

What will our children lose?

Cuts required to reduce the Board of Education budget from 1.9% to 0% for 2016-17.

As a result of the Board of Finance cut of \$59,000 to 1.7%, some of the items from the list below will be cut.

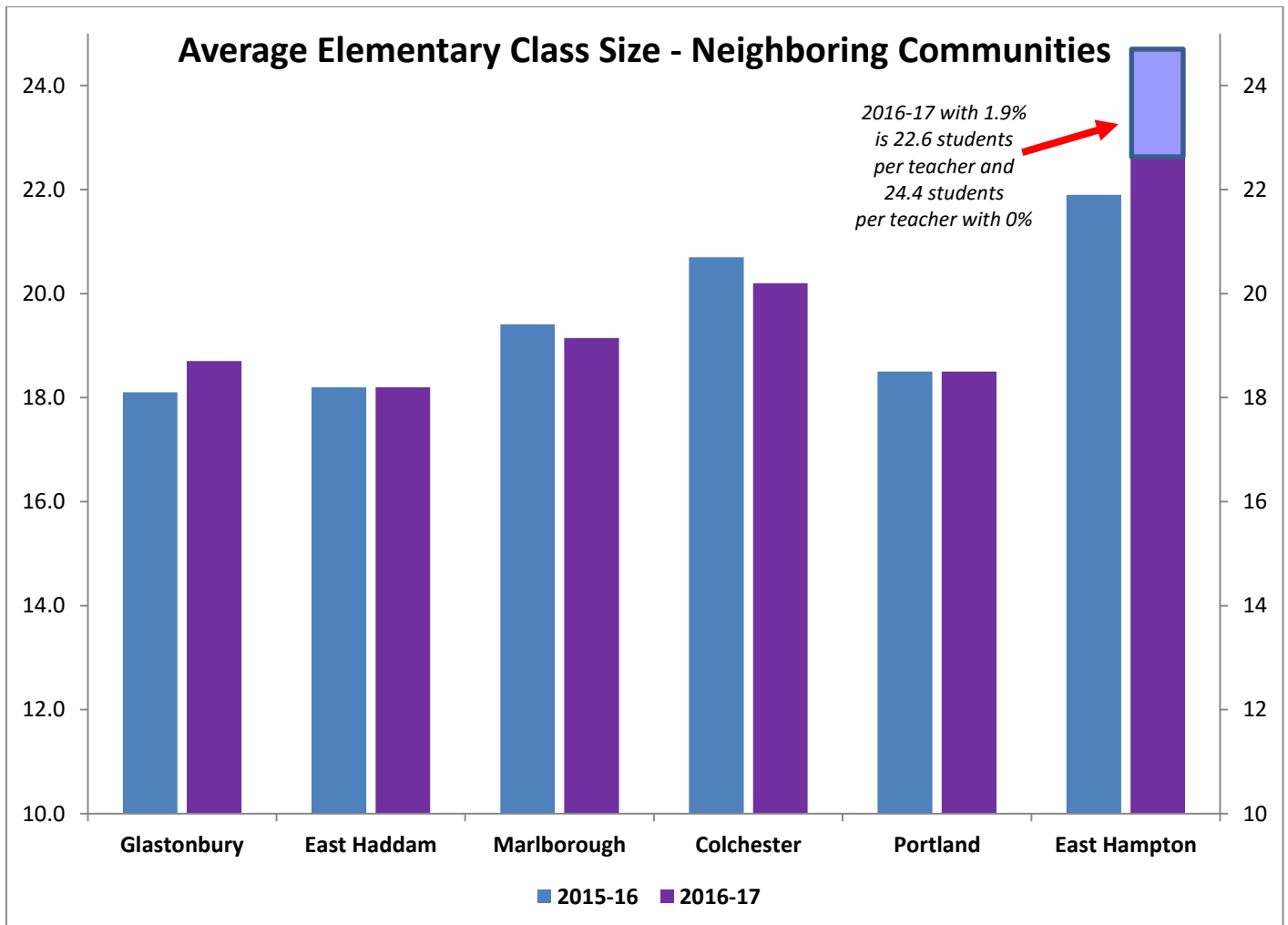
1. Reductions in Teaching Positions: A minimum of four positions (in addition to the two teaching positions at the Middle School eliminated to get to 1.9%)

- Memorial School – Classroom Teacher \$ 70,000 (salary and benefits)
- Memorial School – Classroom Teacher \$ 70,000 (salary and benefits)
- Center School – Classroom Teacher / Retiree (not replaced) \$105,000 (salary and benefits)
- High School – Social Studies Teacher \$ 70,000 (salary and benefits)
- High School – Music Teacher (20% reduction) \$ 14,000 (salary)

NOTE: Actual savings on reductions is offset by Unemployment expenses – additional \$39,000 per layoff.

