

The Grosse Pointe Public Schools					
Collective Bargaining Budget "Savings" Suggestion Summary					
4/11/2012					
	Proposed	Suggestion	Impact on Students (1)	"Savings" Impact	Central Admin Recommend
1	Admin/ Classroom Assistants	Class size/splits in elementary	Minimal if any	3 FTE- \$240,000	Yes
2	Admin	Enhance marketing for gifted, foreign language and specials program	Positive impact	Potential revenue of \$100,000	Yes
3	Admin	Expand existing preschool	No impact-positive draw to district	Potential revenue of \$25,000	Yes
4	Admin/ Classroom Assistants	Reduce one HS secretary or Attendance clerk per high school	Minimal if any	.8 at each high school \$96,000	Yes
5	Admin/ Teachers	Tiered Pay to Play	Possible impact on parents and program	\$10,000-\$50,000 depends on allocation	Yes
6	Admin/ Teachers	Raise building use fees	None	\$20,000	Yes
7	Admin/ Teachers	Modify cell phone distribution	None/safety concerns	\$10,000 savings on some phones	Yes
8	Admin/ Office	Eliminate printers in classrooms	Loss of information and access	\$50,000	Yes
9	Admin/ Teachers/ Classroom Assistants/ Office	Copier ID's for staff/ limit copies by students	None	\$5,000	Yes
10	Teachers/ Office	Modify Textbook purchases	Impact on student learning	\$50,000- \$100,000	Yes
11	Office	One vendor for paper	None	Currently use WC bid or State bid for paper (these are routine bids)	Yes

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	<b>Proposed</b>	<b>Suggestion</b>	<b>Impact on Students (1)</b>	<b>"Savings" Impact</b>	<b>Central Admin Recommend</b>
12	Admin/ Teachers	Assess low enrollment courses	Potential impact if the courses are a singleton	Analysis must be completed to determine how many such classes exist	Yes
13	Plant	Electric hand dryers and eliminate paper towels	None	District currently converts when restrooms are remodeled	Yes
14	Plant	Aggressively pursue vendors	None	District actively looks on regular basis and renegotiate with vendors annually	Yes
15	Plant	Consultants used for roofing and architect	None	District actively looks on regular basis. State approved projects must be licensed by architect. No savings	Yes
16	Teachers	Consider value of implementing new curriculum and programs	Unknown	No savings	Yes
17	Teachers	Reconfigure central office systems	Minimal	Minimal if any	Yes
18	Classroom Assistants	Hold all projects not necessary	Varied	Already implemented	Yes
19	Plant/ Office	All employees subject to 'formula'	None	Already implemented for all employee groups	Yes
20	Teachers/ Classroom Assistants/ Plant	Buy supplies in bulk/centralize supplies/limit Grainger and other business	None	District actively rebids/ day shipping- no need	Same Yes
21	Admin	Review EPED assignments	Minimal if any	TBD	Yes
22	Office	Anything unnecessary should be frozen	Not specific	Implemented already by district	Yes
23	Teachers/ Classroom Assistants	Minimize workshops during the day	Increase in teacher contact time (good), but loss of PD opportunities (not good)	Subject to bargaining	Yes
24	Admin	Reduce the number of sick days	Positive impact on students	Subject to bargaining	Yes

**Proposed Savings Range**

**Range \$606,000 -\$696,000**

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	<b>Proposed</b>	<b>Suggestion</b>	<b>Impact on Students (1)</b>	<b>"Savings" Impact</b>	<b>Central Admin Recommend</b>
25	Teachers	Implement district-wide staff development	Unknown	TBD	TBD
26	Teachers	Analyze the effectiveness of all programs district-wide	Unknown	Unknown	TBD
27	Classroom Assistants	Employees no longer in our group	Not specific	N/A	N/A
28	Plant	Sodexo contract	Not specific	N/A	N/A
29	Plant	Food deliver at Star of Sea	None	No longer provide service	N/A
30	Plant	Commercial foods at South	None	Can notify teachers – against Federal law to service lunch to students during student lunch hours unless Federal mandate program.	N/A
31	Plant	Plowing lot on Sunday for Christ Church	None	Christ Church uses our lot- joint agreement for easement	N/A
32	Office	Cut building budgets including athletics	Not specific	Unknown	N/A
33	Office	Look at NIS positions	Not specific	Unknown	N/A

