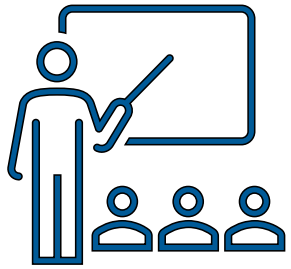
4.3 Ensure district schools are safe, secure, well-maintained, and have the appropriate resources to ensure student success.

4.4 Ensure district policies and procedures are accessible and implemented consistently and reviewed regularly.

What is an M&O Override?

Overrides are used to provide additional funding to support what happens inside school. There are three types of overrides that can be used to provide K-12 school funding: Maintenance & Operations (M&O), Special, and Capital overrides.

Overrides are approved for a term of seven years. Many school districts will ask voters to approve a renewal in year 4 or 5 of an override to maintain a consistent level of funding. If not renewed, the override amount decreases by 1/3 in the 6th year and 2/3 in the 7th year.



M&O Override

- The following is typically included but not limited to
  - Provides funds for teacher salaries and benefits, supplies, and general operations
  - May request up to 15% of the budget

Higley M&O Override History

Passed Renewal 10% M&O Override
November 2008 Election

FY 08/09

FY 04/05 - 08/09 Fully Funded

- Provide needed classroom supplies and materials
- Develop and maintain competitive educational programs for students
- Maintain desirable student/teacher ratio in the classroom
- Attract and retain quality educational staff
- Respond to increases in utility and fuel costs

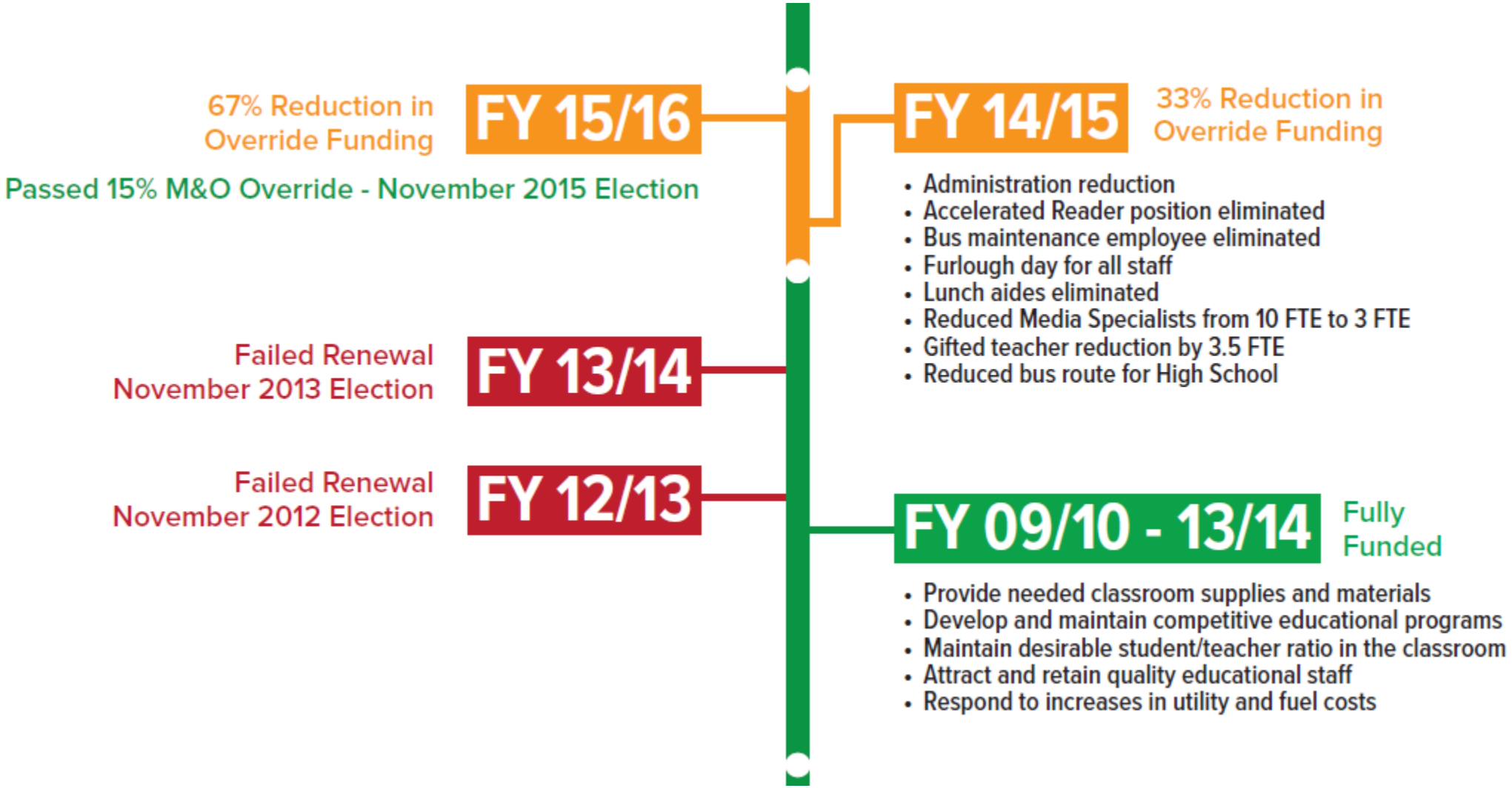
Passed 10% M&O Override
November 2003 Election

