

Budget Management After Years of Cuts

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After years of budget cuts, what next?

- Across the board cuts are exhausted
- Start thinking outside the box
- Old approaches no longer work
- Recommended reading: “Smarter Budgets, Smarter Schools by Nathan Levenson (Harvard Education Press)



Rethink outcomes



- Spending = Results?
- Past budget increases = gains in achievement?
- Resources = Caring about children?

Salaries, Salaries, Salaries

- % of Budget Spent on Salaries
- Specialization



Salary Guides

TEACHERS				PARAPROFESSIONALS
STEP	BA	MA	MA+30	STEP
1	45,951	52,362	54,548	25,000
2	47,120	53,396	55,536	25,500
3	49,257	55,533	57,673	26,000
4	51,394	57,670	59,810	26,500
5	53,531	59,807	61,947	27,000
6	55,668	61,944	64,084	27,500
7	57,805	64,081	66,221	28,000
8	59,942	66,218	68,358	28,500
9	62,079	68,355	70,495	29,000



List of wildly successful organizations using salary guides



Contract out

- When times are good add contractors, not staff
- When times are bad, reduce contract
- Less ill will
- Less entitlement and entrenchment
- Helps community of school staff



Layoffs

- Measure performance
- Lay off low performers
- Lay offs preferable to salary cuts for morale purposes





Scheduling

- Class size in specials
- Utilization of teachers
- Scheduling of paraprofessionals
- Analyze workloads
- Scheduling guru
- Microscheduling



Move to Lower Cost Staff

- Replace professionals with assistants when appropriate
- Librarians
- Paraprofessionals
- Speech therapy assistants



Where to cut now?

- “Across the Board” cuts
- Fairest?
- Least pushback?
- Effective?
- Creative?





Health Benefits

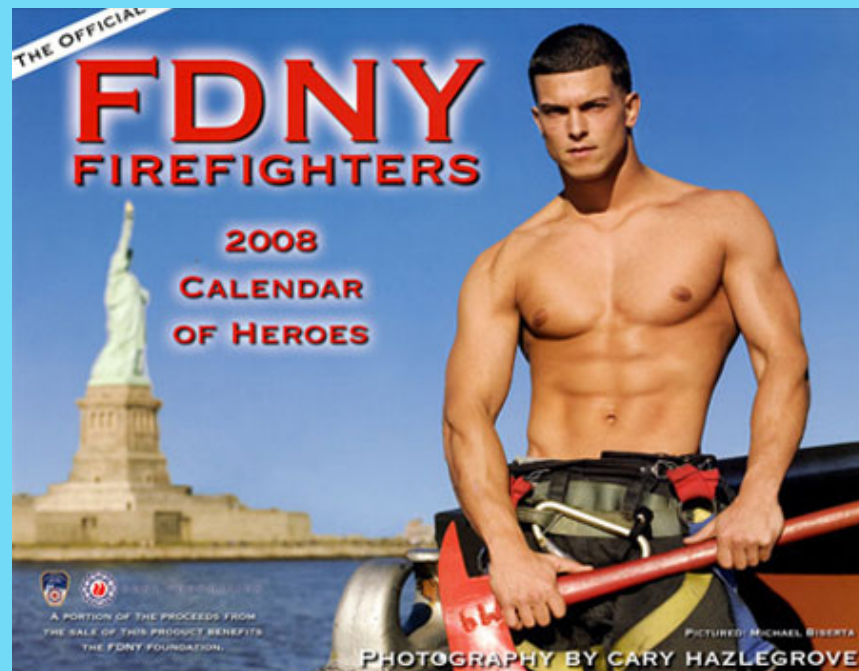
- Teachers bring on spouses and children over time
- Health insurance premiums go up over time
- Combination over time is devastating to the budget
- Funding will not keep pace



Marriage



Ideal Teacher Spouse



High Deductible Plans

- Premium Low
- School can pay part or all of deductible
- School exposure low
- Most people never use full deductible
- Debit cards



Special Education

1. Track Special Ed Teacher and Therapists time spent serving students
2. Review Service Delivery Model
3. Reduce Paras



Special Education

4. Create clear entrance and exit criteria
5. Provide intensive general education supports
6. General Education Curriculum leaders must monitor achievement of special education students
7. Create detailed staff schedules

Special Education

- Replace referrals with intensive high-quality reading specialist support without an IEP
- Analyze IEPs with software
- Use Pull-out instead of Push In
- Use Behaviorists instead of Paras





Technology

- Experiment with blended learning
- Live instruction
- Online video
- Texting Based Group discussions
- Software Tutorials
- Targeted Video Remediation
- Frequent Online Assessments





Administrative technology



- Utilize student data systems
- Open online parent portal
- Automate and streamline student data tracking and analysis
- Measure what works and what does not, eliminate what does not





Chief Financial Officer

Should be someone who proactively seeks change as an exciting challenge

Quarterback not scorekeeper





Avoid entrenchment

Leads to

- Excessive salaries
- Cronyism
- Conflicts of Interest



Managing Pushback & Budget Blindness

- Share information
- Share benefits not just pain (allow innovators to keep some of savings)
- Have them walk in your shoes
- Focus on formulas not faces
- Create a true team

