



# Bloomington School District 13



## Staffing Plan

### **RATIONALE**

The Board of Education set the expectation that budgets need to remain balanced by fund. As salaries and benefits for employees remains over 80% of the District's expenditures, with a large portion in the Education Fund, it is not surprising to see a forecast projecting deficits by FY 2024 (see Appendix A). District 13 remains heavily dependent upon local residential property taxes; which under the Property Tax Extension Limitation Law (PTELL) of 1994 saw a growth of 5.6% during the duration of the most recent collective bargaining agreement with the Bloomington Council of Teachers. The salary increases in the Agreement rose 9% collectively during the same time. Even though the CPI for December 2021 was 7.4, the highest it has ever been since PTELL was implemented, the District can only access 5.0 under cap language in the legislation. These factors working together led to the development of a staffing plan for this year.

### **FACTORS IMPACTING STAFFING**

The Bloomington Council of Teachers, Local #571, AFT-IFT, AFL-CIO has indicated their desire to bargain as the current contract expires at the end of the current school year. With an uncertain economic climate (rising interest rates, inflation, and other factors), the results of these negotiations will impact the District's ability to staff positions going forward. At the same time, a nationwide teacher shortage is making it difficult to secure top talent to replace teachers that are electing to retire, replenishing the pool of paraprofessionals, or for those teachers electing to take a leave of absence from the District.

### **RETIREMENT INCENTIVE**

The Board of Education successfully negotiated a retirement incentive with the teachers in their most recent contract. The purpose of the incentive is to reward teachers for their years of service to the Bloomington community and provide for fiscal flexibility as the District fills these positions will less experienced candidates. The retirement incentive has led to reduced costs that will aid in the correction of the structural deficit in the Education Fund. Currently, one administrator and six non certified staff will also be retiring at the end of the year. In 2021-2022, four teachers will retire by taking advantage of the incentive; however in 2022-2023, no teachers have come forward to take advantage of the benefit.

## **REDUCTIONS IN FORCE**

However, the retirement incentive did not bring enough teachers to retire at the end of the 2021-2022 school year to avoid the reduction in force of teachers in Group 1 of the 4 evaluation groups established through the Professional Evaluation Reform Act (PERA). Group 1 teachers are those typically in their first year, were hired part-time (to fill vacancies due to tenured teachers on leave) or those without a summative evaluation recorded in the District. Covid-19 mitigation strategies led to the expansion of the fourth grade at Erickson Elementary to an additional section to accommodate social distancing requirements. Four teachers are in this category this year and will be reduced by action of the Board of Education at the March 28<sup>th</sup> regular meeting. It is extremely regrettable to have to recommend such an action to the Board, but this became necessary with so many determining factors yet to be decided that impact the Education Fund.

## **PARAPROFESSIONALS**

Paraprofessionals have been notified in the past of a reduction in force of their positions at the April regular meeting. Due to the shortage of highly qualified paraprofessionals, they will not be reduced going forward.

One of the reasons the District has been successful for so many years is the quality of the work of the paraprofessionals as a group. The relationships they build alongside the teachers allows for many of them to seamlessly work as substitute teachers with the knowledge of the children and the ability to propel lessons and learning forward. This became critical during the pandemic as many school districts struggled with finding substitute teachers.

Hourly wages for paraprofessionals are having to be directly addressed to reach the \$15 minimum wage that is to be implemented by 2025 in Illinois. However, due to the shortage, efforts are being made to look at compensation for special education paraprofessionals to recruit people for these essential roles. General education paraprofessionals, with valid teaching credentials, can expect to receive augmented income when assigned as substitute teachers. Special education paraprofessionals are often without that opportunity as they are assigned programs and classrooms serving the neediest population of District 13 students. It is a problem that the Administration continues to look for options to incentivize qualified people to accept these roles in the District.

## **ROLE REDUCTIONS AND CHANGES**

The role of permanent substitute teacher will be discontinued with the retirement of Mrs. Becker. An overflow 4<sup>th</sup> grade classroom at Erickson due to the need to abide by social distancing will also be reduced. Two 3<sup>rd</sup> grade teachers have agreed to a job share arrangement for next year which is also projected to reduce some costs. Two tenured teachers on year-long leave of

absences have decided to resign their positions rather than return. This development, should relatively inexperienced teachers be hired to fill those vacancies, could also lead to some savings.

Discussion on the Administrative team recognizes that due to the social emotional learning needs of students, that Federal funding could be utilized to support the temporary hiring of a counselor at Westfield. Mathematics interventionists could also be brought in to the elementary buildings to help students acquire mastery in the subject. Summer school was not considered based on multiple factors:

1. Limited return on achievement in the data;
2. Some students who need the intervention may not take advantage of the opportunity; and
3. Finding staff members willing to teach during this time of the year.

### **SPECIAL EDUCATION**

When the first Staffing Plan was created, one of the concerns of the Board of Education was the tuition being paid to NDSEC for services to students in low incidence programs throughout Northeastern DuPage County. The directive was to find a way to lower the tuition costs while reducing the structural deficit in the Education Fund. This was accomplished in two ways:

- Creating three structured classrooms to accommodate the students from District 13 in grades K-5 and;
- Creating a self-contained early childhood program to accommodate students from District 13.

The staffing projections for next year involve:

- Moving a structured classroom to Westfield to accommodate the needs of students with autism in their peer environment;
- Consolidating the Kindergarten and Grade 1-2 structured classrooms at Erickson;
- Adding a Special Education Resource teaching position at DuJardin based on student caseload and IEP minutes.

Reductions in the use of the NDSEC nurse with the employment of Joyce Turnipseed and having in house school psychologists are also assisting the District in lowering tuition costs with NDSEC. Please note, all staffing decisions for special education students are governed by their needs as identified in their Individual Education Plans.

### **EXTRA DUTY**

During the 2020-2021 school year, extra duty assignments were reduced due to the impact of the Covid-19 pandemic and the inability to host athletic events or run after school clubs that could

not abide by the mitigations outlined in the Return to Learn Plan. During 2021-2022, many of these activities returned and were modified to provide students some activities to engage in outside the classroom. Negotiations this spring will also impact this area in planning for the 2022-2023 school year.

As in the past, building principals will be given budgets to limit the number of extra duty assignments available to the teaching staff. Westfield's budget will continue to remain the highest, as they accommodate athletic programming along with a variety of non-athletic activities (Drama, Choir, Interact Club, etc.). Currently, there are 162 extra duty activities being supported financially and a total of 74 of the 115 teachers (64%) in the District leading those activities.

### **STUDENT ENROLLMENT GROWTH**

Another factor taken into consideration is the continued slow growth in student enrollment. Using forecasted enrollment figures within the Cohort Survival Projection Method for 2022 through 2027, the January student enrollment reports for the current year and the previous five years, and the 2022-2023 student enrollment projections from the January 24<sup>th</sup> Board of Education meeting, the slow growth will continue in District 13. This data can be found at the end of this report. Currently, the District has 1,400 students enrolled. This figure has grown since 2012 when the enrollment was approximately 1,235 students. The highest enrollment I could find for the District was back in 1999-2000 when 1544 students were in all three schools. The purpose of analysis of this data is to determine the available space for the students as well as keeping staffing at levels that maintain class sizes between 20 to 28 students based upon their age and ability to work and function independently.

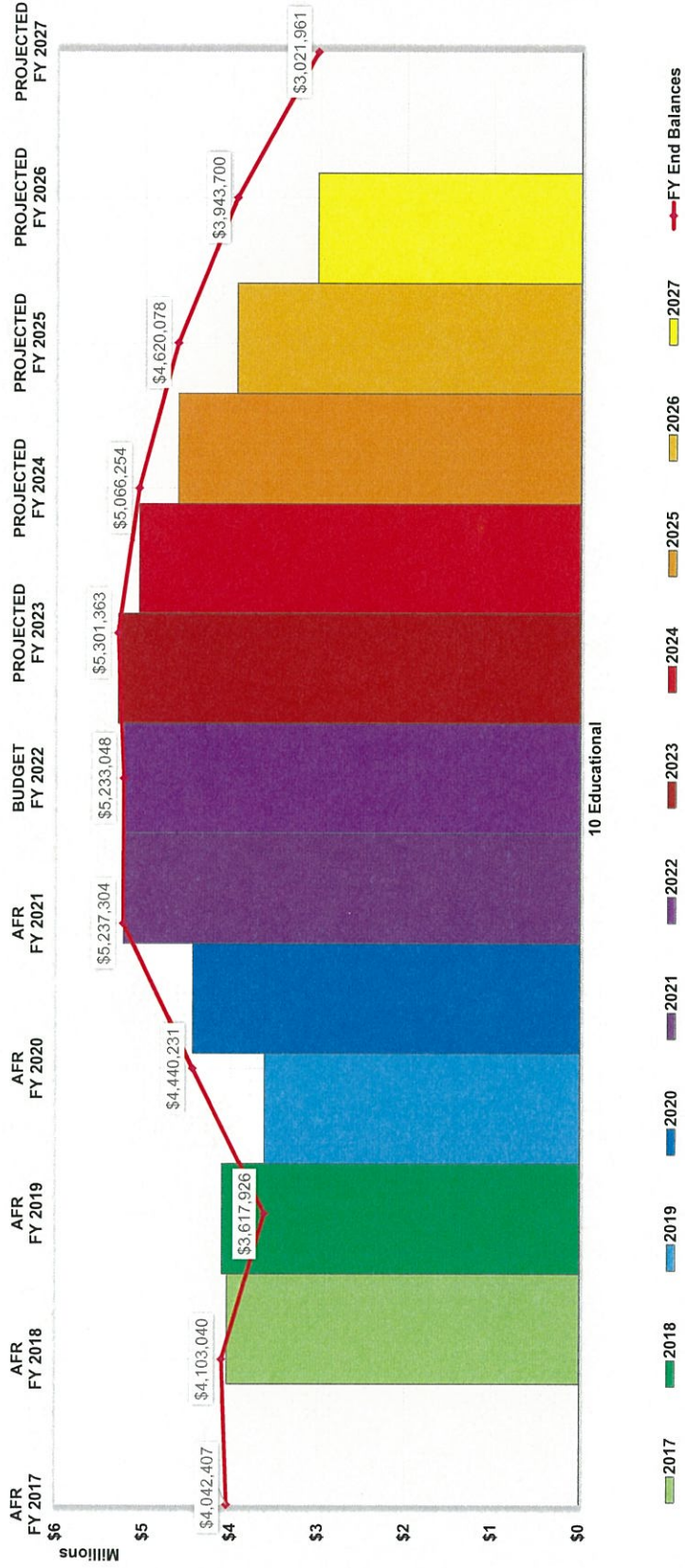
### **SUMMARY**

Bloomington School District 13 has made great strides in fairly compensating their employees for the past eight years. In an effort to balance the FY 2023 Budget based on a Consumers Price Index tax cap of 1.4%, limited funding from the State and Federal Governments, and the collection of local fees, action is required now to address expenditures to achieve this goal. The staffing plan will help guide the development of the FY 2023 Budget while not compromising the quality of service the professionals in District 13 deliver daily to the students and families in our community.

# Educational

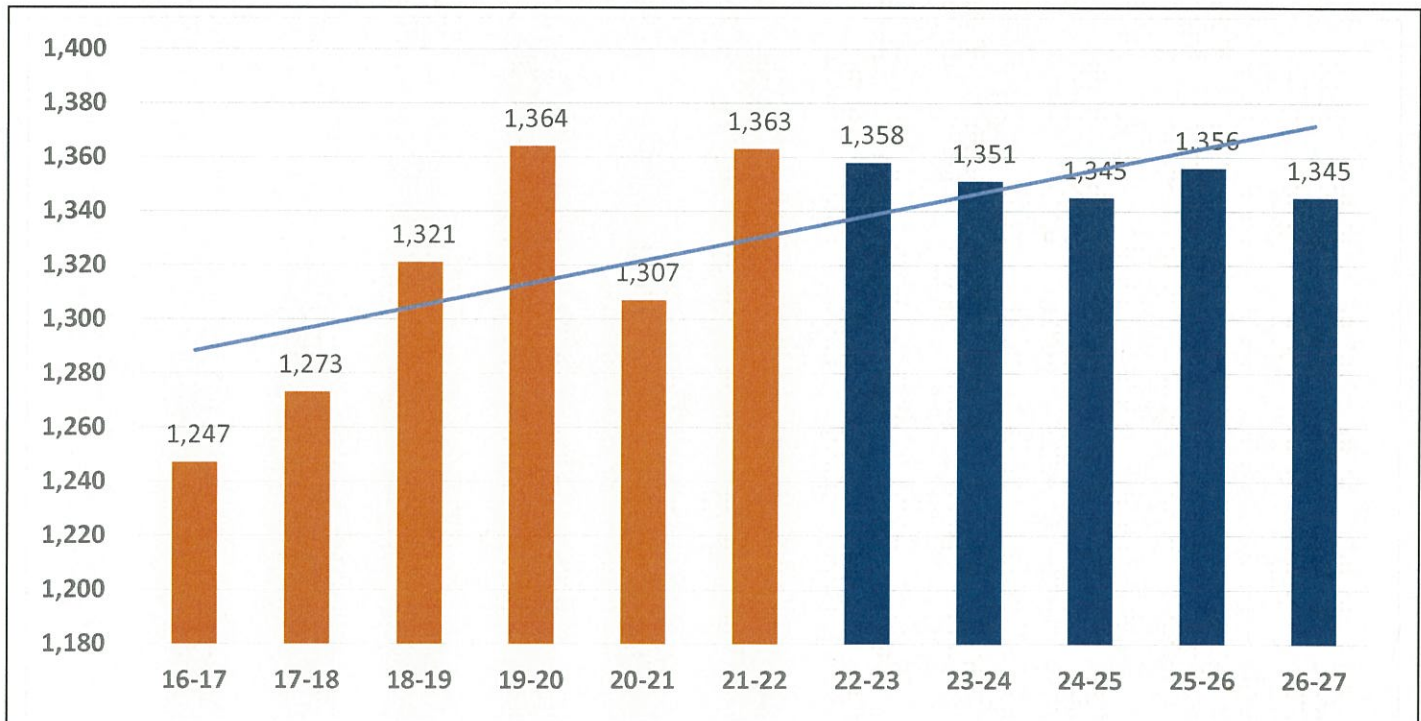
Bloomington SD 13 Staffing Scenario 03-14-22

## Fund Balances



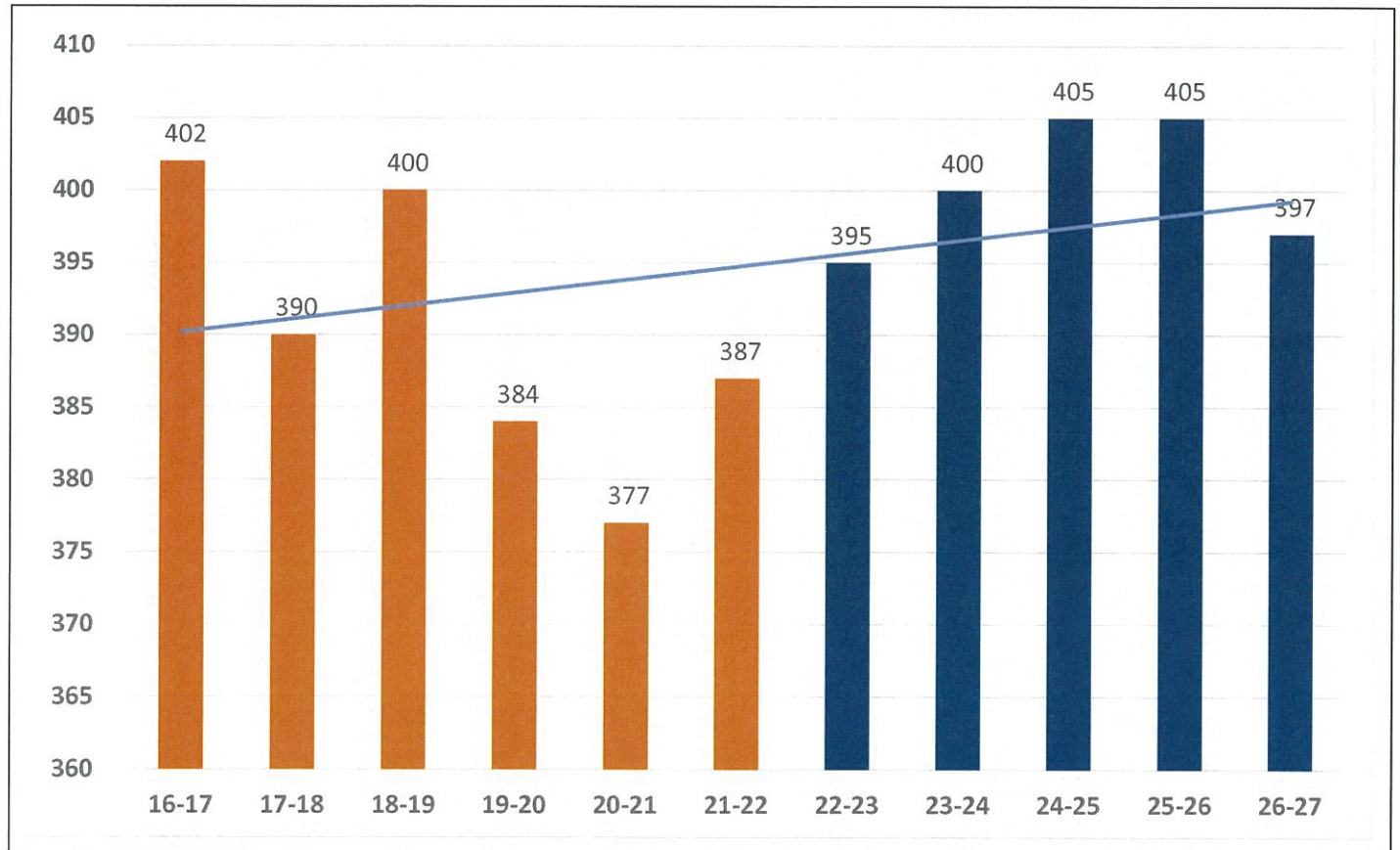
# DISTRICT

Year	History						Forecast				
	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
K	111	126	125	121	127	122	126	125	125	125	125
1	152	131	148	132	128	146	134	138	137	135	137
2	138	154	141	151	129	140	151	139	143	146	139
3	147	150	162	145	151	140	147	158	146	150	153
4	143	155	160	168	144	165	147	155	166	154	158
5	166	146	154	155	168	145	165	146	154	165	153
	<b>857</b>	<b>862</b>	<b>890</b>	<b>872</b>	<b>847</b>	<b>858</b>	<b>870</b>	<b>861</b>	<b>871</b>	<b>875</b>	<b>865</b>
6	125	152	155	167	151	167	150	164	152	156	164
7	126	127	149	146	167	162	167	150	164	152	156
8	139	132	127	179	142	176	171	176	158	173	160
	<b>390</b>	<b>411</b>	<b>431</b>	<b>492</b>	<b>460</b>	<b>505</b>	<b>488</b>	<b>490</b>	<b>474</b>	<b>481</b>	<b>480</b>
<b>Total</b>	<b>1,247</b>	<b>1,273</b>	<b>1,321</b>	<b>1,364</b>	<b>1,307</b>	<b>1,363</b>	<b>1,358</b>	<b>1,351</b>	<b>1,345</b>	<b>1,356</b>	<b>1,345</b>



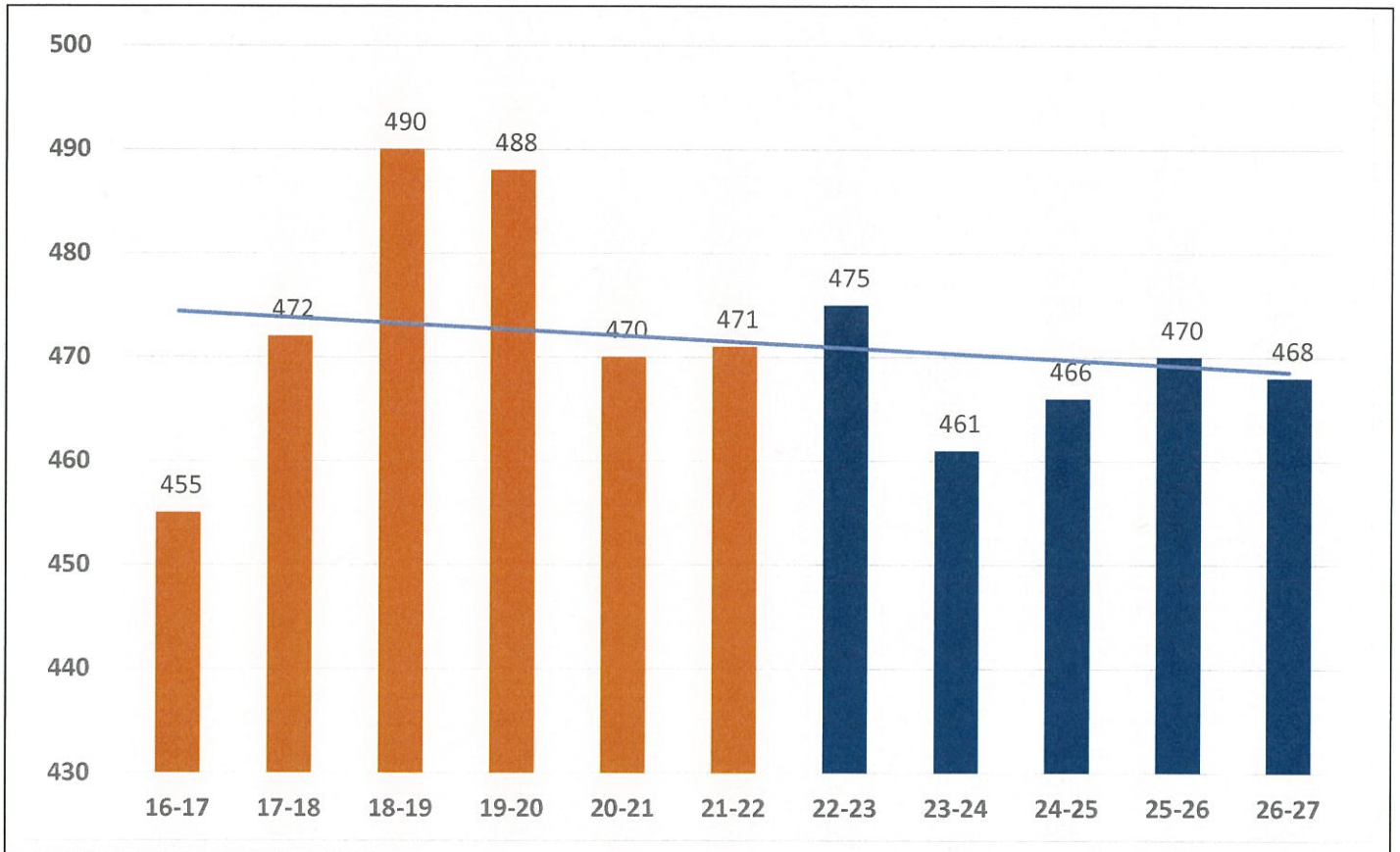
# DUJARDIN

Year	History						Forecast				
	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
<b>K</b>	54	56	55	59	58	57	58	56	57	55	56
<b>1</b>	76	59	62	56	59	69	63	64	62	61	61
<b>2</b>	62	78	64	62	58	67	73	67	68	70	64
<b>3</b>	65	64	80	62	63	65	69	75	69	70	72
<b>4</b>	64	68	73	80	63	67	68	73	79	73	74
<b>5</b>	81	65	66	65	76	62	64	65	70	76	70
<b>Total</b>	402	390	400	384	377	387	395	400	405	405	397
<b>Change</b>		(12)	10	(16)	(7)	10	8	5	5	-	(8)



# ERICKSON

Year	History						Forecast				
	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
<b>K</b>	57	70	70	62	69	65	68	69	68	70	69
<b>1</b>	76	72	86	76	69	77	71	74	75	74	76
<b>2</b>	76	76	77	89	71	73	78	72	75	76	75
<b>3</b>	82	86	82	83	88	75	78	83	77	80	81
<b>4</b>	79	87	87	88	81	98	79	82	87	81	84
<b>5</b>	85	81	88	90	92	83	101	81	84	89	83
<b>Total</b>	455	472	490	488	470	471	475	461	466	470	468
<b>Change</b>		17	18	(2)	(18)	1	4	(14)	5	4	(2)





# WESTFIELD

Year	History						Forecast				
	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
6	125	152	155	167	151	167	150	164	152	156	164
7	126	127	149	146	167	162	167	150	164	152	156
8	139	132	127	179	142	176	171	176	158	173	160
<b>Total</b>	390	411	431	492	460	505	488	490	474	481	480
<b>Change</b>		21	20	61	(32)	45	(17)	2	(16)	7	(1)

