Town Hall: Fiscal Stabilization

November 10, 2025

PASADENA
Unified School District

Welcome and Introductions

Today's Agenda

- PUSD Fiscal Stabilization
- Questions/Discussion
- Next steps

pusd.us/budget	Budget information
pusd.us/sbac	Superintendent's Budget Advisory Committee
pusd.us/townhall	Town Hall Questions/Information

Questions/Preguntas:

pusd.us/townhall

Our Strategic Pillars

Learner-Focused Instruction

Instruction that meets the needs of our diverse learners and prepares them to be ready for college, career, and life as contributing members of their community.

Outstanding and Respected Employees

Employees are supported to be culturally competent, inclusive, and thrive within a culture of excellence.

Quality Learning Environment

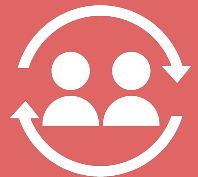
Physical and cognitive environments that support and promote students' ability to thrive.

Effective, Responsive and Accountable Organization

Systems and processes of the district are effective, transparent, and efficient. The central office is responsive to the needs of the school sites.

Purposeful Collaboration with Families and Communities to Increase Trust

The District values and works with our partners on behalf of our students.

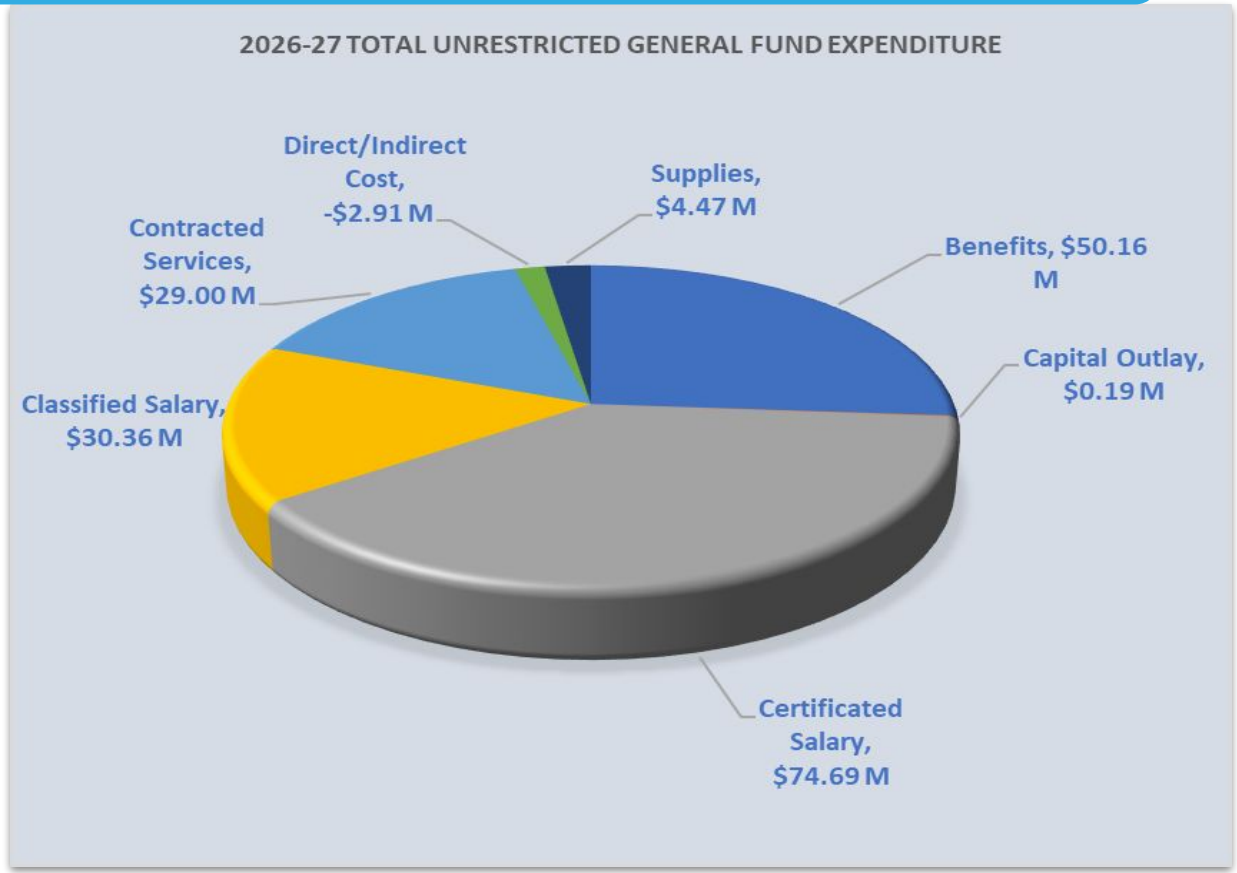


Overview of PUSD's Fiscal Outlook

Budget Outlook

- PUSD's enrollment continues to decline each year
- One-time COVID relief funds have been fully expended
- After years of surpluses during the pandemic, PUSD had a General Fund Unrestricted operating deficit in 2023-24, and is projected to have operating deficits in the future
- PUSD's Unduplicated Pupil Percentage (UPP) is almost 4% points lower in 2024-25, which has a significant negative impact on LCFF revenue
- Rising costs of unfunded mandates and corresponding contributions
- Due to PUSD's fiscal outlook, LACOE is currently requiring the submission of Fiscal Stabilization Plans as part the 2025-26 budget process to be implemented in 2026-27.

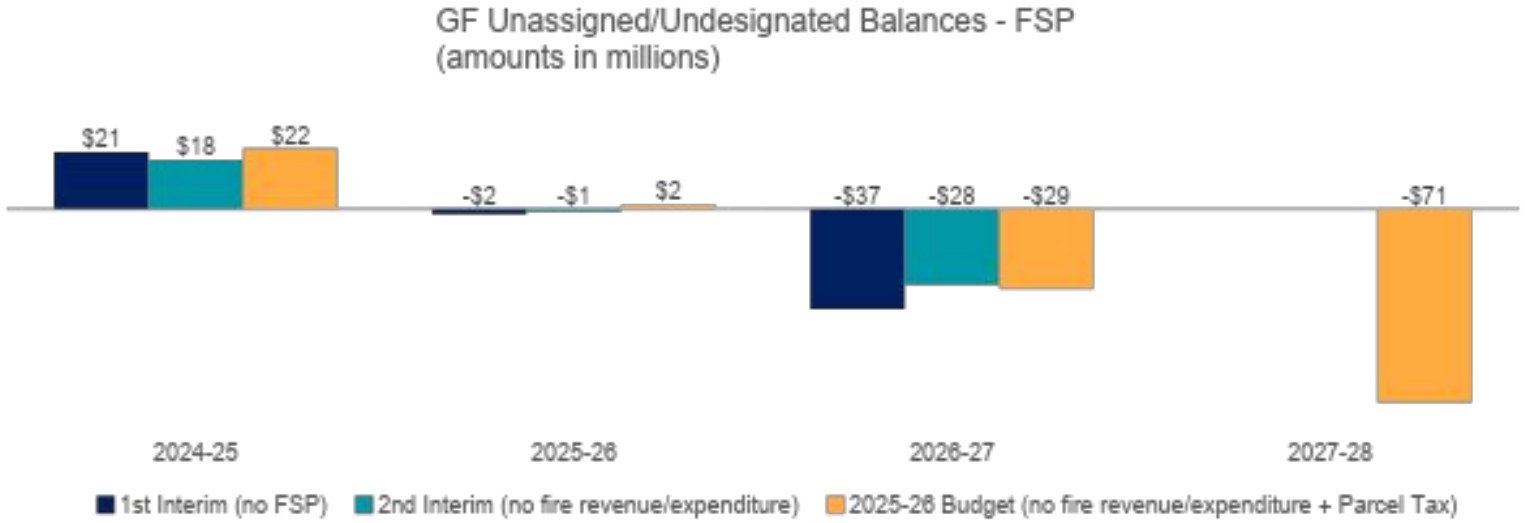
2026-27 Total Unrestricted General Fund Expenditures



