

Selected School District 2010-2011 Salary Reduction and Furlough Estimate

School District	Student Population	3% Salary Reduction	1 Day Furlough
Aldine ISD	61,299	\$9,630,427	\$2,118,308
Clear Creek ISD	37,045	\$5,700,000	\$1,100,000
Crosby ISD	5,035	\$775,470	\$107,737
Cypress-Fairbanks ISD	100,505	\$17,000,000	\$3,000,000
Galena Park ISD	21,208	\$2,957,275	\$517,632
Goose Creek ISD	20,519	\$2,700,000	\$500,000
Huffman ISD	3,044	\$451,368	\$87,350
Katy ISD	56,191	\$10,735,524	\$1,595,963
Klein ISD	43,642	\$8,000,000	\$1,500,000
Montgomery ISD	6,956	\$1,201,200	\$156,000
Pasadena ISD	51,266	\$9,000,000	\$1,600,000
Spring ISD	33,882	\$6,300,000	\$1,000,000
Texas City ISD	5,903	\$915,429	\$167,189
Waller ISD	5,183	\$977,491	\$166,274

Selected School District 2010-2011 Salary Reduction and Furlough Estimate

School District	Student Population	1% Salary Reduction	1 Day Furlough
Aldine ISD	61,299	\$3,210,142	\$2,118,308
Clear Creek ISD	37,045	\$1,900,000	\$1,100,000
Crosby ISD	5,035	\$258,490	\$107,737
Cypress-Fairbanks ISD	100,505	\$5,666,666	\$3,000,000
Galena Park ISD	21,208	\$985,758	\$517,632
Goose Creek ISD	20,519	\$900,000	\$500,000
Huffman ISD	3,044	\$150,456	\$87,350
Katy ISD	56,191	\$3,578,508	\$1,595,963
Klein ISD	43,642	\$2,666,666	\$1,500,000
Montgomery ISD	6,956	\$400,400	\$156,000
Pasadena ISD	51,266	\$3,000,000	\$1,600,000
Spring ISD	33,882	\$2,100,000	\$1,000,000
Texas City ISD	5,903	\$305,143	\$167,189
Waller ISD	5,183	\$325,830	\$166,274

MEMORANDUM

To: Senate Education Committee

Re: SB8

From: Leland Williams, Superintendent, Dickinson ISD

Date: June 1, 2011

With the cuts to Texas public schools currently being considered, there will be a major impact on the public school children of Texas. Please make education a priority, minimize the impact on education, and give school districts the flexibility to weather the cuts that will ultimately be approved. Visionary leadership at this time is critical to the economy of Texas--for the near term as well as the long term. Together we have made giant strides over the past few years, but continuing progress is in jeopardy if leadership does not rise to the occasion.

It is apparent that some restructuring of school finance will occur. Whether those structural changes come primarily from state actions or local actions, there will, no doubt, be significant changes required at the local district level. Superintendents and Boards of Trustees need the tools to put those changes in place. Currently our hands are tied in several areas in which the Legislature could give us some relief. Please consider:

- Use a portion of the state's Rainy Day Fund for public education. Without raising new taxes, the only way the Texas Legislature could reduce the proposed cuts for public education is to rely on funding from the state's Rainy Day Fund. The Rainy Day Fund belongs to the state and it exists for emergencies. Public schools are in a state of emergency. If this is not an example of a "rainy day", I don't know what is.
- Support legislation to replace the current 22:1 class size limit with a more flexible system. The present waiver system requires the district to do paperwork that would be unnecessary if more flexibility were allowed at the local level. Establishing a cap of 25 students in those classes would allow district leaders to spread the burden more equitably while still ensuring a

manageable class size limit in those early grades. Our district has had to use the waiver process on several occasions over the past few years, as we have been in a fast-growth mode. The maximum number of waivers we have requested in one school year was 40. During that year, our maximum class size was 25, and yet, student performance on the state assessments did not decline. We actually saw results that exceeded prior year performances. Good teaching will rise above arbitrary boxes.

