

# CITIZENS ADVISORY COMMITTEE



JUNE 22, 2016



AS YOU ENJOY YOUR DINNER.....

Share your answers to the quiz (additional copies on the table) .....

Which is the best high school in FUHSD?



## REVIEW OF OUR LAST MEETING

- Accountability Systems that impact FUHSD – Federal, State and Local
- The values that drive internal accountability in FUHSD
- Student achievement in relation to benchmark districts
- Which is the best school in FUHSD?



## THE VALUES THAT DRIVE INTERNAL ACCOUNTABILITY

- Comprehensive high schools
- Adequate social and emotional supports
- Equity and excellence
- Maximizing the benefits of our diversity
- Conservative and creative fiscal management
- Productive relationships with employee groups
- A collective professional culture
- Not resting on our laurels
- Listening to stakeholder groups – even those who don't advocate for themselves



## CIRCLING BACK TO YOUR QUESTIONS ABOUT STUDENT ACHIEVEMENT

1. Clarification about data from Palo Alto high schools (new data sets will be on the website)
2. Do we have something to learn from other districts re: strategies for serving Hispanic students?
3. Would requiring A-G completion as a graduation requirement help address equity?



## WHICH IS THE BEST HIGH SCHOOL IN FUHSD?

Review answers to the quiz – what surprised you?

Given these answers, if you were called by someone from outside the District who asked, “Which is the best school in FUHSD?” how would you answer?



AS YOU PROCEED WITH YOUR DELIBERATIONS, PLEASE REMEMBER...

- FUHSD is committed to maintaining five great schools
- “Best” is in the eye of the beholder
- Some people who make a claim for “best” do so out of their own self-interest
- Our experience – once you get to know a school...It’s “the best”



# BENCHMARK DISTRICT COMPARISONS

District	Enroll.	Student to Teacher Ratio	Expenditures per Pupil	GF Revenue as % of Avg. CA High School Dist.	Bond Amount	Parcel Amount & Length
<b>Palo Alto (K-12)</b>	12,527	16.6	\$16,067	160%	\$378,000,000	\$589 for 6 years (2% annual increase)
<b>San Mateo Union</b>	8,321	19.0	\$14,809	146%	\$186,000,000	None
<b>MV-Los Altos</b>	3,881	19.2	\$16,897	163%	\$41,300,000	None
<b>Acalanes</b>	5,402	20.2	\$11,672	108%	\$93,000,000	\$189 ongoing & \$112 for 5 years
<b>Los Gatos-S'toga</b>	3,302	20.7	\$14,443	130%	\$99,000,000	\$49 for 6 years
<b>Campbell</b>	7,453	21.8	\$10,641	106%	\$150,000,000	\$49 for 8 years
<b>Eastside</b>	26,760	23.2	\$10,548	96%	\$113,200,000	\$218 for 6 years
<b>Fremont Union</b>	10,792	23.6	\$11,087	104%	\$295,000,000	\$98 for 6 years
<b>Grossmont</b>	22,220	25.6	\$11,576	105%	\$417,000,000	None





# WHERE DOES FUNDING COME FROM?

## **Up until 2013-2014:**

1. Property taxes
2. State and Federal categorical funds which are funds targeted to specific programs
3. Parcel taxes are voter approved specific taxes for school district support



# HOW ARE FUNDS DISTRIBUTED?

## Up until 2013-2014:

The State determined per student funding called the “revenue limit”.

### “Revenue Limit District”

If local property tax  $\leq$  Revenue Limit amount then State provided the difference

- + Categorical funding
- + Parcel tax (if present)

**The larger the enrollment the greater the total dollars**

### “Basic Aid District”

If local property tax  $>$  Revenue Limit then district receives local property tax