Multi Year Projection (MYP) without FSP

Below MYP:

- First Interim - balances without the First Interim FSP reductions (incl. Parcel Tax)
- Second Interim - balances without fire related expenditures and insurance revenue (incl. Parcel Tax)
- 2025-26 Budget - balances without fire related expenditures and insurance revenue (incl. Parcel Tax)
- The balances below are after meeting the minimum required reserves



Fiscal Stabilization Thus Far

2024-25

- Internal process utilized by Superintendent's Leadership Team (SLT) to identify reductions of central services
  - Services reduced included: District Office Administrators; Centralized Teachers on Special Assignment; Operational and Clerical positions; Some Aides; Vacancies, etc.

2025-26

- Superintendent's Budget Advisory Committee (SBAC) process utilized to identify reductions of central services (Dec. 2024 rankings)
  - Department packages included: Academic Systems, Academic Elementary & Secondary Services; Academic Vertical Services; Business Services; Communications/KLRN; Facilities, Maintenance & Operations; Human Resources; Innovative Technology Services; Special Education; Student Wellness & Support Services
- Use of annual staffing process to return schools closer to "ratio" identified in collective bargaining agreements.

2026-27

- Superintendent's Budget Advisory Committee reconvenes to identify reductions of school-based services
- Additional Workstreams to identify reductions in additional services

Budget Considerations

Economic Uncertainties

- Changes in PUSD's Local Control Funding Formula (LCFF) Unduplicated Pupil Percentage (UPP) count - Estimated Deficit as of October 29, 2025 is -$1,200,000
- One-time grant expiring -$2,300,000
- Unknown Liabilities (Increases in insurance premiums, retirement benefits, utilities, health and welfare benefits)
- Unexpected litigation
- State regulations for unfunded mandates
- Potential reduction in state or federal funding
- Unpredictable changes in enrollment (fire impacts)

Revenue Enhancement

- Student Support and Professional Development Block Grant approximately $4M
- Asset Management increases on lease and facility rentals

Progress to Date - Updated 11/10/2025

Workstream	Estimated Target	Work in Progress
Superintendent's BAC	Approx. $18-20M ** $19,866,563 (indicator rank 24)	**$18,535,896**
	[SLT Adjustments] -$1,330,667	
Central Office Reductions*	Approx. $3-5M	$3,615,406
Contracts*	Approx. $3.5M or greater	$2,756,679
Grant Maximization*	Approx. $3M or greater	$4,257,000
Special Education	Maintain current contribution (offset typical cost increases) $5M/year	0
Transportation	Maintain current contribution (offset typical annual cost increases)$3M/year	0
Asset Management	Projected increase of current leases and civic center fees at 5%	$500,000
Staffing / Vacancies	Approx. $0.5M or greater **	$3,000,000
Economic Uncertainties	Estimated loss on Unduplicated Pupil Count & Grant Expiration	-$3,500,000
Revenue (Block Grant)	Student Support and Professional Development Block Grant	$1,333,333
Total **subject to change		**$30,498,314**

Overview of (SBAC) Superintendent's Budget Advisory Committee Process

Budget Advisory Committee Process Features

Transparent

- Modify the budgeting process to clarify goals, identify alternatives, and align efforts to continuous improvement
- Make the budget understandable by parents, partners, and staff in terms of results and outcomes

Participatory

- Increase participation and shared decision-making in the budget process for improved quality and commitment

Linked to Results

- Allocate resources based on measured needs of students and use equity for equal success

Honoring Existing Structures

- Decisions involving funding priorities (Budget Advisory Committee) and implementation details (District Leadership Network/Roadmap Advisory Committee) are maintained while also engaging in collaborative work.

