



# City of Bloomington Common Council

## Legislative Packet

Regular Session

06 October 2010

Office of the Common Council  
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Bloomington, Indiana 47402

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**City of  
Bloomington  
Indiana**



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**To: Council Members**  
**From: Council Office**  
**Re: Weekly Packet Memo**  
**Date: 01 October 2010**

### **Packet-Related Material**

**Memo**

**Agenda**

**Calendar**

**Notices and Agendas:**

*None*

### **Legislation and Background Material for Final Action:**

**Res 10-15** In Support of the Monroe County Community School Corporation's Funding Referendum

- *Memorandum* from Council President Isabel Piedmont-Smith and Councilmember Susan Sandberg
- Monroe County Community School Corporation, *Financial Recovery Plan* (brochure issued by the Corporation)
- Contacts: Council President Isabel Piedmont-Smith  
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Councilmember Susan Sandberg  
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Councilmember Dave Rollo  
[rollod@bloomington.in.gov](mailto:rollod@bloomington.in.gov); 339-7916

### **Legislation for First Reading:**

*None*

### **Minutes from Regular Session:**

*None*

## Memo

### **One Item Ready for Final Action -- Wednesday, 06 October 2010**

**Res 10-15** *In Support of the Monroe County Community School Corporation's Funding Referendum* is sponsored by Councilmembers Piedmont-Smith, Sandberg, Mayer, Sturbaum and Rollo. One of the guiding principles behind the sponsors' proposal of this resolution is that the quality of life in our community is directly linked to the quality of our local school system.

#### **Shift in School Funding Sources**

As you are aware, the Monroe County School Corporation (MCCSC) is experiencing a severe budget deficit. This is due to simultaneous declining revenue and increasing operational costs. As pointed out in the resolution, in 2008, the Indiana General Assembly reconfigured its school funding formula by shifting reliance away from property taxes to reliance on income and sales taxes for schools' general fund revenue. Due to the recession, both sales and income tax have declined significantly, causing the State to reduce funding to schools by 4.55%. For MCCSC, this meant a loss of \$2.9 million in State funding.

This cut in State support came at a time when MCCSC was already experiencing a revenue shortfall due to decreased enrollment and increased expenses in areas such as the cost of utilities, group medical insurance premiums and contractual annual salary increments. The loss of State funding paired with already-declining revenue and increased operational costs translates into a total budget deficit of \$5.8 million.

#### **Consequences of the Deficit**

As Indiana Code requires school corporations to maintain balanced budgets, MCCSC developed a *Financial Recovery Plan* (see attached). To balance its budget, the Corporation was required to make some devastating cuts, including:

- eliminating 71 teaching and teaching-related positions, resulting in larger class sizes
- dispensing with its summer school
- closing its only alternative school – Aurora Alternative High School
- discontinuing school support for extracurricular activities (The legislation points out that while funding for extracurricular activities was restored by 90% through a heroic fund-raising

effort by the MCCSC Foundation and private residents, this sort of effort cannot be realistically expected to continue year after year).

### **The School-Community Link**

The resolution points out that these cuts directly influence Bloomington's quality of life. Specifically:

- a good public school system provides opportunity for *all* of its students to thrive and excel, these students are more likely to grow up to be residents who are gainfully employed, are engaged in the community and contribute to the common good; and
- a quality school system is an important economic development tool – companies often look to the success of a local school corporation in deciding whether to retain or site their businesses in our community; and
- the quality of our public schools is strongly linked to public safety and the fiscal health of the community – students who are products of struggling schools are more likely to ultimately become dependent on social services for daily survival; similarly, these students are more likely to become involved in the criminal justice system. Both dependency on social services and involvement with the criminal justice system cost the community significant amounts of money.

The supporting *Memorandum* from Piedmont-Smith and Sandberg states that making sure that Bloomington's local school system remains vibrant and the future residents have the tools they need to continue to make Bloomington a great place to live is in the best interest of the community. The resolution finds that the referendum fosters the health, welfare and safety of the community.

### **The Referendum**

The Referendum proposes to restore these cuts by slightly increasing property taxes for all residents within MCCSC's corporate boundaries. The proposed rate is not to exceed 14.02 cents on each \$100 of net assessed valuation. Based on the average Monroe County home value of \$156,000 this would translate into less than \$100/year or \$8/month. If passed, the referendum would raise up to \$7.5 million

annually for the next six years. Note that the referendum proposed to exact a maximum of 14.02 cents/\$100 of net assessed valuation. The levy could actually be lower in years 2012-16 based on the level of State funding and local need.

If the referendum does not pass, MCCSC asserts that it will be required to lay off even more teachers, class rooms will become even more crowded and educational programming will be slashed even further. According to the resolution, the consequence of such cuts mean that students' needs will be unmet or underserved and the quality of life for the whole community will be compromised.

### **The General Fund**

MCCSC has five separate funds, the use of which is governed by State law. At MCCSC, 91 percent of general fund revenue is used to pay teachers, other certified staff and personnel. State law does not allow MCCSC to use monies from other funds -- such as money designated for building maintenance and construction -- to pay teachers.

### **Stimulus Funds**

The resolution points out that while the U.S. Congress approved \$207 million in stimulus funds to support public schools Indiana in August 2010, these funds have not been distributed by the State, nor has the State released a distribution formula. The resolution maintains that any stimulus funds received by MCCSC will be a one-time allocation and will supplement, rather than supplant State funding.

### **Feedback to Council Office**

Please note that the Council Office has received a few pieces of feedback on this resolution. It will distribute a more complete catalogue of comments subsequent to issuance of this packet, but before the Council meeting.

**NOTICE AND AGENDA  
BLOOMINGTON COMMON COUNCIL REGULAR SESSION  
7:30 P.M., WEDNESDAY, 6 OCTOBER 2010  
COUNCIL CHAMBERS  
SHOWERS BUILDING, 401 N. MORTON ST.**

**I. ROLL CALL**

**II. AGENDA SUMMATION**

**III. APPROVAL OF MINUTES FOR:** *None*

**IV. REPORTS** (A maximum of twenty minutes is set aside for each part of this section.)

- 1. Councilmembers**
- 2. The Mayor and City Offices**
- 3. Council Committees**
- 4. Public \***

**V. APPOINTMENTS TO BOARDS AND COMMISSIONS**

**VI. LEGISLATION FOR SECOND READING AND RESOLUTIONS**

1. Resolution 10-15 In Support of the Monroe County Community School Corporation's Funding Referendum

Committee Recommendation: N/A

**VII. LEGISLATION FOR FIRST READING**

None

**VIII. ADDITIONAL PUBLIC COMMENT \*** (A maximum of twenty-five minutes is set aside for this section.);

**IX. COUNCIL SCHEDULE**

1. Motion to Cancel Committee of the Whole Meeting

**X. ADJOURNMENT**

\* Members of the public may speak on matters of community concern not listed on the agenda at one of the two *Reports from the Public* opportunities. Citizens may speak at one of these periods, but not both. Speakers are allowed five minutes; this time allotment may be reduced by the presiding officer if numerous people wish to speak.



**City of Bloomington  
Office of the Common Council**

To: Council Members  
From: Council Office  
Re: Calendar for the Week of 4-9 October 2010

**Monday, 4 October 2010**

4:00 pm Board of Park Commissioners, McCloskey  
5:00 pm Redevelopment Commission, McCloskey  
5:30 pm Bicycle and Pedestrian Safety Commission Work Session, Hooker Room

**Tuesday, 5 October 2010**

1:30 pm Development Review Committee, McCloskey  
4:00 pm Bloomington Historic Preservation Committee Special Meeting Subcommittee Downtown Plan, Hooker Room  
5:30 pm Community and Family Resources Commission Section 8 Forum, Council Chambers  
6:00 pm Emergency Shelter Task Force, McCloskey  
6:00 pm Neighborhood Grant Meeting, Hooker Room  
7:30 pm Telecommunications Council, Council Chambers

**Wednesday, 6 October 2010**

12:00 noon Bloomington Urban Enterprise Association, McCloskey  
2:00 pm Hearing Officer, Kelly  
4:00 pm Inclusive Recreation Advisory Council, Hooker Room  
5:15 pm 2011 Black History Month Planning Committee, Hooker Room  
5:30 pm Commission on Hispanic and Latino Affairs, McCloskey  
7:30 pm Common Council Regular Session, Council Chambers

**Thursday, 7 October 2010**

4:00 pm Bloomington Digital Underground Advisory Council, McCloskey  
5:30 pm Commission on the Status of Women, McCloskey

**Friday, 8 October 2010**

12:00 noon Common Council Internal Work Session, Hooker Room

**Saturday, 9 October 2010**

8:00 am Bloomington Community Farmers' Market, Showers Common, 401 N. Morton

*Posted and Distributed: Friday, 1 October 2010*

## RESOLUTION 10-15

### IN SUPPORT OF THE MONROE COUNTY COMMUNITY SCHOOL CORPORATION'S FUNDING REFERENDUM

WHEREAS, two years ago, the State of Indiana changed its public school-funding formula to shift schools' reliance from property tax to income and sales tax for general fund revenue; and

WHEREAS, while the State increased the sales tax to offset new limits on property taxes and removed property tax support for school general funds, sales tax is an unstable source of revenue even in the best of economic times and is a regressive measure that disproportionately burdens low-income residents; and

WHEREAS, due to the economic recession, both sales and income tax revenue have declined and become-ever more unreliable, leading the State to cut funding to public school districts' general funds; and

WHEREAS, At the Monroe County Community School Corporation (MCCSC), 91 percent of general fund revenue is used to pay teachers, other certified staff and personnel; and

WHEREAS, the State cut funding to MCCSC by \$2.9 million in December 2009; this severe cut came at a time when MCCSC was already suffering a budget shortfall due to reduced enrollments and increased costs in other areas – in all, MCCSC was left with a total budget deficit of \$5.8 million; and

WHEREAS, the consequences of such budget cuts have been both devastating and systemic; to compensate for the shortfall and maintain its statutory requirement to have a balanced budget, MCCSC has:

- cut 71 teaching and teaching-related positions; and
- increased class size; and
- closed its only alternative school -- Aurora Alternative High School; and
- discontinued its summer school program; and
- eliminated funding for coordinators of extracurricular activities; while funding for such activities was restored by 90% due to the extraordinary fundraising efforts by the Foundation of Monroe County Community Schools and the generosity of the community, this was a one-time heroic fund-raising effort unlikely to be repeated; and
- made many other educational programming cuts; and

WHEREAS, public education has a direct impact on the quality of life in Bloomington:

- a good public school system provides opportunity for *all* of its students to thrive and excel, these students are more likely to grow up to be residents who are gainfully employed, are engaged in the community and contribute to the common good; and
- a quality school system is an important economic development tool – companies often look to the success of a local school corporation in deciding whether to retain or site their businesses in our community; and
- the quality of our public schools is strongly linked to public safety and the fiscal health of the community – students who are products of struggling schools are more likely to ultimately become dependent on social services for daily survival; similarly, these students are more likely to become involved in the criminal justice system. Both dependency on social services and involvement with the criminal justice system cost the community significant amounts of money; and



WHEREAS, As John Dewey said, "What the best and wisest parent wants for his own child, that must the community want for all its children;" nearly all Bloomingtonians are products of a school system that was paid for by a previous generation and it is our turn to take care of our community's children; and

WHEREAS, while the distribution of federal stimulus funds approved by the United States Congress in August 2010 includes \$207 million to support public schools in the State of Indiana, these funds have not been distributed by the State government (nor has a distribution formula been released); and

WHEREAS, it is likely that said stimulus funds will supplant, rather than supplement, State funding, and will be a one-time funding increase; and

WHEREAS, MCCSC has sponsored a referendum question, which will appear on the election ballot of all residents of the Corporation in Fall 2010; and

WHEREAS, the referendum question asks for an increase in the property tax rate for all residents within the Corporation limits not to exceed 14.02 cents (\$0.1402) on each one hundred dollars (\$100) of net assessed valuation for the six calendar years immediately following the referendum's passage; based on the average Monroe County home value of \$156,000, and taking into account the standard deductions, the tax increase would translate into less than \$100 per year; and

WHEREAS, if passed, the additional property tax assessment requested by MCCSC would not be calculated as part of the taxes that are subject to the "cap" placed on property taxes by the Indiana General Assembly in 2008; and

WHEREAS, if passed, the referendum would raise up to approximately \$7.5 million annually for the next six years and will allow the school system to restore vital teaching positions, improve student-teacher ratios and educational services; and

WHEREAS, without the referendum, MCCSC will face further teacher layoffs, even more crowded classrooms and further slashing of educational services; such reduced services will translate into students whose needs are unmet or underserved and a community whose quality of life is compromised;

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

SECTION I. The Common Council of the City of Bloomington, Indiana supports the MCCSC funding referendum, in the Fall 2010 election, finding that said referendum fosters the health, welfare and safety of Bloomington residents.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
ISABEL PIEDMONT-SMITH, President  
Bloomington Common Council

ATTEST:

\_\_\_\_\_  
REGINA MOORE, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
REGINA MOORE, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
MARK KRUZAN, Mayor  
City of Bloomington

#### SYNOPSIS

This resolution is sponsored by Councilmembers Piedmont-Smith, Sandberg, Mayer, Sturbaum and Rollo and expresses support for the Monroe County School Corporation's funding referendum in the Fall 2010 election. The resolution points out that the well being of the community is closely tied to the quality of our public schools. Quality schools are a key component of economic development, make for safer communities, save residents money in the long run and produce future residents who contribute to the collective community good. Since the State of Indiana shifted its public school funding in 2008 from reliance on property tax to reliance on sales and income tax, the Corporation has suffered significant funding cuts and has had to eliminate teaching positions and vital educational services – cuts that threaten the vibrancy of the Corporation. To restore teachers to the classroom and many critical educational services, the referendum will levy a tax rate increase of approximately 14 cents per \$100 of assessed valuation for the six years immediately following the referendum's passage.



CITY OF BLOOMINGTON

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BLOOMINGTON COMMON COUNCIL

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## Memorandum

**To:** Councilmembers  
**From:** Council President Piedmont-Smith and Councilmember Susan Sandberg  
**Date:** 01 October 2010  
**Re:** Res 10-15: In Support of the Monroe County Community School Corporation's Funding Referendum

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We request your endorsement of *Resolution 10-15: In Support of the Monroe County Community School Corporation's Funding Referendum*. As you are aware, the Monroe County Community School Corporation (MCCSC) has suffered a marked decline in revenue due to a reconfigured State funding formula and now is faced with a \$5.8 million deficit. As a result, MCCSC has been required to cut teaching positions, increase class size and eliminate critical programming. It is clear that these cuts compromise student success. Such cuts also directly influence the broader community's quality of life – an educated populace makes informed decisions, is less likely to be involved in the criminal justice system and more likely to contribute to the common good. It is our responsibility and in our collective best interest to make sure that Bloomington's local school system remains vibrant and that future residents have the tools they need to continue to make our community a great place to live.

### **Funding Shift & Its Consequences**

Two years ago, the State of Indiana shifted its public school funding formula from reliance on property taxes to income and sales tax for general fund revenue. While property tax is a relatively stable source of revenue, sales and income taxes are regressive measures that are unstable even in the best of economic times. Due to the economic recession, both sales and income tax revenue have declined appreciably. For MCCSC, this decline translated into a loss of \$2.9 in State funding and came at a time when the school system was already suffering a budget shortfall due to reduced enrollments and increased costs in other areas. All told, MCCSC is facing a total budget deficit of \$5.8 million.

As State law requires school corporations to maintain a balanced budget, MCCSC has had to make some far-reaching and devastating compromises. Specifically, MCCSC has cut 71 teaching and teaching-related positions, increased class size, closed the Aurora Alternative High School, eliminated its summer school program, discontinued several foreign languages, cut school funding for extracurricular activities, among other programmatic reductions.

## **The Referendum**

The referendum proposes to restore these cuts by slightly increasing local property taxes. Specifically, it will increase the property tax rate for all residents within MCCSC's corporate limits not to exceed 14.02 cents on each \$100 of net assessed valuation. Based on the average Monroe County home value of \$156,000, and calculating all standard deductions, this translates into less than \$100 per year, or \$8 per month. If passed, the referendum would raise up to \$7.5 million annually for the next six years. It should be noted that the referendum exacts a *maximum* of 14.02 cents/\$100 of assessed valuation; the levy could actually be lower in years 2012-16 based on the level of State funding and local need.

Should the referendum not pass, MCCSC will face additional teacher layoffs, even more crowded classrooms, and further cuts to educational programming. As the resolution states, such cuts will translate into students whose needs are unmet or underserved and a community whose quality of life is compromised.

## **The School-Community Link**

The health, welfare and safety of a community is closely tied to the quality of its local school system. As *Resolution 10-15* points out:

- a good public school system provides opportunity for *all* of its students to thrive and excel, these students are more likely to grow up to be residents who are gainfully employed, are engaged in the community and contribute to the common good; and
- a quality school system is an important economic development tool – companies often look to the success of a local school corporation in deciding whether to retain or site their businesses in our community; and
- the quality of our public schools is strongly linked to public safety and the fiscal health of the community – students who are products of struggling schools are more likely to ultimately become dependent on social services for daily survival; similarly, these students are more likely to become involved in the criminal justice system. Both dependency on social services and involvement with the criminal justice system cost the community significant amounts of money;

In supporting the MCCSC's referendum, the City Council joins a chorus of support by citizens and other community leaders<sup>1</sup> who recognize that the well being of Bloomington and the surrounding MCCSC community is closely tied to the quality of our public schools.

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<sup>1</sup> Mayor Kruzan, the League of Women Voters, The Greater Bloomington Chamber of Commerce, and Bloomington Economic Development Corporation have expressed their support of the referendum. Members of the Monroe County Council have expressed interest in proposing a resolution similar to Res 10-15.

## TAX "CIRCUIT BREAKERS" AND THE CONSTITUTIONAL AMENDMENT

The State of Indiana took responsibility for funding virtually 100% of the General Fund and the Special Education Preschool Fund in 2009. A substantial amount of funding for both funds was provided by local property taxes prior to 2009. Property tax revenues totaling \$35,456,758 for both funds were to be replaced by an increase in the state sales tax. This change provided a substantial amount of property tax relief to property owners. The MCCSC's total property tax rate declined from \$1.04 per \$100 of assessed valuation in 2008 to \$.49 per \$100 of assessed valuation in 2009.

Unfortunately, the difficult economic times we are facing have resulted in substantial declines in state income tax and state sales tax revenues. The Governor announced in late December 2009 that monies budgeted to fund schools in 2010 would be reduced by 4.55%.

The Governor and the State Legislature also established property tax circuit breakers, or tax caps, that were phased in over a period of two years and set caps on property taxes at 1%, 2% and 3% of the assessed valuation of the property, depending on the type of property. These caps apply to governmental units throughout each county, so the actions of one taxing unit can have a detrimental impact on all taxing units in the county. The Governor hopes to pass a constitutional amendment in November 2010 incorporating these tax caps into the State Constitution, making it very difficult to change these caps in the future.

The MCCSC is not in favor of rendering these tax caps virtually permanent by approving a constitutional amendment. We have lived with the caps for a very short period of time and do not yet have a good understanding of the potential future impact. We have lived with the new funding structure long enough to know that serious financial problems have been the result for school corporations throughout the State. The MCCSC has a strong tax base and our tax rates are very low by comparison to many other school corporations in Indiana. Therefore, the tax caps have not had a significant impact on the MCCSC yet. However, these caps have had a substantial detrimental impact on many other school corporations in the State. Services and programs are being cut drastically in many areas.

There is a second component of the tax cap legislation that will impact the MCCSC. HB 1004 contains a provision that would prevent the tax bills of property owners from increasing by more than the Consumer Price Index in any year. The Legislative Services Agency estimates the impact on the MCCSC to be over \$600,000 in 2011.



### 2010

#### School Board Members

Dr. Jeannine Butler, *President*  
Ms. Valerie Merriam, *Vice President*  
Ms. Victoria I. Streiff, *Secretary*  
Mr. Keith Klein, *Assistant Secretary*  
Mr. Jim Muehling, *Member*  
Dr. Lois Sabo-Skelton, *Member*  
Dr. Susan P. Wanzer, *Member*

#### Superintendent

Dr. John T. Coopman

#### Comptroller

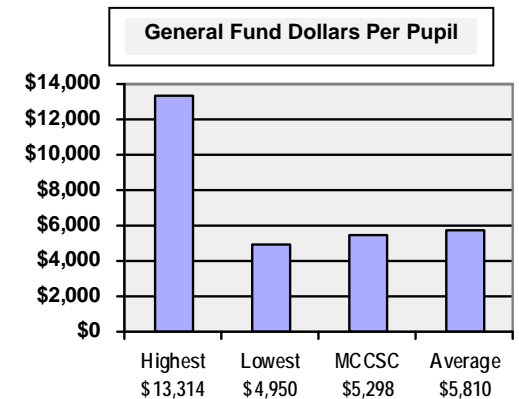
Mr. Timothy Thrasher

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## Monroe County Community School Corporation Financial Recovery Plan



### Financial Fact Sheet

The school funding formula provides 94% of the revenue for the Monroe County Community School Corporation's General Fund. Due to declining enrollment the revenues to be received through the school funding formula would have declined by over \$300,000 in 2010 based upon the funding level approved initially by the State Legislature. The Governor announced in December 2009 that, due to declining state revenues, funds generated through the school funding formula would decrease by another 4.55%. This resulted in the loss of an additional \$2,830,000 in funding. Anticipated increases in the cost of utilities, group medical insurance premiums (+20%) and contractual annual salary increments must be paid even though revenues are declining.

The State is relying heavily on federal stimulus funds to fund the school funding formula in 2009, 2010 and 2011. Once these federal stimulus dollars are gone we anticipate additional cuts in funding for K-12 education. Additional reductions in funding may come sooner. Therefore, the administration is recommending implementation of a Financial Recovery Plan. The first step in this plan is a \$4,500,000 reduction in annual expenditures.

<u>Financial Challenges</u>	<u>Monroe County Community School Corporation</u>
Funding Equity	<ul style="list-style-type: none"> <li>• There remains a significant lack of equity in the State's school funding formula. The funding formula provides 94% of the MCCSC's General Fund revenues. In 2009 the MCCSC received \$5,298 per pupil in state tuition support. The average per pupil tuition support received through the funding formula for the 293 public school corporations in Indiana was \$5,811. If the MCCSC received the state average per pupil amount, it would have received \$5,431,000 more through the funding formula than it did receive. Eighty-two percent of Indiana school corporations received more funding per pupil than was received by the MCCSC.</li> <li>• Differences in the poverty levels of school corporations do justify some variation in funding between school districts. This is addressed in the funding formula by use of a "complexity index" which provides additional funding for school corporations with higher levels of poverty. However, the variances in funding between school districts are substantially greater than can be accounted for by differences in the complexity indices of the school corporations. Standards associated with No Child Left Behind are the same for all schools and school corporations, yet there is a dramatic disparity in per pupil funding received through the State's school funding formula. These factors bear directly on the MCCSC's ability to educate students to meet NCLB and P.L. 221 standards and, more importantly, to prepare today's students to take their place in our society as well-educated, productive citizens.</li> </ul>
General Fund 2009 Expenditures	<ul style="list-style-type: none"> <li>• 91.7% of General Fund expenditures were for personnel salaries, wages and benefits in 2009. Salaries and benefits for administrators (central office, building principals/assistant principals, athletic directors and assistants) represented 9.2% of 2009 General Fund expenditures. Salaries and benefits for members of the Monroe County Education Association bargaining unit (teachers, media specialists, counselors, school psychologists, the technology coordinator and social workers) represented 64.9% of annual expenditures. Salaries and wages for support staff (secretaries, teacher assistants, custodians, security personnel, nurses and therapists) represented 15.7% of annual General Fund expenditures and expenditures for substitute teachers accounted for 1.9% of annual expenditures. Expenditures for utility expenses accounted for 2.3% of annual expenditures and expenditures for travel, staff development, Bradford Woods, property insurance and other non-personnel items accounted for 4.3% of annual expenditures. Expenditures for the MCCSC's share of expenditures for the Hoosier Hills Career Center represented 1.7% of annual expenditures.</li> </ul>
Medical Insurance Plan	<ul style="list-style-type: none"> <li>• Group medical insurance premiums are expected to increase 20% in 2010. In an effort to reduce plan costs two new options are being offered to staff members in 2010 in addition to continuing to offer the basic plan. One of the new optional plans includes a health savings account option. Currently, staff members participating in the medical insurance plan have had to pay the entire increase in cost. The result is that those participating in group medical insurance Plan #1 and Plan #2 have already experienced a substantial decrease in net "take home" pay ranging from a maximum of \$2,251 for those participating in the Plan 1 family medical insurance plan to a minimum of \$500 for those participating in the Plan 2 single medical insurance plan. While those electing to participate in group medical insurance Plan #3 experienced an increase in take-home pay due to a reduction in the premium, they assumed a significant amount of personal financial risk as a result of the higher deductibles and maximum-out-of-pocket limits associated with that plan.</li> </ul>
Final Recovery Plan	<ul style="list-style-type: none"> <li>• <b>RETIREMENT INCENTIVE PLAN</b>--The Financial Recovery Plan will have many components. Since a relatively small percentage of the General Fund budget is spent for non-personnel expenditures it will not be possible to reduce annual expenditures by \$4,500,000 without impacting personnel. Several measures are being implemented to minimize the impact of expenditure reductions on the instructional process. The School Board recently approved a retirement incentive plan designed to encourage those teachers and administrators who are eligible for unreduced retirement benefits to retire. Those who are eligible to receive the incentive are individuals at the top of the salary schedule in terms of longevity and salary. To the extent that higher paid staff members accept the retirement incentive the number of staff members with lower salaries whose positions must be cut will be minimized.</li> <li>• <b>NON-PERSONNEL EXPENDITURES</b>--Expenditures currently paid from the General Fund that can be legally paid from the Capital Projects Fund will be shifted to the Capital Projects Fund. This will consist primarily of expenses for maintenance materials and supplies and expenditures for technology-based testing and assessment software. The School Board recently approved a contract with Energy Educators to provide consulting services that should result in substantially lower expenditures for utilities.</li> <li>• <b>LEGISLATION--H.B. 1367</b> is currently being considered by the State Legislature and would provide school corporations with the ability to transfer additional expenditures for utilities and property insurance from the General Fund to the Capital Projects Fund. The MCCSC strongly supports legislation that permits transferring these expenditures out of the General Fund. In order to be in a position to fund these additional expenditures in the Capital Projects Fund, should the proposed legislation be passed, the school corporation has deferred major expenditures originally included in the 2010 Capital Projects Fund budget pending the outcome of this proposed legislation. The School Board and Superintendent encourage parents, students, staff members and patrons to support this legislation.</li> </ul>
<u>MCCSC</u> <u>Current Focus</u>	<ul style="list-style-type: none"> <li>• Ensure sustained substantial school improvement</li> <li>• Develop the ability to operate as a professional learning community working collectively to answer these questions: <ol style="list-style-type: none"> <li>1. What is it we want all students to learn?</li> <li>2. How will we know each student has learned?</li> <li>3. How will we respond when students don't learn?</li> <li>4. How will we respond when students already know what we want them to learn?</li> </ol> </li> <li>• Commit to identifying and aligning curriculum, pre-K-12</li> <li>• Develop a results-oriented, growth-based assessment system</li> <li>• Apply a system of immediate academic and behavioral interventions</li> <li>• Expand instructional enrichment programs</li> <li>• Guarantee developmentally appropriate literacy levels for all students</li> <li>• Commit to every student graduating prepared for a college or career pathway</li> <li>• Support instructional improvement through quality research-based professional development</li> <li>• Continue to use technology to support instruction</li> <li>• Support and enhance the effectiveness of inquiry and problem-based instructional strategies</li> <li>• Continue to explore and implement alternative educational delivery models</li> <li>• Emphasize Math-Science curriculum preparing graduates for Science, Technology, Engineering and Math (STEM) related college and career pathways</li> <li>• Respect human ethnic, racial, and socio-economic diversity</li> <li>• Prepare students for a global society by incorporating 21st century skills throughout the curriculum</li> <li>• Embrace the concept of working more efficiently with fewer resources</li> </ul>