



April 23, 2026

Potential CSDNB Reductions in Staffing and Programming Due to Budget

Statement from the Superintendent:

I'd like to thank the students, staff, community members, parents, the Mayor, and our legislative delegation who have been advocating at the state level for more ECS funding. The state-level funding formula is large part of the issue that must be addressed for school districts like ours. But local funding must also be addressed.

Please know that the discussion and actions that we are taking tonight, must happen now and cannot wait. State statute requires that any non-tenured teacher who may not have a job with us next year is informed of this prior to May 1st. Unfortunately, the timelines for the finalization of the local and state budgets do not align with this legal requirement. Please also know that what we discuss tonight is not yet final but are very real possibilities if the local and state contributions to education are not substantially increased.

No one who has had a part in the discussions leading to this evening's presentation takes pleasure in considering the reductions I will outline. No member of my leadership team nor I believe any of these cuts are a good idea. **Nothing that I will discuss tonight is what we want** for the children of this city. As a lifelong educator, it is personally and deeply painful to be before you and discuss the potential dismantling of services that I know, from years of experience, are vital to student success.

However, we must be clear about the origin of this crisis: **The financial emergency we face tonight was not created by the school district.** It is not the result of mismanagement or overspending. Rather, it is the mathematical consequence of external economic pressures and years of decisions regarding local and state investment that has finally reached a breaking point. It is important for the community and the Common Council to understand that the budget originally proposed by the Superintendent and the Board of Education was not an "ask" for more. It is a maintenance-of-effort budget...a level-services budget. Our goal is simple and modest: **to not make things worse for the kids of New Britain.** We are not seeking to add new, experimental programs; we are fighting to preserve the baseline services our students currently rely on. The gap between our request and the projected funding is not "extra"

money—it is the literal cost of keeping our doors open, our current classrooms intact, and current level of staffing.

The district is currently caught between two forces beyond our control:

- **Uncontrollable Fixed Costs:** Over the past four budget cycles, we have seen sharp increases in special education costs and employee insurance. These are legal, moral, and contractual obligations. When these costs rise and funding remains flat, the money must be pulled directly from the classroom and other services within the district.
- **The Funding Gap:** We are thankful to our state legislative delegation for the increases in Alliance funding that we have received in the past. However, as you have heard in the news, the current formula used by the state of Connecticut has not been adjusted for inflation since 2013.

In Exhibit A, we provide a historical analysis that illustrates why we are at this precipice. For over a decade, the school district has been one of the most poorly funded in Connecticut. If Common Council had made small, steady, and incremental investments of just 1.5% annually over the past ten years, this year's request would be a negligible 1.01%; and not 14.82%. In Exhibit B, the Mayor's budget entry for 2026-27 is shown.

In addition to local funding, the state statutes that govern ECS and special education cost reimbursements are out of date and insufficient in supporting the modern costs of education children. This is especially true in districts like New Britain. I'm hopeful that proposed changes in the ECS formula will prevent fiscal crises like this one in the future and I'm ready to provide input into this process if invited.

As Superintendent, I remain ready to collaborate with Mayor Sanchez, the Common Council, and our community. However, collaboration must start with an acknowledgment of the facts: there are no wish-list items in our budget, there are no political motivations, the district did not create this deficit, and our budget request is a good-faith effort to simply maintain the status quo.

In partnership,



Tony Gasper, Ed.D.
Superintendent of Schools
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Exhibit A asks the question: *What if the City of New Britain had begun consistently offering the school district a modest and consistent 1.5% budget increase in 2014-15?*

