



Lake Oswego School District

Strategic Perspectives—Teacher Staffing Framework for 2010-11

Now that Measures 66 and 67 have been decided, the district has some measure of clarity from which to begin determining staffing decisions for 2010-11. The passage of these measures means the district should retain the \$3.1M in budgeted funding the measures represent, but it does not eliminate the district's financial challenges.

The outlook for the remainder of the current biennium (2009-11) remains the same as it was last spring, when the state's budget for schools required \$7.2 million of cuts (including 20 teaching positions) heading into this school year. Our funding level going into next year will not be appreciably different, but some of the strategies implemented for the current year cannot be repeated for next year. For example:

1. The district delayed the purchase of core curriculum science textbooks and materials for all schools, K-12. These textbooks/materials have not been updated for the past 8 years and will require a district expenditure of approximately \$1M.
2. All district staff agreed to forgo a contracted salary increase that resulted in a two-year cost savings of \$2.5M for the district during the 2009-11 biennium. Next year, contracted employee salary and medical benefit increases could reach \$1.7M which the district will seek to offset with a \$1.2M cost reduction realized through the elimination of staffing positions.
3. The district dramatically reduced its building maintenance and facilities budget that resulted in a cost savings of over \$1M. It remains to be seen how long the district can go without addressing facilities issues and preventative maintenance.

The district will continue to plan strategically, exercise considered judgment, strive to ensure the vitality of its schools, and focus on what matters—the education, safety and well being of the children in our charge.

2009-10	2010-11
CURRENT BIENNIUM	
Current Employee Contracts	—————→
Discussions with all Employee Assocs.	Negotiations with all Employee Assocs.

2011-12	2012-13
NEXT BIENNIUM	
State economists project a \$2.5 billion shortfall for the 2011-13 biennium resulting from recessionary economic factors combined with the end of one-time stimulus spending. The district's share of this shortfall is projected to be \$6 million.	

Key Financial Factors for This Biennium

1. Measures 66 and 67 (Retain \$3.1M)
2. Federal Stimulus Funds (Plus Approx. \$4M)
3. Foundation Fundraising (Unknown for 2010-11)
4. Student Enrollment (Unknown for 2010-11)

Key Financial Factors for Start of Next Biennium

1. Federal Stimulus Funds to End (Minus Approx. \$4M)
2. Anticipated PERS Cost Increase (Minus \$2M)
3. Foundation Fundraising (Unknown for 2011-13)
4. Student Enrollment (Unknown for 2011-13)

Initial Staffing Modeling Recommendations

As a starting point for modeling and communicating how the district will begin to look at staffing decisions for 2010-11, it is recommended that the district reduce 16 teaching FTE as follows:

School/Level	2009-10 Enrollment	Projected 2010-11 Enrollment	Teaching FTE Reductions
LOHS	1,255	1,280	-3
LHS	1,061	1,102	-3
LOJHS	571	545	-3
WJHS	531	505	-3
Elementary Schools	3,306	3,181	-4

Foundation

For the purpose of modeling staffing reductions for 2010-11, it is recommended that the district's budgetary financial model be developed with a Foundation fundraising estimate of \$1M. If, as has been the case in recent years, Foundation fundraising exceeds \$1M, a 1.0 teaching FTE would be added to district staffing for every additional \$75,000 the Foundation raises over the \$1M district financial model estimate. Once again, Foundation fundraising will be critical to the district's success.

Notes

1. This document characterizes the district's initial thinking concerning classroom teacher staffing for next year. Recommended reductions in all other licensed and nonteaching staffing areas have not yet been determined.
2. The teaching FTE recommendations for elementary schools noted in the chart above include classroom, physical education, and music teachers.
3. Recommendations for Special Services staff and Talented and Gifted teaching FTE have not yet been determined, and therefore are not referenced in this document.