

**Superintendent's Recommendations for
Phase II of Proposed Plan for Implementing Resolution No. 1107**

A Resolution for Reduced Educational Program and Reduction in Force
May 11, 2009

The plan outlined below is for Phase II of the reduction and modifications to programs for the 2009-10 school year. These reductions take into consideration the program priorities and the district improvement plan. The reductions will have impacts on employees, programs, and service delivery models that have been traditional services to student and families in the Auburn School District. The superintendent is making these recommendations as Phase II to the initial plan that was presented to the school board on Monday April 27, 2009. The reductions outlined below total \$2,055,000.

Central Office Administration \$570,000

Salary reduction for central office administrators of 1.5% through four furlough days. An equivalent reduction of 1.0 FTE administration/TOSA. Delay in curriculum adoptions. Reduction of substitutes and release time for curriculum reviews.

Building Administration \$285,000

Salary reduction for building administrators of 1.5% through three furlough days. Reduction of 2.4 FTE of release time for dean of students, athletic director, and activity directors at high school level.

Transportation \$350,000

Increase walking areas, decrease driver time, fuel and maintenance costs. Changes in delivery systems for special programs. Reduction of an equivalent of 8.0 FTE drivers.

Maintenance and Operations \$180,000

Reduction of 3.0 FTE staff through retirement and unfilled positions.

Athletics and Activities \$300,000

Elimination of elementary athletics. Changes to athletic and activity administration at the middle school level with duties being shifted to the building administration. Middle and High School reductions in supervision hours, music consultant time, extended days, travel, and supplies.

Professional Development \$370,000

Reduction in teacher induction and mentor program. Elimination of state funded math and science professional development and math coaches. Reductions in conference registrations, travel, and substitutes.

Total Reductions for Phase IIA \$2,055,000

Next Steps:

There are other areas of Phase II that will be part of the next step in the reductions. These require additional time to work with the programs to determine necessary changes. These include, but are not limited to teaming, libraries, nursing and counseling services, and other program modifications. A Phase III may also be necessary to further modify programs to meet future needs. This planning is necessary to address the challenges in 2010-11 and 2011-12.