

## **New Haven Public Schools Budget Mitigation District-Wide Staffing Model Meeting**

As part of ongoing budget mitigation efforts, the District has shared several strategies with the New Haven Board of Education and the public. One of these strategies has been to develop a district-wide staffing model. District and school level administration were included in proposing budget mitigation efforts. Today's meeting was designed to implement the staffing model that is aligned with the teachers' contract. To develop the model we looked at the projected enrollment numbers and staffing ratios from each school.

1. On January 25, 2019, and January 28, 2019 Assistant Superintendents, the Finance Department, the Director of Special Education, and the English Learners Department met with principals to discuss ways to mitigate the budget. Staff looked at projected enrollment numbers and staffing ratios for each school.

We asked principals the following question: Based on the staffing model what staff could you reduce without impacting the instructional program or affecting social emotional learning for students.

As a result of these budget meetings, every principal made staffing recommendations. The principals recommended eliminating 53 positions.

2. Follow up budget meetings were held by conference call on May 8, 2019, and May 9, 2019, to confirm whether the prior recommendations still held. Principals were then asked to submit names to Human Resources by May 14, 2019, of the positions to be reduced.
3. After compiling the list of impacted teachers, May 29, 2019, was selected for the Human Resources Department to inform principals that they were to notify impacted teachers of their reassignment. Human Resources would then inform affected teachers on May 30, 2019, of the process for priority application for vacant positions within the District.
4. At the May 30, 2019 meeting with impacted teachers, Human Resources made clear teachers are being reassigned not terminated. Impacted teachers will have priority for selection for vacant positions, which will be available initially only to internal candidates. The list of vacant positions will be conveyed to impacted teachers and principals by June 1, 2019.

5. If these budget mitigation efforts are successful, the approximate savings from the reductions are \$3.7 million.