	Avg. Rating	Increment (SAMPLE ONLY-SBAC Ranking- Fictional Scenario)	Impact Statement	Reduction	Cumulative Reductions
1	0.6	Tutoring Services Package A- online tutoring services for elementary schools	Less tutoring for Elem Students	$2,000,000	$2,000,000
2	0.6	Fine Arts/Music Package A	No Elem Music	$3,00,000	$5,000,000
3	0.6	Secondary Instruction Package A	No extracurriculars	$2,500,000	$7,500,000
4	0.7	Custodial/Maintenance Package A	A/B cleaning schedule	$2,000,000	$9,500,000
5	0.8	Fine Arts/Music Package B	No music festival	$3,000,000	$12,500,000
6	0.8	Elementary Instruction Package A	Teacher provides PE	$3,000,000	$15,500,000
7	1.0	Tutoring Services Package B	No MS tutoring	$1,000,000	$16,500,000
8	1.7	Tutoring Services Package C	Less HS tutoring	$3,000,000	$19,550,000
9	1.8	Secondary Instruction Package B	Less AP classes	$2,500,000	$22,000,000
10	2.0	Elementary Instruction Package B	Eliminate IB elem level	$3,000,000	$25,000,000
11	2.0	Custodial/Maintenance Package B	A/B/C cleaning	$2,000,000	$27,000,000
12	2.5	Custodial/Maintenance Package C	A/B/C/D cleaning	$1,000,000	$28,000,000
13	2.8	Secondary Instruction Package C	No AP classes	$1,500,000	$29,500,000
14	2.9	Elementary Instruction Package C	No arts	$500,000	$30,000,000
15	3.0	Tutoring Services Package D	No tutoring	$1,000,000	$31,000,000
16	3.1	Custodial/Maintenance Package D	Compliance only	$500,000	$31,500,000
17	3.1	Fine Arts/Music Package D	No MS orchestra	$300,000	$31,800,000

SAMPLE

SBAC Ranked Results

SBAC Ranking Color-coded 11.10.25.pdf

Rank	Package Title	Package Description	Average	Standard Deviation	Est. Cost	Cumulative Cost
1	Career Technical Education (CTE) A	Elimination of 3.7 FTE; App/CAMAD courses staffed to ratio at PHS, reimagine ACI at Marshall, eliminate Rose City CTE	0.824	1.294	$502,150	$502,150
2	Athletics A	Elimination of 25% of athletics budget by site or athletic programs from 1 school	0.882	1.278	$544,217	$1,046,367
3 Corrected description	Family Engagement A	Elimination of 4.75 FTE; Reduction of community assistants at middle schools and elementaries with low unduplicated pupil count	0.941	1.110	$362,674	$1,409,041
4	Gardening A	Elimination of 4 FTE; Mowing, edging, and weed control cycles begin to lengthen	1.000	1.138	$410,133	$1,819,174
4	Superintendent's Zone A	Elimination of 1 monthly FTE, 8 total positions; reduced long-term substitutes, intervention at Madison and supervision at Eliot, Washington	1.000	1.534	$435,622	$2,254,796
5	Clerical A1	Elimination of 7 FTE; Eliminate extra hours, Rose City CIS share clerical, decrease positions at high schools	1.059	1.552	$739,330	$2,994,126
6	Technology A	Elimination of 4 FTE; techs shared between sites, slower response time for help desk tickets	1.176	1.424	$481,501	$3,475,627
7	Student Services A	Elimination of 3.5 FTE; Librarian and Counselor positions staffed to ratio	1.353	1.281	$808,857	$4,284,484
7	Special Programs A	Elimination of Elimination of 4.75 FTE: Elementary Music (1), STEM instructor (1), IB Elementary (1.75), reduce IA science/history (1)	1.353	1.326	$677,788	$4,962,272
8	School Admin. A	Elimination of 3 HS (Marshall, PHS, Muir) AP's, Eliminate 1 ES Principal position, 1 alt. ed. principal, 1 asst. principal at Eliot	1.412	1.458	$1,176,303	$6,138,575
9	Multi-tiered Systems of Support Coaching (MTSS) A	Elimination of 7 FTE; Reduce coaches to elementary assignments only	1.471	1.613	$940,411	$7,078,986
10 Corrected description	Custodial A1	Reduce custodial by 7 FTE. Stations move to an A/B cleaning schedule at affected sites.	1.647	1.412	$641,290	$7,720,276
11	Superintendent's Zone B	Reduced instructional/clerical bilingual aides (4), reduced MTSS coaching (1)	1.706	1.486	$467,981	$8,188,257
12	Clerical A2	Elimination of 3.5 FTE clerk typist/senior clerk typist at middle schools	1.824	1.617	$294,435	$8,482,692
12	Technology B	Elimination of 4 FTE; limited support for repairs (1-2 days/week) and device swaps	1.824	1.617	$446,510	$8,929,202
13	Athletics B	Elimination of 50% of athletics budget by site or athletic programs from 2 schools	2.059	1.552	$544,217	$9,473,419
14	Family Engagement B	Elimination of 3.75 FTE; Shared community assistants between most sites	2.118	1.323	$322,276	$9,795,695