- Please help districts avoid layoffs. Dickinson ISD is committed to avoiding teacher layoffs during the 2011-2012 school year, but some teaching positions will be eliminated through attrition. Auxiliary and administrative positions will, no doubt, be reduced. Administrative support of teachers' efforts will be negatively impacted. Campus climate and safety could become a concern as a result, as well as District efforts to address continuing revisions in curriculum and assessment. Care of grounds and facilities, although important, will also be impacted. Failure to maintain existing facilities is simply "mortgaging the future". Although the District has some "one-year" relief available in our local fund balance, and we will access it if necessary to avoid teacher lay-offs, the commitment to avoid teacher layoffs will expire after the 2011-2012 school year. We cannot indefinitely rely on fund balance to cover recurring costs. Although layoffs are not in our plans, we will not be able to hire the 10 to 20 teachers we would normally employ to handle growing enrollments.

- Current state law prohibits school districts from decreasing the salary of full-time teachers, nurses, counselors, librarians, and speech pathologists below the 2010-11 salary level. Repealing this provision would allow districts to lower salaries of existing employees, reducing personnel costs to minimize or avoid layoffs. Our teaching staff has asked for us to save jobs, even if lowering compensation is required to do so.

- Dickinson ISD has already committed to reducing administrative and auxiliary costs by \$500,000. Further reductions will impact our ability to perform at a high level. Our plans to restrict employment of new teaching staff to cover growth will impact class sizes, and reduce the impact on the local budget by approximately \$1,000,000. We have developed a contingency plan that would allow the District to reduce the salaries and stipends of employees by another

\$1,000,000, if that option were available to us. As we have discussed this option with staff, they have expressed willingness to accept a reduction in their salaries in order to save jobs. Districts need the flexibility to take difficult, decisive action in these difficult financial circumstances. Educators understand the situation we are in and are willing to do our part—but, we need a change in the statutes to accomplish this task.

- Support legislation to allow school districts to temporarily furlough employees. Allowing districts the ability to temporarily furlough employees would provide districts financial flexibility while keeping teachers employed--and without reducing the number of days students attend school. This could save as much as \$130,000 per furlough day in Dickinson ISD. Some of this is included in the total amount of salary reduction noted above.
- Support legislation to change the deadline for notification regarding renewal of term contracts. Current law requires districts to provide notice of intent to non-renew a teacher's expiring contract 45-days prior to the last day of instruction. In order to meet the 45-day notification deadline, districts must send these notices out in mid-April.

The 45-day nonrenewal notice deadline should be changed for several reasons:

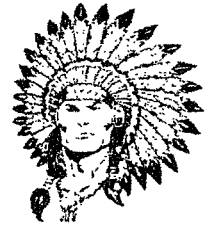
- It is bad for students, as it occurs while teachers are administering the state tests;
 - it is bad for teachers, because student test scores are not available in time to inform the district's personnel decisions; and
 - it makes efficient budgeting and planning impossible, because staffing plans must be developed before districts know how much state funding they will receive.
 - School districts need a permanent change to the notice deadline, making it at the end of the instructional year rather than mid-April to give district leaders the flexibility in the future to budget efficiently and, more importantly, to make sure students aren't negatively impacted.
-
- Failing to invest in today's schoolchildren is dangerous and ultimately unfair. Texas children need and deserve a quality education. As funding is cut for our schools, our students and the state's economy will pay the price. If reductions must be made, allow local districts the

flexibility to accomplish the task with the least amount of destruction to the good work of school district staff, and without creating significant backlash from patrons.

I urge you to boldly support the children of Texas with your votes and influence.



P. O. BOX 370
SANTA FE, TEXAS 77510-0370
PHONE: (409) 925-9093
www.sfid.org
Board of Trustees
John Rothermel, President
Bruce Blankenship, Vice President
Sandi Sauers, Secretary
Sheryl Skufca, Theresa Herzog
Darnell Gwin, Billy Burns
Leigh Wall, Ed.D.
Superintendent



June 1, 2011

Dear Senate Education Committee members,

As you review and consider Senate Bill 8, as Superintendent of Schools of Santa Fe ISD, I respectfully request your specific support for the increased flexibility of our locally elected Board of Trustees in regards to the management and operations of our schools. In considering SB 8, the flexibility for local decisions will be critical as we navigate through these uncertain and difficult financial decisions.

Santa Fe ISD is currently funded at a low Target Revenue (\$4645) and we continue to conscientiously scrutinize all expenditures as they relate to student achievement and success. It is important that we work with our staff and community in budget reductions to include options that are supported by constituents, as well as those that have minimal impact on classrooms. It is my belief that the bills with increased flexibility will assist us and others in determining and implementing some necessary reductions. Please also continue to develop SB 1 to provide equity in funding for all students in Texas. Across the board, percentage cuts will impact our lower funded district more severely, as we currently must operate with fewer resources than others in order to provide quality education for our students. Please consider providing equity for students in SFISD as you determine this very important decision of school funding.