*No prior override funding up until FY 03/04

FY 03/04

FY = Fiscal Year
The fiscal year begins on July 1 and ends June 30 of the following calendar year. FY will sometimes be referred to as SY (School Year).

Higley M&O Override History Continued



Higley M&O Override History Continued

FY 26/27 — 67% Reduction in Override Funding

*Pending November 2025 Election (If Governing Board Elects)

FY 25/26 — 33% Reduction in Override Funding

- Administration reduction
- Reduce Elementary Media Aides
- Reduction District Office Instructional Coaches
- Reduce Gifted Coordinator
- Reduction in Custodial Staff

FY 24/25 — Failed Renewal November 2024 Election

FY 20/21 - 24/25 — Fully Funded

- Increase teacher compensation
- Maintain and improve elementary specials such as arts, music, PE, and district athletics
- Provide staffing to maintain average class sizes
- Support gifted, special education and all-day Kindergarten
- Provide education resources to classrooms

FY 19/20 — Renewed 15% M&O Override November 2019 Election

FY 16/17 - 19/20 — Fully Funded

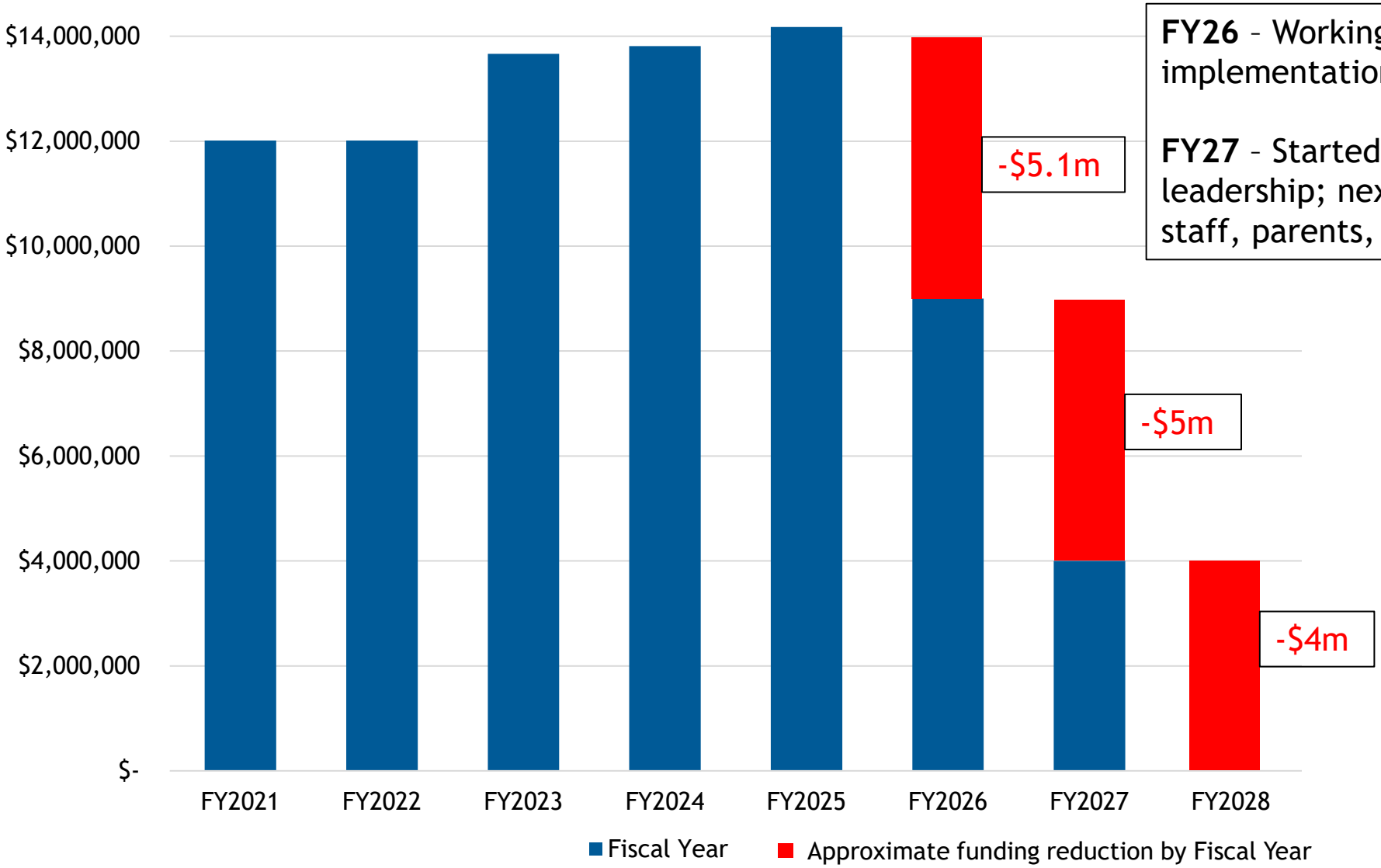
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- Support gifted, special education and all-day Kindergarten
- Provide education resources to classrooms



2019 M&O Override Initiatives (current)

- Increase teacher compensation,
- Maintain and improve elementary specials such as arts, music, and physical education, and District athletics and arts,
- Provide staffing to maintain average class sizes,
- Support gifted, special education and all-day Kindergarten,
- Provide education resources to classrooms.

M&O Override Phase Down Timeline



FY26 – Working through implementation of ($5.1m) reductions

FY27 – Started conversations with leadership; next steps engage with ALL staff, parents, and community