Workstreams for Board Action

Central Office Services

Central Office Reductions - Tier 1

Operations: *Business; Communications/KLRN; Facilities/M&O; Food Services; Human Resources; Innovative Technology*

- Certificated Personnel: $447,612 (2 FTE)
- Classified Personnel: $981,053 (7.5 FTE)

Academics: *Academics*; *Curriculum, Instruction & PD; Early Childhood Education; Enrollment & Engagement; Health; Language & Assessment; Special Education; Student Wellness & Support*

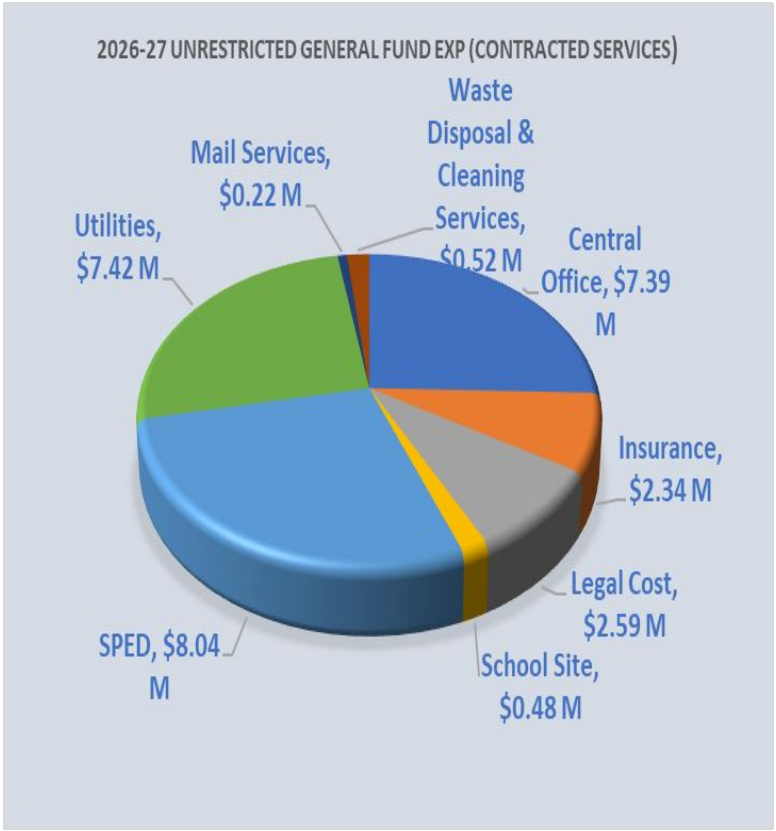
- Certificated Personnel: $1,442,833 (11 FTE)
- Classified Personnel: $743,908 (7.75 FTE)

