

G.L.I.D.E. *Revenue-Generating and Cost-Reduction Strategies*



Fulton County Schools wants feedback on ways to generate revenue or reduce costs to help address a projected budget shortfall. The G.L.I.D.E. approach emphasizes full transparency, which leads to more creative and practical ideas as well as better strategies and outcomes.



In June and July, district administrators, school leaders and community members contributed ideas that resulted in a wide range of possibilities in the following areas:

- Technology & Systems
- Staffing & Compensation
- Programs & Instruction
- Facilities & Operations
- Financial Management
- Safety & Security

These revenue-generating and cost-reduction strategies are posted at www.fultonschools.org/GLIDE and are being evaluated for impact and effectiveness. **These are not final recommendations, and some of these strategies may not be explored or implemented. New ideas may be added as conversations continue.**

After community feedback, the Superintendent and Cabinet will carefully review and prioritize options before deciding which to bring forward to the School Board as recommendations. Ultimately, the School Board will determine which strategies to formally adopt as part of the budget process. **Until then, all ideas remain options under consideration.**

TIMELINE



- Kickoff meeting
- Identify project scope
- Collect data
- Begin interviews with Cabinet Chiefs and key stakeholders

KICKOFF & DISCOVERY
JUNE 2025



- Conduct interviews
- Analyze growth trends, major cost drivers, historical variances and past program evaluations
- Identify opportunities for efficiency, consolidation, and innovation and brainstorm ideas

DEEP DIVE ANALYSIS
JULY 2025



- Compile and publicize all GLIDE suggestions provided by staff and community
- Review options presented by GLIDE committee

STRATEGY DEVELOPMENT
AUGUST 2025



- Share options with Cabinet
- Prepare list of recommendations to present to School Board
- Prepare FY2027 Budget Primer and presentation materials

RECOMMENDATIONS
SEPTEMBER 2025

View the full list of strategies under consideration:

www.fultonschools.org/GLIDE

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Technology & Systems

- Reduce Information Technology (IT) costs using Artificial Intelligence/AI
- Reduce redundant software
- Review who gets district cell phones and eliminate unused numbers
- Centralize services for student registration
- Centralize services for device management
- Reduce supply costs by reducing the number of copiers and paper, and incentivize the use of electronic files
- Limit the 1:1 device program to high school
- Enter into long-term contracts for program software
- Decrease frequency of technology refresh
- Explore cost reduction in purchases

Staffing & Compensation

- Streamline roles in academics, IT, and support staff positions
- Eliminate, reduce, or combine professional assistant and specialist roles
- Combine curriculum support teacher (CST) and assistant principal's role
- Reduce the number of central office employees
- Reduce or eliminate overtime
- Review stipends, additional pay, and supplements
- Use district facilities or virtual for professional development
- Determine effects of Professional Learning & Leadership Development/PLLD
- Eliminate Level-Up professional development program
- Explore outsourcing or shifting positions to using a temp agency
- Furlough 235-day contract staff during the July 4th week or Fall Break
- Implement districtwide furlough day
- Offer early retirement incentives and replace with lower-cost staff
- Use AI to streamline certification and compliance
- Allow shared roles in nutrition, transportation, and crossing guards to reduce benefit costs
- Eliminate athletic director positions and use assistant principal allocation
- Freeze vacant positions
- Implement four-day summer work hours
- Transfer employees based in North Fulton to South Fulton to save mileage
- Move all employees in the administrative buildings to virtual and rent out the building to a local business
- Reduce assistant principal contract from 235 days
- Conduct a review of all job descriptions and ensure pay aligns with roles and responsibilities
- Use volunteer parents as substitute teachers

Programs & Instruction

- Transition textbooks from print to digital
- Eliminate extended learning
- Eliminate or reduce the number of Vanguard Team members
- Reduce/eliminate personnel and non-personnel allocations for magnet programs
- Eliminate Career Technical Agricultural Education (CTAE) elementary positions
- Eliminate Junior Achievement program
- Eliminate Learning, Engagement and Assistance Program (LEAP) program
- Eliminate In-School academies
- Sunset Fulton Schools College and Career Academy
- Shift more instruction online
- Adjust tuition for virtual courses
- Optimize special education staffing, class size, and service delivery models
- Monetize developed curriculum or apps
- Scale back summer learning to fewer locations
- Eliminate elementary summer school, or focus only on high school
- Maximize state revenue through scheduling and accurate coding for Full Time Equivalent (FTE)
- Shift AP exam costs to students and reduce district-funded exams
- Increase class sizes and add paraprofessionals for support
- Perform return on investment analysis to determine programs to eliminate
- Close Fulton Academy of Virtual Excellence (FAVE)
- Eliminate High-Dosage Small-Group Tutoring
- Eliminate field trips
- Pay for Performance
- Implement public relations campaign to recruit students

Facilities & Operations

- Close schools and offices for a day or week to save money
- Reconfigure bus routes and adjust school start times for efficiency (4-tier bell structure)
- Expand walk zone for bus service
- Review facility rental rates and increase where possible
- Limit eligibility for take-home vehicles and review vehicle types
- Negotiate higher lease revenues for cell towers
- Construct an FCS graduation facility to save rental fees
- Construct an FCS meeting facility to save rental fees
- Centralize graduation
- Sell facilities that are no longer in use
- Review custodial contracts
- Increase recycling, add compactors, and reduce dumpsters
- Explore energy savings through solar panels
- Explore revenue generation through recycling
- Offer tuition for out-of-district students
- Charge students to ride school bus
- Create a t-shirt shop in the print shop
- Close inefficient schools
- Expand Diverted Water program
- Sell rooftop space for advertising
- Reduce fuel and maintenance cost

Financial Management

- Withdraw non-certified employees from the State Health Benefit Plan and establish (self-fund or fully insure) own healthcare plan
- Incentivize employees who have coverage via a spouse to withdraw from the State Health Benefit Plan
- Modify sick leave payout policy
- Replace cash pickup services with school resource officer (SRO) or campus security associate (CSA) escorts
- Transition to cashless schools
- Limit travel to grant-funded only
- Revise sick and vacation leave payout policies to limit days and rates
- Eliminate budget variances
- Reduce instructional reserve
- Increase Medicaid reimbursement
- Reduce instructional reserve to pre-pandemic level
- Analyze liability costs and explore self-insurance opportunities
- Increase business partnerships
- Increase the number of grants
- Reduce or eliminate budget carryover
- Mandate direct deposit
- Centralize the purchasing of common items
- Form purchasing co-ops with other districts
- Reduce per pupil allocations
- Establish fiscal notes on Board policies to assess impact
- Increase rebate programs, sales tax, and fuel

Safety & Security

- Reduce security and police costs by partnering with municipalities and tie SRO staffing to discipline data
- Eliminate patrol function in School Police
- Contract out CSA positions
- Reduce security at administrative facilities
- Use enhanced technology for student oversight reduce employee FTE count
- Implement best practices around assigning CSA to Evolv equipment

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