

Proposed and Adopted Reductions and Efficiencies, FY2015 to FY2019
(000s)

Employee Benefits	Salary base adjustment and savings	(\$5.50)
MC/MM	One time funds (not a cut)	(\$5.40)
Changes In Planning Factors	Increase Class Size By 1 At Grades 9-12 (Tier 2)	(\$5.40)
Employee Benefits	Postpone Step Increase To Halfway Through The Year (Tier 3)	(\$4.30)
Employee Benefits	Implement Step Increase 1/3 Through Employee's Contracted Year	(\$2.70)
Employee Benefits	VRS professional group retirement FY16 calculation adjustment	(\$2.50)
Employee Benefits	Reduce OPEB Contribution	(\$2.40)
Other Efficiencies	Central Office Reductions	(\$2.15)
Postpone Growth Initiatives	Postpone Addition Of Psychologists And Social Workers (Tier 2)	(\$2.12)
Other Efficiencies	Defer Eliminating Early Release Wednesday at 2 Schools	(\$2.10)
Teaching And Learning Changes	Redesign service delivery model for adult HS students	(\$1.63)
Other Efficiencies	Fund Replacement Buses and Technology with One-time Funds	(\$1.50)
Changes In Planning Factors	Increase Class Size By 1 At Grades 6-8 (Tier 2)	(\$1.20)
Changes In Planning Factors	Reduce Fles Staffing And Redefine The Program	(\$1.09)
Changes In Planning Factors	Adjust Planning Factor for Elementary Library Assistants	(\$1.06)
Other Efficiencies	Reduce Central Office Positions (Tier 1 \$0.70 and Tier 3 \$0.30)	(\$1.00)
Other Efficiencies	Increase Budgeted Beginning Balance	(\$1.00)
Changes In Planning Factors	Increase Class Size By 0.75	(\$0.96)
Other Efficiencies	Move construction positions to Bond Fund	(\$0.96)
Changes In Planning Factors	Increase Class Size By 1 At Grades 4-5	(\$0.94)
Changes In Planning Factors	Increase Class Size By 0.5 Atwf, Wl, Yt, Hbw, And Cc	(\$0.87)
Teaching And Learning Changes	Special Education Classroom Assistants	(\$0.78)
Communications	Reduce Central Office Positions And Hourly Funds For Print Shop (Tier 1)	(\$0.70)
Changes In Planning Factors	Adjust Planning Factor For Montessori Assistants In Grade 1-5 To Align With Other Elementary Planning Factors	(\$0.65)
Teaching And Learning Changes	Stem Specialists (Tier 2)	(\$0.59)
Changes In Planning Factors	Increase Class Size By 1 At Grades 4-5 (Tier 2)	(\$0.50)
Employee Benefits	Parental Leave	(\$0.50)
Teaching And Learning Changes	Integrate Two Instructional Supervisors	(\$0.42)
Employee Benefits	Live Where You Work (Tier 2)	(\$0.35)
Employee Benefits	VRS non-professional group retirement FY16 calculation adjustment	(\$0.35)
Other Efficiencies	Increase Useful Life Of Buses	(\$0.34)
Professional Development	Eliminate Funding For Dual Certification And Assistant-To-Teacher Programs	(\$0.32)
Employee Benefits	Reduce health insurance costs	(\$0.30)
Postpone Growth Initiatives	Postpone Addition Of Academic Support For Level 5 English Language Learners Positions	(\$0.28)
Teaching And Learning Changes	Department Chairs Release Period	(\$0.28)
Teaching And Learning Changes	Content Area Lead Teacher Stipends	(\$0.28)
Changes In Planning Factors	Realign Planning Factor for Secondary Asperger's Assistants	(\$0.27)
Employee Benefits	Redesign Retiree Rehire Practices	(\$0.25)
Other Efficiencies	Reduce Funding For Supplies And Classroom Furniture Budgeted Centrally	(\$0.24)
Employee Benefits	Transportation Demand Program	(\$0.22)
Teaching And Learning Changes	Reduce E-Days	(\$0.21)
Teaching And Learning Changes	Administrative Assistant	(\$0.21)
Teaching And Learning Changes	Eliminate Purchasing Of Instructional Software (Tier 1)	(\$0.20)
Teaching And Learning Changes	Restructure Summer School	(\$0.20)
Other Efficiencies	After School Activity Buses Efficiencies (Tier 3)	(\$0.20)
Other Efficiencies	Utility Efficiencies (Tier 3)	(\$0.20)
Employee Benefits	Reduce VRS Creditable Compensation	(\$0.19)
Employee Benefits	Reduce Cellular Services Provided By Information Services (Tier 2)	(\$0.18)
Changes In Planning Factors	Change MS Librarian Planning Factor	(\$0.17)
Teaching And Learning Changes	Reduce Instructional Software Budget In Information Services	(\$0.16)
Other Efficiencies	Reduce Non-mandated Field Trips	(\$0.16)
Other Efficiencies	Eliminate Technology Logistics & Procurement Coordinator	(\$0.16)
Teaching And Learning Changes	Online Classroom Facilitators	(\$0.15)

