

FHSD Budget Cuts and Reductions

The Francis Howell School District works diligently to be good stewards of taxpayer dollars. The District has always been able to end each fiscal year with a surplus, until the 2014-15 budget.

Several factors caused that change, including the loss of \$4 million generated annually by the Special Purpose levy that expired that year. Additionally, District property tax revenue, the single largest source of revenue for the District, was negatively impacted by six years of stagnant property value assessments.

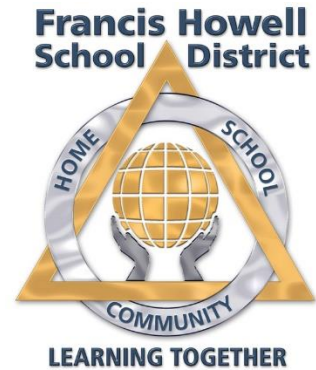
The second largest source of District revenue comes from the State of Missouri. State aid has not increased as promised, and for the past six years the Foundation Formula has not been fully funded by the Missouri legislature.

In 2014-15, FHSD signed two-year contractual agreements with several employee groups, including teachers. The teacher agreement added three additional days to the contracted time of certified staff. These additional days are being used for professional development so that our teachers are best prepared to provide our students with high quality instruction. Increases in teacher salaries were tied to the increase in the number of contract days.

The District continues to make budget reductions to minimize the deficit and maximize financial reserves. The FHSD has made \$20 million in budget cuts over the past five years and has reduced staff by the equivalent of 190 full-time positions since 2008. In 2016, the District cut \$8.2 million from the budget and reduced the equivalent of 62 full-time positions. For this school year, the District has already cut \$4 million which includes the equivalent of 36 full-time positions. Below is a list of the freezes, reductions and cuts made for the 2015-16 and the 2016-17 school years.

2015-16 Freezes, Reductions and Cuts

- Freeze salaries for all staff
- Eliminate tutoring program at all buildings
- Freeze technology refresh cycle, no funding/schedule for new technology
- Freeze spending on major capital projects
- Eliminate teacher positions – increased class sizes
- Reduce the number of elementary Interventionists
- Eliminate Advanced Placement (AP) class sections for AP courses with smaller enrollments
- Reduce library expenditures, including reductions in hours, para support and librarian positions
- Reduce the number of Special Education staff
- Freeze textbook and resource adoptions



- Reduce expenditures for literacy materials for elementary students
- Eliminate end-of-course exams in non-required areas
- Eliminate after school math program for middle school students
- Reduce expenditures for instructional practice materials
- Eliminate follow-up training for elementary math teachers
- Reduce number of staff to support classroom technology
- Reduce School Improvement Training
- Reduce aspiring administrator training program (LEAP)
- Reduce training for technology and diversity
- Reduce sports and extracurricular offerings, freeze Extra Duty coaching salaries
- Reduce expenditures for new teacher supports, including mentoring, professional development and materials
- Reduce the number of contract days for guidance counselors
- Eliminate travel for most out-of-state and national conferences

2016-17 Freezes, Reductions and Cuts

- Freeze technology refresh cycle (second year)
- Eliminate teacher positions – increased class sizes (second year)
- Reduce the number of Literacy Coaches
- Reduce online course offerings
- Eliminate training for the Positive Behavior Support (PBS) program, a research based school-wide method that decreases behavioral problems
- Reduce expenditures for “Great by 8” (kindergarten reading support) program
- Eliminate teacher training for some Advanced Placement courses
- Reduce the number of counselor and educational support counselor (ESC) positions
- Eliminate subscriptions and equipment for journalism program
- Eliminate random drug testing program at all high schools
- Eliminate drug prevention and Red Ribbon Week supplies
- Eliminate District Code of Conduct Hearing Officer position
- Eliminate building budgets for parent involvement
- Freeze purchases of furniture, fixtures and equipment
- Reduce expenditures for extracurricular activities (second year)
- Reduce the number of competitions for various activities
- Eliminate planning/release time for Core/Grade Level Department Chairs
- Reduce Elementary Intern positions and Content Leader positions
- Eliminate Lead Teacher Position at Francis Howell Union
- Reduce the number in contract days for several different work groups
- Eliminate travel for most out-of-state and national conferences (second year)