

## Creighton Education Association Summary Document Spring 2006

### 1. Budget Information (Restructuring/Reduction of Positions)

- a. Administration
  - i. Reduction of 1 Director in Educational Services
  - ii. Reduction of 0.5 FTE Secretary
    1. **Total Cost savings: \$120,000**
  - iii. Transition Student Advisors to Intervention Specialist through attrition. As Student Advisors leave they will be replaced with an Intervention Specialist and those sites with no Student Advisor currently will have an Intervention Specialist.
    1. **Total Cost Savings \$40,000**
- b. Physical Plant Services
  - i. Reduce custodial staff across the district by 17 custodians/night lead positions.
  - ii. Reduce Plant Foreman (BMW's) by 5.
  - iii. 1 Plant Foreman and 1 Night Lead for every 2 sites
  - iv. 1 Day Custodian at each site
    1. **Total Cost Savings: \$200,000**
- c. IMC
  - i. Reduce Assistant Manager—Currently vacant
  - ii. Reduce ASSET Coordinator—Currently Vacant
  - iii. Responsibilities to be picked up by IT department
    1. **Total Cost savings: \$60,000**
- d. Human Resources
  - i. Reduction of 0.5 FTE assistant
    1. **Total Cost savings of \$12,000**
- e. Front Office Staff
  - i. Restructure Fiscal Coordinators to Office Managers with fiscal responsibilities taken over by the Business Department
  - ii. Reduce Secretary II position from all sites
  - iii. Front Office will now have three positions funded
    1. Office Manager—funded at same rate of pay as Fiscals were.
    2. Educational Secretary
    3. Clerk/Typist
    4. 0.5 Attendance Clerk
  - iv. New program next year and training will begin this year for streamlining attendance by taking and reporting attendance by classroom teacher with their computer.
    - a. **Total Cost Savings \$376,000**
- f. Field Trips
  - i. All Field Trips would now come out of Federal Funds and not be funded through the Maintenance and Operations Funds
    1. **Total Cost Savings \$99,000**
- g. Reduction in Site and Department Budgets

- i. Each Department and Site would have their budget allocations proportionately cut.
  - ii. Departments Budget cut is 7% (Cost Savings \$159,300)
  - iii. Sites Budget Cut is 32% (Cost Savings \$506,058)
    - 1. Total Cost Savings \$665,358**
- h. Cap on Registration and Travel
  - i. Departments who have access to Federal Funds cap would be \$15,000
  - ii. Departments without access to Federal Funds Cap would be \$3,000.
  - iii. Sites cap would be \$15,000 since they have access to Federal Funds.
  - iv. Junior Ambassadors cap would be \$12,000
  - v. Governing Board cap would be \$15,000
    - 1. Total Cost Savings \$99,000**
- i. Cap of Overtime
  - i. Any Hourly Employee would be capped on overtime
  - ii. Departments overtime cap--\$12,000
  - iii. Sites overtime cap--\$2,000
  - iv. Physical Plant Services--\$15,000
  - v. Transportation--\$70,000
    - 1. Total Cost savings of \$130,000**
- j. Reduction of Special Education Budget
  - i. Base the number of Cross Categorical (CC) Teachers on contact hours not number of children.
  - ii. Group the students by ability rather than grade levels. Group on where the IEP status is rather than grade level.
  - iii. Reduce to 3 CC teachers at each site
  - iv. 2 CC teachers to be reassigned, 1 to Compass Center for the Primary ED program, 1 to VE Teacher to cover medically challenged (currently this is outsourced and we would save \$140,000)
  - v. 1 FTE Secretary at Compass-eliminated
  - vi. 1.0 District Roaming Counselor-eliminated
  - vii. Assistive Technology Position—Eliminated
  - viii. 0.5 Contracted Speech and Language Pathologist doing consultations with autistic children-eliminated
  - ix. 2.0 Behavior Modification Technicians at Compass—eliminated
    - 1. Total Cost Savings \$277,000**
- k. Restructure Welcome Center
  - i. 0.5 FTE—Certified
  - ii. 1.0 FTE Parent Liaison
    - 1. Total Cost Savings \$294,000**
- l. Restructure and Reduce Substitutes and School Business
  - i. THEIR WILL BE NO CHANGE TO SUBSTITUTES, and absences.