The chart below shows the average class size in East Hampton and surrounding towns. **A 1.9% already includes the reduction of two teachers at the middle school.** The administration of the middle school will work to minimize the impact; however, class sizes will be increased even at 1.9%. Losing two teachers at the Memorial School as a result of a 0% increase results in class sizes at Grade 2 and 3 growing from 20-21 students per class to 25 students per class. The cut at Center School in Grade 4 results in class sizes increasing from 23-24 students to 27-28 students per class.

Even at 1.9% East Hampton classes are larger than surrounding communities!



Class sizes next year at 1.9% **Class sizes next year at 0%**

Grade K	7 Teachers	21-22 Students	7 Teachers	21-22 Students	There is no change in K
Grade 1	7 Teachers	22-23 Students	7 Teachers	22-23 Students	There is no change in 1
Grade 2	6 Teachers	20-21 Students	5 Teachers	25 Students	Loss of 1 teacher
Grade 3	7 Teachers	20-21 Students	6 Teachers	24-25 Students	Loss of 1 teacher

Grade 4	7 Teachers	23-24 Students	6 Teachers	27-28 Students	Loss of 1 teacher
Grade 5	6 Teachers	26-27 Students	6 Teachers	26-27 Students	Already a loss at 1.9%

Unfortunately, cuts in the teaching staff are necessary if the budget is lowered from 1.9% to 0%. The Superintendent worked with the district's Business Manager to develop a budget that contained the absolute minimum increase to present the Board of Education and the Town for 2016-2017. The budget has been reduced to the point where any new requests and any line items with an increase were reduced to accommodate all contractual obligations. A 1.9% already includes the reduction of two teachers at the middle school. The administration of the middle school will work to minimize the impact; however, class sizes will be increased even at 1.9%. Losing two teachers at the Memorial School as a result of a 0% increase results in class sizes at Grade 2 and 3 growing from 20-21 students per class to 25 students per class. The cut at Center School in Grade 4 results in class sizes increasing from 23-24 students to 27-28 students per class. At the high school level, the Social Studies department will reduce offerings and/or increase the size of classes where possible. The loss of the music position results in an additional elective in the new digital music lab not being offered.

In 2015-16 a custodial position was eliminated and there are not additional cuts to be made there without impacting the buildings in terms of cleanliness and hours of operation for evening community events. The question has come up as to the reduction of administrators as opposed to teachers. In the East Hampton Public Schools. Currently there is a Superintendent of Schools, no Assistant Superintendent, a part-time Curriculum Director, and a Business Manager. This is well below the ratio in any comparable school district and if continued into the future puts curricular advances in jeopardy. In the future, the district will pursue only one full time Curriculum Director for PK-12 and no Assistant Superintendent – again, keeping us at a very low ratio of Central Office Administrators. In each building is a Principal and an Assistant Principal, with the exception of Center School, which only has a Principal. The student population in the Center School may warrant one administrator at 292 students, but each of the other schools is well within the range for 2 administrators: High School-516 students, Middle School-428 students, and Memorial School-630 students. Two other positions that are regularly administrative positions – Director of Operations and Technology Director are non-certified, non-administrative positions in East Hampton.

Cuts cannot be made to Special Education teaching staff and/or non-certified paraeducators that service our students. The budget contains the exact staffing level that is required for our current student population. To reduce those positions is impossible because all staffing is based on students' education plans that are developed as a result of annual planning and placement team (PPT) meeting. Once agreed to in a PPT, staffing cannot be reduced due to budget cuts. The PPT must determine that students no longer need the services for those services to be lessened or stopped. Not having appropriate staffing means that the district would have to consider outplacing the students for whom needs cannot be met – a vastly more expensive option.

All of these teaching positions listed are serious cuts and do damage to academic programs and the schools overall. With minimal budget increases, it would be impossible to reinstate these cuts, so they must be viewed as long-term, if not permanent cuts to the district.