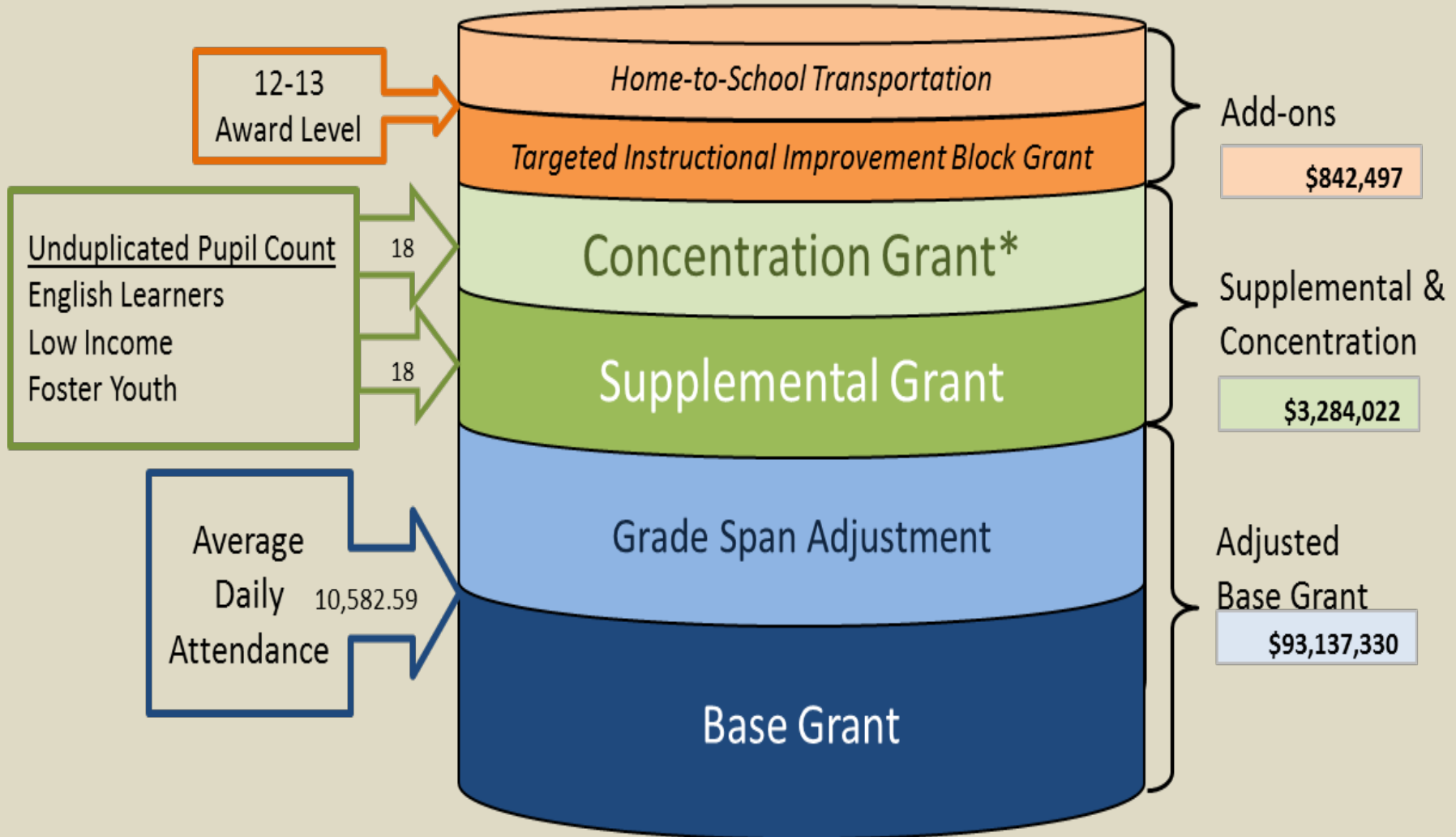
- + Categorical funding
- + Parcel tax (if present)