Exhibit A: What-If Analysis of CSDNB Budget Over Time

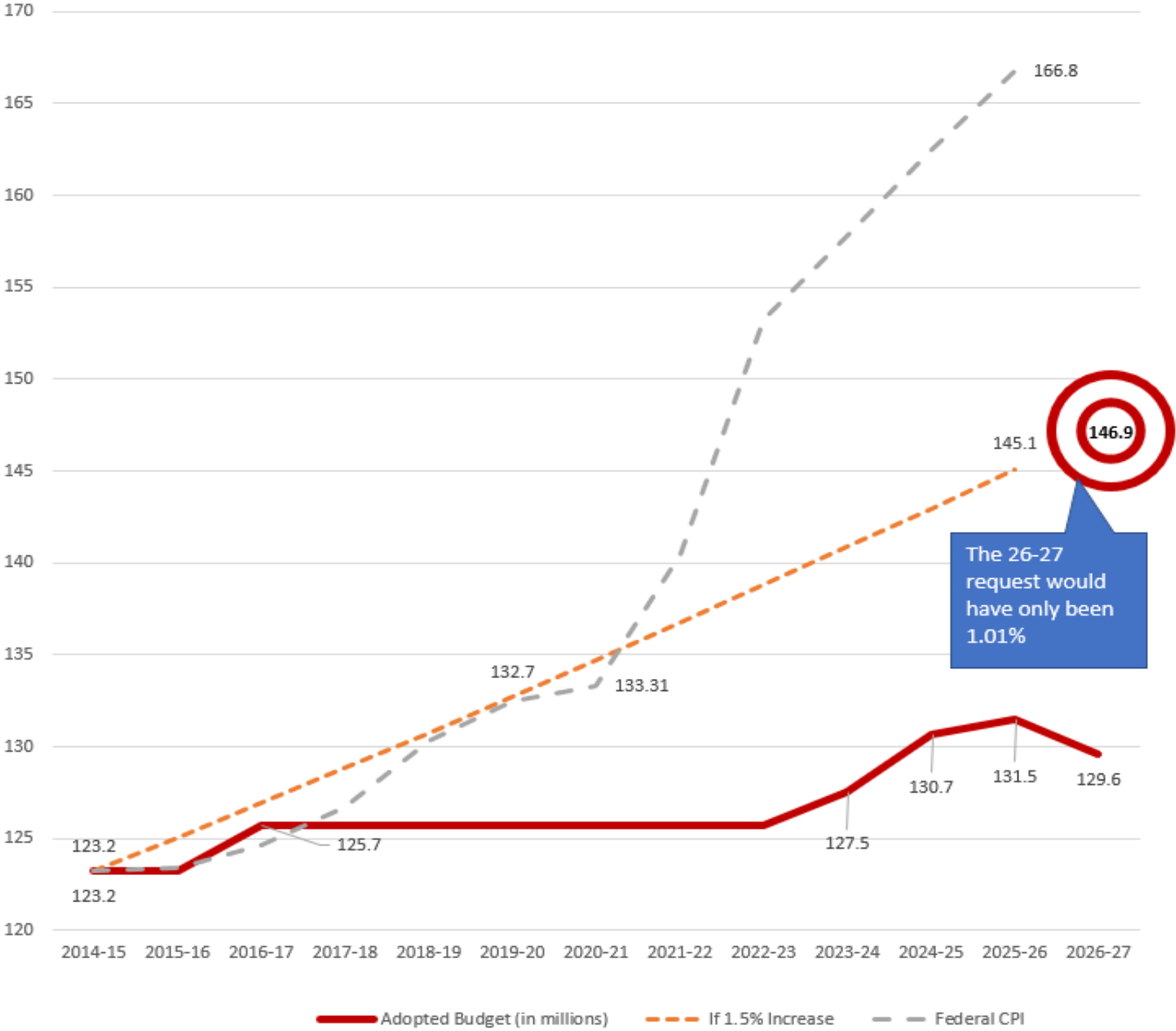


Exhibit B: Page 71 from the Mayor’s Proposed Budget

Summary of Expenditures

Object	Object Description	FY26 Adopted	FY27 Proposed	% Change
5132	School Crossing Guards	\$605,474	\$619,900	2.38%
5811	Grants & Contributions	\$2,646,191	\$0	-100.00%
5899	BOE Appropriation Rollup	\$128,000,000	\$129,000,000	0.78%
	Total	\$131,251,665	\$129,619,900	-1.24%

Potential Reductions: As I relayed in a recent public statement, all of what follows are potential cuts. None of these cuts are certain at this time. Even though I'm forced to ask the Board to vote on a list of teacher non-renewals tonight, it is not certain that all of these positions will be lost. If the final budget that the Board receives from the City is sufficient, some or all of these non-renewed professionals will get a letter rescinding the non-renewal and confirming their employment for next year. None of the other programs and services that are mentioned below are definitely canceled. Because of the timing of the state and local budget processes, the Board and I cannot wait until late-May to begin planning and considering for what might come true.

Please be assured that this meeting and these lists of potential cuts are not a scare tactic, not politically motivated, and not imaginary. I offer these with a heavy heart but also with hope that the advocacy by our students, families, Board Members, staff, Mayor, and legislative delegation will have the impact that we need on both the local and state budgets.

Reductions in Non-Personnel Items & Services:

Item or Service	Reduction
Eliminate support for iReady platform and Modern Classroom	\$531,000.00
Reduce NBHS athletics by 20%. Impacted sports to be determined.	\$100,000.00
Reduce custodial coverage at sporting events	\$ 35,000.00
Eliminate middle school athletics	\$100,000.00
Eliminate all budget items listed as "Priority 3".	\$173,103.00
Reduce energy consumption by 5% through lower heating and air conditioning usage.	\$201,067.30
Eliminate two-thirds of all budget items listed as "Priority 2".	\$300,000.00
Reduce custodial overtime dedicated to custodial absences.	\$200,000.00
Eliminate 50% of current middle school clubs.	\$ 30,000.00
Eliminate 20% of high school clubs.	\$ 21,800.00
End community partnerships with OIC and Love Wins.	\$102,000.00
Discontinue Board membership in CABB	\$ 27,590.00
Eliminate bus transportation for Pre-K students without it specified in IEP	\$473,207.40
Align Smalley start & end times with all other elementary schools. Transportation savings.	\$478,353.00
End immediately (rather than phase out) legacy offerings of bus transportation to all students inside of walking zones	\$239,176.80
Total:	\$3,012,297.50