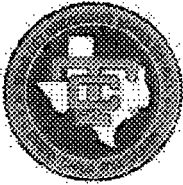
By providing options for consideration, such as salary reductions, furlough options and relief from the 45 day notice deadline, our local governance will be able to review and make determinations based on our specific district and student needs. Additionally, through flexibility with RIF and the Nonrenewal process in order to reduce additional potential costs, we also request that you sincerely review these restrictions when establishing guidelines for future decisions and costs that will ultimately affect the children of our district.

In regards to SB 8, also relating to measures intended to provide flexibility and cost savings to districts, the class size concern is another for which consideration may assist in difficult decisions for our local board to manage costs and minimize the impact on students. While we support the 22 -1 ratio, we also feel some flexibility in this area will assist in allowing local entities to use reasonable and best determinations when considering all options for our classrooms and students.

I appreciate your interest in accepting input and recommendations from school districts, and would be happy to provide additional information as needed or required. Thank you for the diligence with which you assume your responsibilities in charting the future of education for public school children of Texas and specifically for those in Santa Fe, Texas.

Sincerely,

Leigh Wall, Ed.D., Superintendent of Schools Santa Fe ISD



Texas City Independent School District

1700 Ninth Avenue North, P.O. Box 1150, Texas City, TX 77592-1150

Dr. Bob Brundrett
Superintendent of Schools

June 1, 2011

Dear Senate Education Committee,

As the Superintendent of Texas City ISD, I have been informed that you are conducting a hearing on SB 8 at your meeting on June 2, 2011.

The massive budget shortfall being faced by our state will require us all to work together to find solutions that benefit our students. I understand that my district (and all others) will be faced with a decrease in revenue; however, the revenue reductions that are being proposed will forever change the face of education in Texas City ISD and across the state. We must find a way to mitigate the potential damage to our schools—for the sake of the children and the future of our state.

I am most supportive of the provisions of Senate Bill 8 that support financial flexibility, managerial flexibility, and cost reductions. Key to financial flexibility and cost savings is the repeal of TEC 21.402(d) that allows the salaries of teachers, counselors, nurses, librarians, and speech pathologists to be reduced to levels below that of 2009-10. Such an opportunity in Texas City ISD allows the district to save between \$305,143 (1% reduction for all employees) to \$1,525,714 (5% reduction for all employees) per year. I have discussed this option with employee groups across our district and, to a person, TCISD employees would rather have their pay reduced than to see the district reduce employees numbers further.

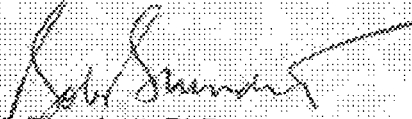
Another key addition to statute is Section 21.4021 which permits districts to utilize furloughs for all employees for up to a maximum of six (6) non-instructional days per year. A one day furlough in Texas City ISD saves the district between \$167,189 (one day) to \$1,003,134 (six days). Again, in my discussions with personnel, everyone would rather have extra day(s) off than to further reduce our staff.

These types of flexibility are needed if we are to manage the financial crisis, keep educating children, and keep Texans employed. I also believe that these should be permanent changes to the education code.

Managerial flexibility can be attained the amendment to Section 21.103(a) by moving the contract notice deadline for term contracts from forty-five (45) days before the last day of instruction to ten (10) days prior to the last day of instruction. Informing employees in early, just prior to the administration of the annual state assessments, is often detrimental to student achievement. Not only does instruction and/or supervision tend to suffer when employees have been non-renewed, many begin to accrue excessive absences between the notice date and the end of the school year. Discussions with teacher groups on this topic are somewhat more difficult than salary reductions or furloughs; however, with time most understand and support this change.

It is my hope that the committee will take these recommendations seriously and include these as options for local school districts to use should they be needed in financial times such as these. Used as options, ISDs can use these tools to make the best decisions for their local districts as the financial situations in districts are as different as the districts themselves. I am available to discuss these recommendations with you at your convenience and do apologize for not delivering there remarks in person. Local needs have prevented my travel to Austin to attend this committee hearing.

Sincerely,



Bob Brundrett, PhD
Superintendent of Schools
Texas City Independent School District
1700 9th Avenue North
Texas City, TX 77590
409.916.0101 office
512.965.1257 cell
bbrundrett@tcisd.org