Like any school district, the biggest investment of the East Hampton Public Schools is in our teachers and our staff. East Hampton is very fortunate that it currently has a very strong faculty, recognized by students and parents as offering remarkable teaching and support to our children. In order to maintain our teaching staff, other areas have been reduced over the years. It is important that East Hampton remain competitive in attracting the highest quality staff. Test results and accolades to the school district have proven that dollars are being wisely invested. **Nothing is more detrimental to a school district that wants to attract high quality young teachers than to have a reputation as a town that is reducing teachers due to lack of support.**

Comments have been expressed by members of the public who are concerned that the school indicates that cuts will be made, but they never seem to be made in the end. Please do not make that assumption with this budget. The budget was prepared in January with the absolute figure necessary to move forward one year with the smallest possible increase – especially after four referenda last year. The final budget figure this current school year contained an increase that was reduced to 1.8% as a result of the multiple referenda. To get to 1.9% starting with the lower base from this current year, all accounts have been reduced to their lowest figures and teachers will indeed be cut of the budget is reduced to 0%.

Reductions at 1.9%

Reductions at 0%

MIDDLE SCHOOL
6-8

1 Language Arts Teacher
1 Science Teacher
already eliminated to get to 1.9%
class sizes / scheduling impacted

1 Language Arts Teacher
1 Science Teacher
already eliminated to get to 1.9%
class sizes / scheduling impacted

HIGH SCHOOL
9-12

1 Social Studies Teacher
.2 Music Teacher
class sizes / scheduling impacted
music elective eliminated in new lab

2. Reductions in Athletics Program

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| • Middle School Athletics (all programs) | \$ 53,000 | (coach, supplies, buses) |
| • High School Golf | \$ 10,000 | (coach, supplies, buses) |
| • High School Volleyball | \$ 10,000 | (coach, supplies, buses) |
| • Concussion baseline testing | \$ 5,400 | |

Reductions in athletics are difficult because these programs are important to many of our students who grow up playing these sports benefiting from physical exercise and from being part of a team, as well as learning skills which are just as important as academic skills. Families already have “pay to play” fees associated with participation at the middle school and high school level. Once again, people who feel these cuts are only being offered through scare tactics are mistaken. These are real cuts should the budget go to 0%. The cuts are equal to the reduction of one more teacher – and each building as already seen an impactful reduction in teaching staff. The high school sports were chosen that have the least number of students involved. However, it doesn’t mean they are valued any less or any less important to the students who participate.

One of the immediate goals is to reduce the number of students attending magnet schools and invest that tuition money back into our own operating budget. In order for that to come to fruition, we must make sure that we our own offerings to students are competitive and appealing. **Budgeting that eliminates programs and reduces offerings for our students is counterproductive to keeping students in our schools.**

3. Reductions in Central Office Expenditures

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| • Central Office Line Items | \$ 57,000 |
| • Evaluation Software | \$ 12,000 |
| • Cleaning / Custodial Supplies | \$ 12,000 |
| • Replace Autism Contractor Specialist with in-house employee | \$ 15,000 |
| • Building repairs | \$ 20,000 |

In order to minimize the effect on schools and students by a 0%, Central Office expenditures and district-wide expenditures will be cut back even further than the 1.9% budget reductions.

4. Reductions in Technology

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| • Technology Reductions | \$ 10,000 |
| • New website | \$ 6,500 |
| • Professional Development Software | \$ 5,000 |
| • Eliminate all desktop printers / inkjet | \$ 2,500 |

Technology and education are now words that are not separate and distinct. It's no longer about supplying technology to the classroom; it is all about technology changing the learning in the classroom. Today's instruction in competitive schools and colleges is inextricably linked with technology. To view technology as an extra is to condemn our students to a less competitive education. So many times as adults we think about our own education and assume that *our* education would be fine for today's students. As current adults, our education as students prepared us for the workforce of the 80's, 90's, and the first two decades of the 21st century. Our children will make their mark in careers in the 2030's to 2060's. We must prepare them for ***their*** future world – not ***our*** current world. To think that technology and its mastery is not important is some of the most limiting thinking as we plan budgets for our children.

5. Reductions in Schools - Classroom Sites

- **High School Student and Classroom Supplies/Technology** \$ 20,000
- **Middle School Student and Classroom Supplies /Technology** \$ 10,000
- **Center School Student and Classroom Supplies /Technology** \$ 10,000
- **Memorial School Student and Classroom Supplies /Technology** \$ 10,000

All cuts that don't effect staffing, athletics, technology, and programming are under consideration. But beginning with 1.9% and going down to 0% requires deep cuts.

These cuts are not presented in an exact order. Please note that no cuts are finalized until the Budget is passed in referendum; however, should the 2016-17 be presented to the community with a 0% increase, **all of these cuts are necessary to reach 0%**.