Personnel Reductions:

These personnel reductions are based on the following assumptions:

- The closure of Northend Elementary School. With the 5th grade class moving on to middle school and a hold on new Kindergarten registrations at Northend, we calculate 158 students affected by this closure.
- Adherence to all seniority rights in our collective bargaining contracts. This implies “bumping” of personnel within categories, job descriptions, certifications, and qualifications.
- A focus on contractual class size and case load limits
- Input and guidance from a variety of district-wide staff regarding changes in needs for services (both increases and decreases)

Level	Role	FTE Reduced	Total FTE in FY26 Budget	Percent Reduction of Total	Amount	Job Title
Districtwide	Bilingual Teaching Assistants	4	22	18%	\$ 164,498	BTA-Ukrainian, Spanish, Arabic
Districtwide	Campus Safety Officer	1	16	6%	\$ 79,339	Security
Districtwide	Central Office Administrators	3	22	14%	\$ 569,840	Dist. Coord. of Career Pathways & Comm. Partnerships; Asst. Coord of School Culture, PK-12; Dist. Coord. of Research Develop. & Research
Districtwide	Clerical staff	4.5	77.34	6%	\$ 388,457	1.0 Admin Sec, 1.0 School Sec, 0.5 Pupil Services Records Clerk, 1.0 Staff Accountant, 1.0 Tech Assistant
Districtwide	Communications Assistant (Spanish)	1	44.8	2%	\$ 94,741	Communications Assistant (Spanish)
Districtwide	Curriculum Information Teacher	1	1	100%	\$ 78,925	Curriculum Information Teacher
Districtwide	Instructional Paraeducators	4	217	2%	\$ 224,991	Paraeducators (Inclusion)
Districtwide	Managers/Supervisors	3	18	17%	\$ 312,784	Attendance Officer, Custodial Supervisor, Operations Manager
Districtwide	Recruitment & Placement Specialist	1	1	100%	\$ 78,925	Recruitment & Placement Specialist
Districtwide	School nurses	2	27	7%	\$ 173,580	School Nurse
Districtwide	Special Education Teacher	1	2	50%	\$ 121,000	SPED - CLIMB

Level	Role	FTE Reduced	Total FTE in FY26 Budget	Percent Reduction of Total	Amount	Job Title
Districtwide	Special Education Transition Specialist	1	1	100%	\$ 113,248	Transition Specialist
Districtwide	Tutors (hourly)			50%	\$ 320,000	
Elementary	Academic Arts	2.4	43.45	6%	\$ 189,420	Music, PE, Art
Elementary	Behavior Support Assistant	1	41	2%	\$ 35,561	Behavior Support Assistant
Elementary	Classroom Teacher	13	224	6%	\$ 1,026,025	Elementary teachers
Elementary	ESL Teacher	1	39.5	3%	\$ 78,925	ESL
Elementary	Family School Liaisons	6	10	60%	\$ 462,656	FSL
Elementary	Instructional Coach	10	20	50%	\$ 789,250	Instructional Coach, PK-5
Elementary	Reading Teacher	1	10	10%	\$ 78,925	Reading
Elementary	STEAM Teachers	8	19	42%	\$ 631,400	STEAM
High	Academic Arts	1.5	35.5	4%	\$ 118,388	1.0 Art, 0.5 Music
High	Classroom Teachers	4.5	75.5	6%	\$ 355,163	1.5 English, 1.0 Math, 1.0 Earth Science, 1.0 Social Studies
High	ESL Teacher	1	6	17%	\$ 78,925	ESL
High	Family School Liaisons	2	2	100%	\$ 151,236	FSL
High	Non-Instructional Paraeducators	5	5	100%	\$ 314,871	NI Paraeducators
High	World Language Teacher	1	10	10%	\$ 78,925	French
Middle	Academic Arts Teachers	4	32.5	12%	\$ 315,700	Culinary, Music
Middle	Classroom Teachers	6	91	7%	\$ 473,550	Content-area teachers
Middle	Family School Liaisons	2	2	100%	\$ 151,236	FSL
Middle	Read 180 Teachers	2	2	100%	\$ 194,248	Reading
Middle	Special Education Teachers	2	27.1	7%	\$ 157,850	SPED
Northend	Custodians	2	57	4%	\$ 138,112	Custodian I
School Level Administrator	Assistant Principal	1	18	6%	\$ 75,915	Middle School Assistant Principal
School Level Administrator	Principal	1	19	5%	\$ 166,010	Elementary Principal
	Total:	103.9			\$ 8,782,618	

Total Potential Reductions:

Non-personnel reductions:	\$ 3,012,297.50
Personnel reductions:	\$ 8,782,618.00
Total:	\$ 11,794,915.50