Override Phased Reduction Plan

Collect feedback (ongoing…)

- All Staff
- Administration
- Meet & Confer
- Student Advisory Team
- Community
- Governing Board



Phase II Survey Categories

- Increase Class Sizes
- Freeze Teacher and Staff Salaries
- Furlough Days for Teachers and Staff
- Eliminate Elementary Music
- Eliminate Elementary Art and/or Implement Volunteer Art Option
- Eliminate Elementary Media/Library Technology
- Eliminate Elementary Band and Orchestra and/or Offer as a Club
- Reduce Middle School and High School Course Options
- Provide Free Half Day Kindergarten, Full Day with Fee
- Reduce Assistant Coaches for Varsity Sports
- Reduce School Site and Department Budgets
- Reduce Additional Educational Resources (Software programs to support Reading, Mathematics, Science, and Social Studies)
- Increase Fees for Extracurricular Activities, High School Parking, Athletics
- School Closure/Consolidation of the Smaller Elementary Sites
- Eliminate Crossing Guards and Lunch Aides
- Increase Transportation Walking Boundary for High School Students to 2 Miles to Qualify for Bussing
- Reduce Front Office Staff at Sites and District Administrative Assistant Positions
- Eliminate the Mandarin Dual Language Immersion Program
- Reduce Custodial Staff
- Reduce Instructional Support at the Site and District Level

M&O Override Reduction Plan
Next Steps

Summarize Phase II Survey Results

- Currently received 1,900 plus responses as of 2/18/2025
- Present results with estimated cost implication to Governing Board on March 4th

Governing Board to Determine Next Steps

- After survey results are presented District Administration will ask Governing Board for direction regarding action to pursue an election to renew the M&O Override for November 2025


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Questions