Teaching And Learning Changes	Reduce Instructional & Innovative Technologies Budget	(\$0.15)
Other Efficiencies	Increase Adult Education Fees	(\$0.14)
Changes In Planning Factors	Reduce Clerical By 1 Atwf, WI, Yt; By 0.5 At Hbw And Cc	(\$0.13)
Teaching And Learning Changes	Align Library Media Assistants Contract Days	(\$0.12)
Teaching And Learning Changes	Federal Programs Coordinator	(\$0.10)
Teaching And Learning Changes	Reduce AETV Producer Position (Tier 2)	(\$0.10)
Teaching And Learning Changes	Reduce Technician Position (Tier 2)	(\$0.10)
Professional Development	Reduce Professional In-Service (Tier 1)	(\$0.10)
Professional Development	Reduce Professional Development Provided To School-Based Staff (Tier 1)	(\$0.10)
Professional Development	Redesign Professional Library	(\$0.10)
Other Efficiencies	Reduce Emergency Manager Position (Tier 2)	(\$0.10)
Other Efficiencies	Reduce Central Registration Position (Tier 2)	(\$0.10)
Teaching And Learning Changes	Art Specialist	(\$0.09)
Teaching And Learning Changes	FLES Coach	(\$0.09)
Teaching And Learning Changes	Minority Achievement Specialist	(\$0.09)
Changes In Planning Factors	Change Clerical Planning Factor at MS and HS	(\$0.08)
Teaching And Learning Changes	Special Education Coordinators	(\$0.08)
Professional Development	Reduce Professional Development Provided By Information Services	(\$0.07)
Other Efficiencies	Institute Appliance Green Policy Throughout The District.	(\$0.07)
Other Efficiencies	Reduce Professional Services	(\$0.06)
Professional Development	Reduce Professional Development Opportunities For Aps Administrators	(\$0.05)
Communications	Eliminate Printing "The Citizen" And First Day Packets	(\$0.04)
Communications	Eliminate Funds Used To Update The Aps Handbook And Guidebooks	(\$0.03)
Communications	Eliminate The Aps Mobile App, AETV Hourly Funds And Equipment, And Print Shop Hourly Funds	(\$0.03)
Teaching And Learning Changes	ATSS Data Specialist	\$0.00
Teaching And Learning Changes	SIOP Math Coach	\$0.00
Teaching And Learning Changes	Change Model of Service Delivery - Twice Exceptional Teacher	\$0.00
Employee Benefits	<i>Dependent Health Benefits Eligibility Audit</i>	\$0.00
Employee Benefits	<i>Implement Tiered Cap on Retiree Health Insurance</i>	\$0.00
Employee Benefits	VRS professional group retirement rate increase \$2.00	\$0.00
Employee Benefits	VRS group life insurance rate increase \$0.32	\$0.00
Other Efficiencies	Reduce credit card fees by adding 2.5 percent to all credit card transactions	\$0.00
Other Efficiencies	Add Medicaid Coordinator	\$0.00
Category	Reduction or Efficiency	TOTAL