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34	Teachers/ Classroom Assistants/ Office	Eliminate one AD/ if need for 4 High School Admin	Loss of this position would reduce control of the program and could lead to reduction in quality	\$166,000-per position	No
35	Plant	One area for inventory	None	No need-Same day delivery	No
36	Teachers	Instrumental music at ES	Loss of opportunity for kids	Up to 3 FTE or \$240,000-possible restructure scheduling	No
37	Office	GPW to clean after fireworks	No impact on students	Volunteers currently used. Some work performed by custodial staff during normal shifts	No
38	Plant	Swimming pool maintenance	Cleanliness for students	District currently maintains pools according to State law and safety guidelines	No
39	Office	Stop paying outside consultants for surveys	No impact on students	Depends on need	No
40	Plant	3 or 4 workdays per week all year long or just summer	Significant impact on all aspects of student learning	Limited impact	No
41	Classroom Assistants	Buyout for top 3 teachers annually/ Buyout for all employees	Potential loss of teacher expertise	Increase in cost	No
42	Classroom Assistants	30 students per class and have asst for classes over 30	Significant	\$360,000 to \$700,000	No
43	Classroom Assistants	Part time residency position	None	\$35,000 for 1/2 position	No
44	Plant	1-3 unpaid furlough during the summer	None	Savings minimal - work still has to be completed. Staff and summer help has been reduced.	No
45	Office	Cut Saturday programs	No impact on students	Income to district would be reduced. Plant	No
47	Office	Eliminate employee assistance program benefit	No impact on students	\$17,000	No

48	Teachers/ Office	Recreational millage	None	Previously studied	No
49	Classroom Assistants/ Plant	Eliminate administrators who are 'hired back'	None except for loss of expertise	Cost increase to the district-each case evaluated	No
50	Teachers	Extra-curricular, support and other pull out programs outside of the school day	Reduced offerings for students	Depends on degree of implementation, but minimal savings since students would still need to attend a class	No
51	Classroom Assistants	Cut special ed admin by 1	reduce control of program	Minimal general fund savings due to PA18 funding source from county	No
52	Classroom Assistants	Student library links paid by district	varied	\$5,000	No
53	Teachers/ Classroom Assistants	Cut conference for admin/Eliminate admin travel	Varied	Approximately \$20,000	No
54	Teachers	Eliminate district paid bussing for students	Not specific	Reduced for athletics/required for special education	No
55	Teachers	Analyze common assessment usage	Loss of information on student progress	\$30,000	No
56	Teachers	Assess Grosse Pointe Writing Consultant	Drop in writing scores	\$2,500	No
57	Office	Reduce/eliminate summer plant help	None	\$30,000 summer help is less expensive than subs	No

**Proposed Savings Range**

**Range \$875,000 - TBD**

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58	Admin	Paraprofessionals not working when no students present	Little impact on kids, but loss of training time	TBD	Subject to bargaining
59	Admin	Pay sub rate for PD during the summer	Increased teacher/student contact time (good), loss of ability to mandate PD (not good)	TBD	Subject to bargaining
60	Admin	Combine library and computer assistant positions	Some impact on student learning	\$50,000 per position cut	Subject to bargaining
61	Admin/Office	Reduce Teacher sub cost	Varied	\$100,000-\$200,000	Subject to bargaining
62	Teachers	Conserve time and instructional resources in conducting IEPs	Unknown	\$75,000	Subject to bargaining
63	Teachers	Assess effectiveness, purpose, and use of grade level leaders, dept chairs, EPED and curr specialists	TBD	2.0 - 3.0 teacher FTE - \$160,000 - \$240,000	Subject to bargaining
64	Classroom Assistants/ Office	Move to larger health group plan for employees/Other insurances/Plant into self-fund health plan instead of HAP	None	Potential cost increase	Subject to bargaining
65	Classroom Assistants	Travel time for traveling staff	None	Subject to bargaining	Subject to bargaining
66	Classroom Assistants	Cut mileage for all admin	None	Subject to bargaining	Subject to bargaining
67	Classroom Assistants	How is unlimited sick days funded	None	Subject to bargaining	Subject to bargaining

**Proposed Savings Range**

**Range \$385,000 - TBD**

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**13-14 and Beyond**

	<b>Proposed</b>	<b>Suggestion</b>	<b>Impact on Students (1)</b>	<b>"Savings" Impact</b>	<b>Central Admin Recommend</b>
68	Office	6 - period day at HS	Significant on elective courses and support courses	\$1,300,000 - 2,500,000 - Potential 10 - 15% savings on HS teaching staff	No
69	Admin	Expand preschool into each elementary school	Positive draw to district	Potential revenue of \$50,000	Yes

**Proposed Savings Range**

**Range \$1,350,000-2,550,000**

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