- ii. The policy will be better enforced at all levels and better education will occur among the employees with regards to the existing policy. GCCA—Professional/Support Staff General Leave
- m. Additional Professional Development Days
  - i. As part of the 2006-07 calendar 5 additional days were added for certified teachers to report and are classified as professional development days.
  - ii. These days are funded at the employee's daily rate of pay from Federal Title II Funds, which are earmarked as professional development.
  - iii. Important for all employees to be present, because if not then the money has to come out of the Maintenance and Operations Fund not from the Federal Dollars, since the employee didn't do any professional development.
- n. **Total Savings Through the Budget Restructuring was \$1,562,019**

## 2. Reclassification

- a. Move Coordinator III—Food Services to Manager—Food Services Cost \$5744.
- b. Mover Payroll Technician from 1350-1399 to 1450-1499 Cost \$3508
- c. Move Assessment Specialist from 1350-1399 to 1400-1449 Cost \$2735
- d. Move IMC Publication Specialist to Coordinator II—Technology Graphics and Publications—Cost \$8514
- e. Total Cost \$14,757 from Maintenance and Operations Fund

## 3. Policy Review Committee Report

- a. Discipline Policy for Support Staff
- b. Never moved forward on work, will make it work next year with the committee members involved and the tasks assigned.

## 4. Ancillary Schedule Committee

- a. Raise stipend only amounts by 20% (i.e., coaching, cheer, chess club, student council)
- b. Raise certified rate to \$25/hour of non contract. For every 4 hours of student contact there would include one hour of prep paid at \$25/hour rate, this would also include non-contracted certified staff.
- c. Add the function of translating to front office staff responsibility.
- d. If Certified employee is brought in for sole purpose of translating then they will be paid at the \$25/hour rate. If ESP employee is brought in for the same purpose their rate would be \$14/hour.
- e. Certified coaches will be paid the adjusted certified stipend amount.
- f. ESP Coaches will be paid \$14/hour and if they were to go onto overtime then they would be paid at the mixed rate.
- g. ESP/non-contract employees rate for intersession work would be the same as ESP coaches rate.
- h. Junior Ambassadors—if the advisor goes on the trip with the students they will not get the stipend for their work throughout the year with this group,

since the trip is all paid for. However, if they choose not to go on the trip with the students, they will then receive the stipend.

**5. Smart Schools**

- a. Continue the discussion of whether to continue this program or not within the policy review committee and seek to have a member of smart schools on this committee as well.

**6. Termination Benefits**

- a. No change to Termination Benefits. They will remain as they are in effect currently.

**7. Insurance Benefits—**

- a. Renewal of AETNA HMO—Increase Premiums 10%, however would like payments from employer in two payments the first to be made in July and January. NO Changes to employee in coverage or cost.
- b. Insurance Premiums for dependents would increase 10%
- c. EDS/Delta Dental/AETNA Life—no Increases
- d. **Cost Savings \$150,000 as the district budgeted increase at 15% increase**

**8. Pay for Performance Committee**

- a. Making the payout 1 payment rather than 2, this will help payroll the business department in gathering the data needed to payout. Payment would be delivered in October probably.
- b. Will include a FAQ sheet on how to figure out the payment
- c. Food Services will review their PFP plan and process
- d. Reclassification of ELL students impacts this because the ELL students are going to be counted in our AIMS test scores.
- e. Asking PFP committee to look at different distribution scenarios
- f. PFP amount estimated at least to be \$1500 this year. The state of Arizona will give the amount by March 31<sup>st</sup>, 2006

**9. Professional Growth Committee**

- a. Convene PG committee to review questionable applications for salary advancement due to PG.
- b. Small number of ESP employees taking advantage of PG.
- c. Task from previous year, 2005, was to decrease the amount of credits needed for ESPs to jump.
- d. Current ESP increments, 15,30,45,60 and can do a double jump.

**10. Salary Talks**

- a. Ancillary Schedule Recommendations approved
- b. Reclassification Committee Recommendations Approved
- c. Pass any additional money which comes from the state earmarked for teachers onto salary, which includes base pay and professional growth.
- d. Option A salary schedule—5.5% increase across the board on all salary schedules.
  - i. Salary would be determined by taking base pay + professional growth the amount for the extra 5 days paid at the employee's daily rate of pay. Professional growth factor increased from 0.00172 to 0.00173.

- e. Adding 5 Professional Development Days for Certified staff paid at their daily rate of pay. To determine daily rate of pay, take total pay and divide by total number of days worked. Then multiply this by 5 to add to your salary, which includes professional growth. 2% increase
- f. Market demand stipend paid to all self-contained Special Education and Varied Exceptionalities (VE) teachers--\$3,000.
- g. Professional Growth factor for all salary schedules would be 0.00173
- h. Market demand stipend to Special Education CC teachers if federal funds are available.