****Tier 1 / Grand Total: $3,615,406 (28.25 FTE)

Increment (SAMPLE ONLY- Central Office -Fictional Scenario)	Impact Statement	Reduction	Cumulative Reductions
Reading Coordinator (8 FTE)	Less student support	$1,000,000	
Textbook Program Coordinator (3 FTE)	Increased workload	$400,000	
Event Planner (2 FTE)	No events	$600,000	
Chief Learning Advisor (5 FTE)	Less student support	$500,000	
Assistant Coordinator (2 FTE)	Dept will consolidate	$500,000	
		Subtotal	$3,000,000
Field Trip Coordinator (1 FTE)	Less field trips	$100,000	
Political Liaison (1 FTE)	Less advocacy	$100,000	
Director of Vision Alignment (1 FTE)	Less data available	$100,000	
Legislative Affairs Coordinator (2 FTE)	Loss of PUSD voice	$300,000	
Educational Supply Tracker (2 FTE)	Risk lost inventory	$200,000	
		Subtotal	$3,800,000
Parent Coordinator (2 FTE)	Less engagement	$250,000	
Smarter Balance Director (1 FTE)	Less student data	$300,000	
Assessment Operations Technician (1 FTE)	Potential comp issues	$100,000	
Curriculum Review Analyst (2 FTE)	Less consistency	$200,000	
		Subtotal	$4,650,000

SAMPLE

2026-27 Total Unrestricted Contracted Services



(SAMPLE ONLY- Contracts - Fictional Scenario)

Increment	Impact Statement	Reduction	Cumulative Reductions
Contract Academics	No leadership training	$800,000	
Contract Lighting	Increased workload	$400,000	
Contract Computer Systems	No alert notifications	$800,000	
Contract Computer Testing	Paper testing only	$500,000	
Contract Costume Design	Teacher/Student-led design only	$500,000	
		Subtotal	$3,000,000
Contract Business/Payroll	Return to manual systems	$100,000	
Contract Business/Supply Tracking	Return to manual systems	$100,000	
Contract Music Programs	No drum classes	$100,000	
Contract Dance Programs	Limited access for students	$300,000	
Contract History	Limited interaction for students	$200,000	
		Subtotal	$3,800,000
Contract Science	Limited science opportunities	$250,000	
Contract PE	Teachers assume duties	$300,000	
Contract Math	Increased workload for teachers	$100,000	
Contract Technology	Limited access to apps	$500,000	
		Subtotal	$4,950,000

SAMPLE

More detailed information will be presented to the Board of Education on:

- Grant Maximization
- Special Education
- Transportation
- Asset Management
- Staffing/Vacancies

Looking Ahead

- **November 13** Board Study Session
- **November 20** Regular Board Meeting
- **December 2025** Implementation begins
  First Interim Report submitted to LACOE
- **March 2026** Reduction notices issued
- **July 1, 2026** New budget with $30-35 million in reductions takes effect

Circle

Community Circle Guidelines

SPEAK AND LISTEN FROM THE HEART

SPEAK AND LISTEN WITH RESPECT

YOU CAN CHOOSE TO PASS

RESPECT THE TALKING PIECE

_____

JUST SAY ENOUGH

WHAT WE SAY HERE...STAYS HERE!

SW&SS

Student Wellness and Support Services

What's one value you want to center in this process?

Some examples…

- Balance
- Belonging
- Caring
- Excellence
- Inclusion
- Cooperation
- Recognition
- Resourcefulness
- Creativity
- Responsibility
- Integrity
- Vision
- Trust
- Understanding
- Respect
- Kindness
- Understanding
- Courage

Table Discussions

Questions & Answers

Closing

Looking Ahead

- **November 13** Board Study Session
- **November 20** Regular Board Meeting
- **December 2025** Implementation begins
  First Interim Report submitted to LACOE
- **March 2026** Reduction notices issued
- **July 1, 2026** New budget with $30-35 million in reductions takes effect

Thank You!

- pusd.us/budget
- pusd.us/townhall
- Questions/Preguntas: