

Deficit Reduction Update

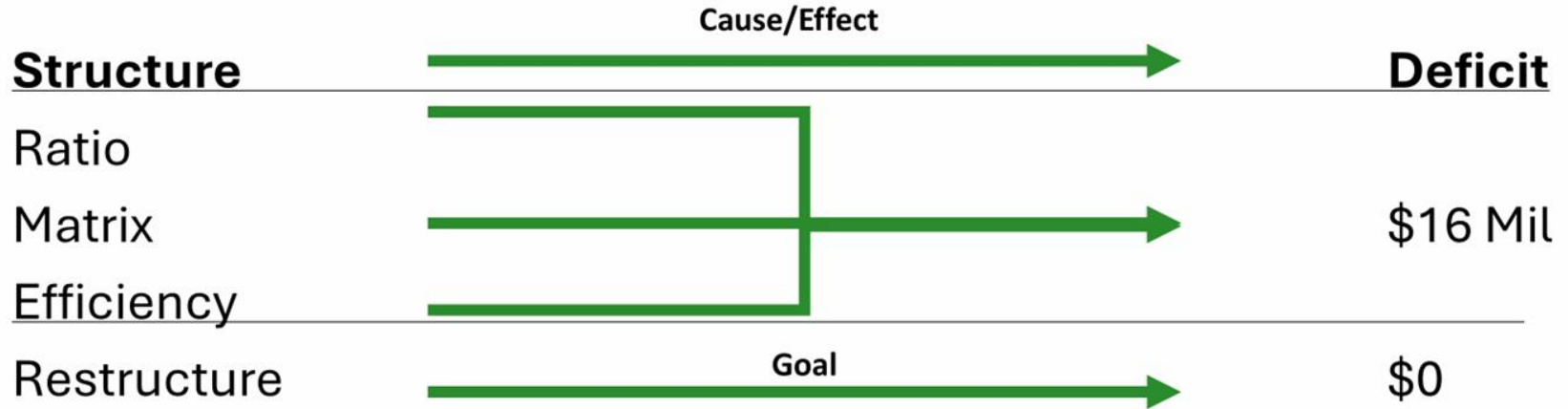


Kim Barker & Jonathan Pastusek

April 7, 2025

STRUCTURAL DEFICIT

A Structural Deficit is primarily composed of ongoing expenditures structurally in our budget, such as the cost of people and programs – not one-time expenses.



BUDGET REDUCTION PLAN

Current Budget	\$337 Million
Payroll	\$271 Million
Percentage of Payroll to Budget	81%
Deficit	\$16 Million
<u>Cut Needed for Payroll (81%)</u>	<u>\$13 Million</u>
Cut Needed for Non-Payroll (19%)	\$3 Million

ELEMENTARY FTE'S

2025 - 2026 Staffing Ratio Options		
	Current	Target
	K-4th grade: 22:1	K-1st grade: 22:1
	5th grade: 25:1	2nd-4th grade: 24:1
		5th grade 25:1
Kindergarten	1	2
1st Grade	5	6
2nd Grade	2	-4
3rd Grade	5	-4
4th Grade	14	2
5th Grade	-1	-2
Additional Teachers	26	0
Budget To Budget Savings	\$2,002,000.00	\$0.00

SECONDARY FTE'S

2025 - 2026 Staffing Ratio Options		
	Current	Target
	165:1	180:1
Adams	-2	-6
CTMS	2	-2
Medlin	3	-3
Pike	2	-4
Tidwell	0	-5
Wilson	1	-4
Worthington	7	1
Byron	7	-12
Eaton	2	-15
Northwest	5	-10
Additional Teachers	27	-60
Budget to Budget Saving	\$2,079,000.00	-\$4,620,000.00

SECONDARY EXTRACURRICULAR – RATIO/EFFICIENCY

Secondary change in staffing ratio would be approximately 15% decrease in staffing needs.

Athletics – Decrease staff sections by 15% to increase efficiency with campus staffing (10/HS, 1/MS)

Fine Arts – Staffed separately from Secondary ratio

Fine Arts would decrease the same 15% in staffing needs.

Targeted Savings = \$1,125,000

TOTAL STAFFING RATIO RECOMMENDATIONS

Total Budget Reduction	-\$16,000,000
Elementary (-0 FTE's)	\$0.00
Secondary (-60 FTE's)	\$4,620,000
<u>Targeted Extracurricular (-15 FTE's)</u>	<u>\$1,125,000</u>
Total Classroom Payroll Reductions	<u>\$5,745,000</u>
Remaining Deficit Target	-\$10,255,000

SUPPORT/ADMINISTRATIVE REDUCTIONS

Remaining Deficit Target		-\$10,255,000
<u>Admin/Central/Support*</u>	<u>\$6,065,000</u>	
Total Payroll Reductions		-\$4,190,000

**Administrative/Centralized/Support Classroom Teachers & Paras*

Ratio/Matrix Changes

Central Admin Positions
Principal/Asst Principal/Counselors
Student Service Facilitators

Efficiency Changes

Elementary Rotations – 2nd PE Teachers, Fine Arts Paras, Librarian
Model Change – Dyslexia, GT Specialists, Intervention Specialist, ESL Specialists, MTSS

Program Changes

Avid Class, Reading Recovery, Explorations Class



Staffing Reallocation Update

Position	Reductions	Goal
Elementary Teachers	0	0
Middle School Teachers	21	23
High School Teachers	30	36
Support Staff	42	43
Assistant Principals and Counselors	8	10
PE	6	7
Fine Arts	14	15



Next Steps

- Continue to monitor resignations and reallocation of secondary staff
- Professional and Administrative contracts - Board Action April 21
- Reallocation of paraprofessional staff



TOTAL BUDGET REDUCTION PLAN

Remaining Deficit Target		-\$10,255,000
<u>Staffing Matrix/Other Reduction</u>	<u>\$6,065,000</u>	
Remaining Deficit after Payroll Reductions		-\$4,190,000
<u>Non-Payroll Reductions</u>	<u>\$3,000,000</u>	
Remaining Deficit Target		-\$1,190,000

Budget Progress as of March 31

Teaching Staff	Reductions	Original Goal	Short/Over
Elementary Staffing	\$0		
Secondary Staffing	\$4,620,000		
Fine Arts Staffing	\$1,125,000		
Teaching Reductions	\$5,745,000	\$5,745,000	\$0
Centralized/Administrative/Support Staff	\$5,635,000		
Frozen Positions	\$300,000		
Central/Admin/Support Reductions	\$5,935,000	\$6,065,000	-\$130,000
Total Payroll Deductions	\$11,680,000	\$13,000,000	-\$1,320,000
Nonpayroll	\$3,354,647	\$3,000,000	\$354,647
Total Reductions	\$15,034,647	\$16,000,000	-\$965,353



Next Steps Budget Timeline

HR Activity	Responsibility	Date
Administrator Contracts	Board Meeting	February 25, 2025
Early Resignation Incentive	HR Deadline	March 12, 2025
Reassignment Deadline	HR Deadline	April 7, 2025
Teacher Contracts	Board Meeting	April 21, 2025
Job Fair	HR Department	May 1, 2025
Pull Back Date	HR Deadline	May 23, 2025
Finance Activity	Responsibility	Date
Budget Packets Completed	Financial Services	February 4, 2025
DLT Meeting Distribute Packets	Financial Services	February 6, 2025
Schedule Exec. Dir. Meetings	Financial Services	February 2025
Campus/Dept Staffing	Cabinet/Exec Dir/Principals	February 2025
Exec Dir. Meetings	Cabinet/Executive Directors	March 2025
Campus/Dept Staffing	Cabinet/Exec Dir/Principals	March 2025
Board Update	Board Meeting	March 10, 2025
Campus/Dept Budget Entries Due	Campuses/Departments	March 14, 2025
Campus/Dept Staffing	Cabinet/Exec Dir/Principals	April 2025
Preliminary Values	TCAD/DCAD/WCAD	April 25, 2025
Board Workshop	Board Meeting	April 7, 2025
Campus/Dept Staffing	Cabinet/Exec Dir/Principals	May 2025
Legislative Budget Changes	State Legislature	May 2025
Budget Workshop	Board Meeting	May 5, 2025
Publish Notice of Pub. Mtg	Financial Services	June 7, 2025
Budget Workshop	Board Meeting	June 9, 2025
Budget Adoption	Board Meeting	June 23, 2025
Final Amendment Adoption	Board Meeting	June 23, 2025
Certified Values	TCAD/DCAD/WCAD	July 25, 2025
Publish Tax Rate Notice	Financial Services	August 1, 2025
Tax Rate Adoption	Board Meeting	2 nd August Meeting

Questions