**The larger the enrollment the smaller dollars per student**



# NEED FOR REFORM: LCFF

TOTAL TARGET LCFF: \$97,263,849



\*Unduplicated Pupil Percentage must be above

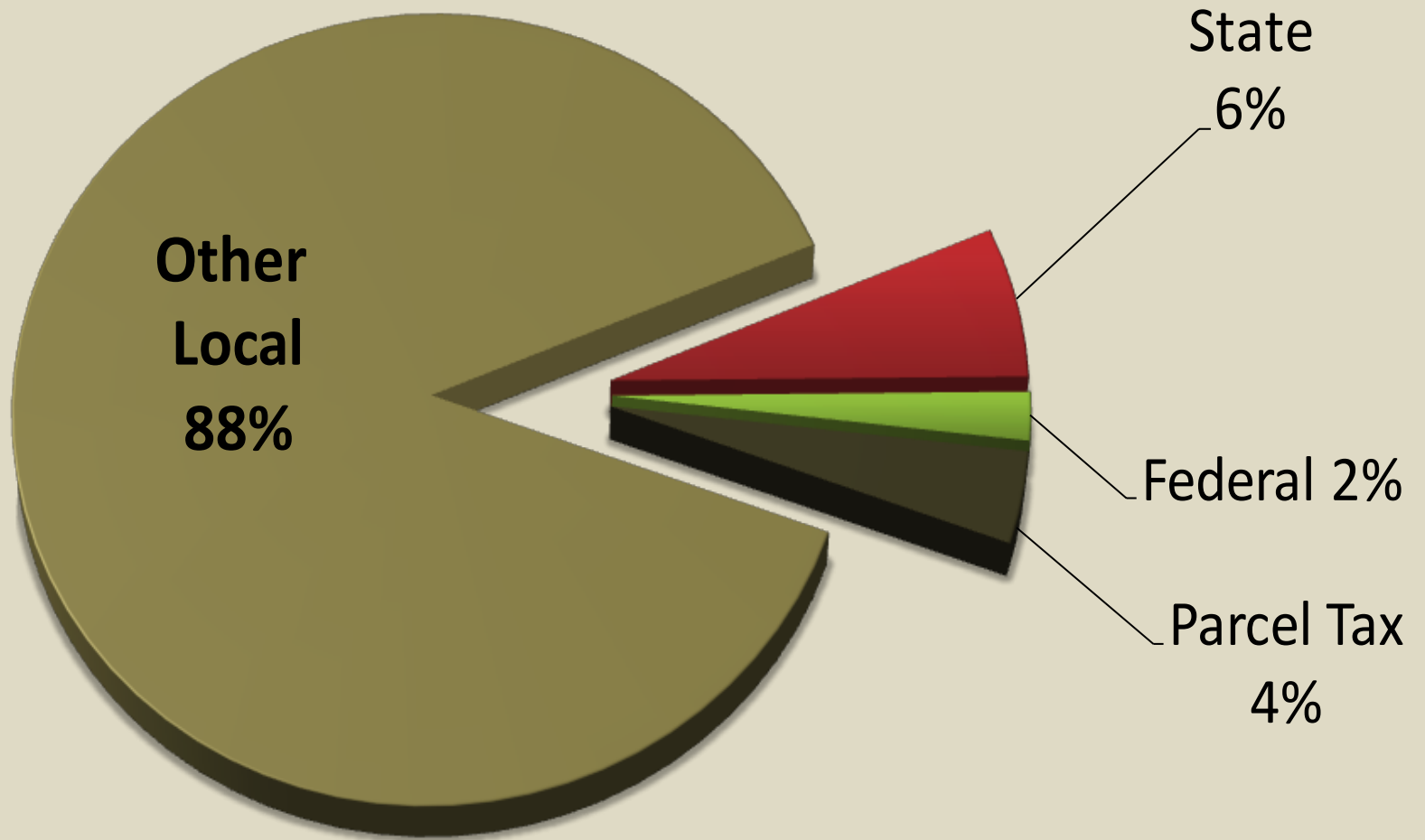


# BENCHMARK DISTRICT COMPARISONS

District	Enroll.	Student to Teacher Ratio	Expenditures per Pupil	GF Revenue as % of Avg. CA High School Dist.	Bond Amount	Parcel Amount & Length
<b>Palo Alto (K-12)</b>	12,527	16.6	\$16,067	160%	\$378,000,000	\$589 for 6 years (2% annual increase)
<b>San Mateo Union</b>	8,321	19.0	\$14,809	146%	\$186,000,000	None
<b>MV-Los Altos</b>	3,881	19.2	\$16,897	163%	\$41,300,000	None
<b>Acalanes</b>	5,402	20.2	\$11,672	108%	\$93,000,000	\$189 ongoing & \$112 for 5 years
<b>Los Gatos-S'toga</b>	3,302	20.7	\$14,443	130%	\$99,000,000	\$49 for 6 years
<b>Campbell</b>	7,453	21.8	\$10,641	106%	\$150,000,000	\$49 for 8 years
<b>Eastside</b>	26,760	23.2	\$10,548	96%	\$113,200,000	\$218 for 6 years
<b>Fremont Union</b>	10,792	23.6	\$11,087	104%	\$295,000,000	\$98 for 6 years
<b>Grossmont</b>	22,220	25.6	\$11,576	105%	\$417,000,000	None

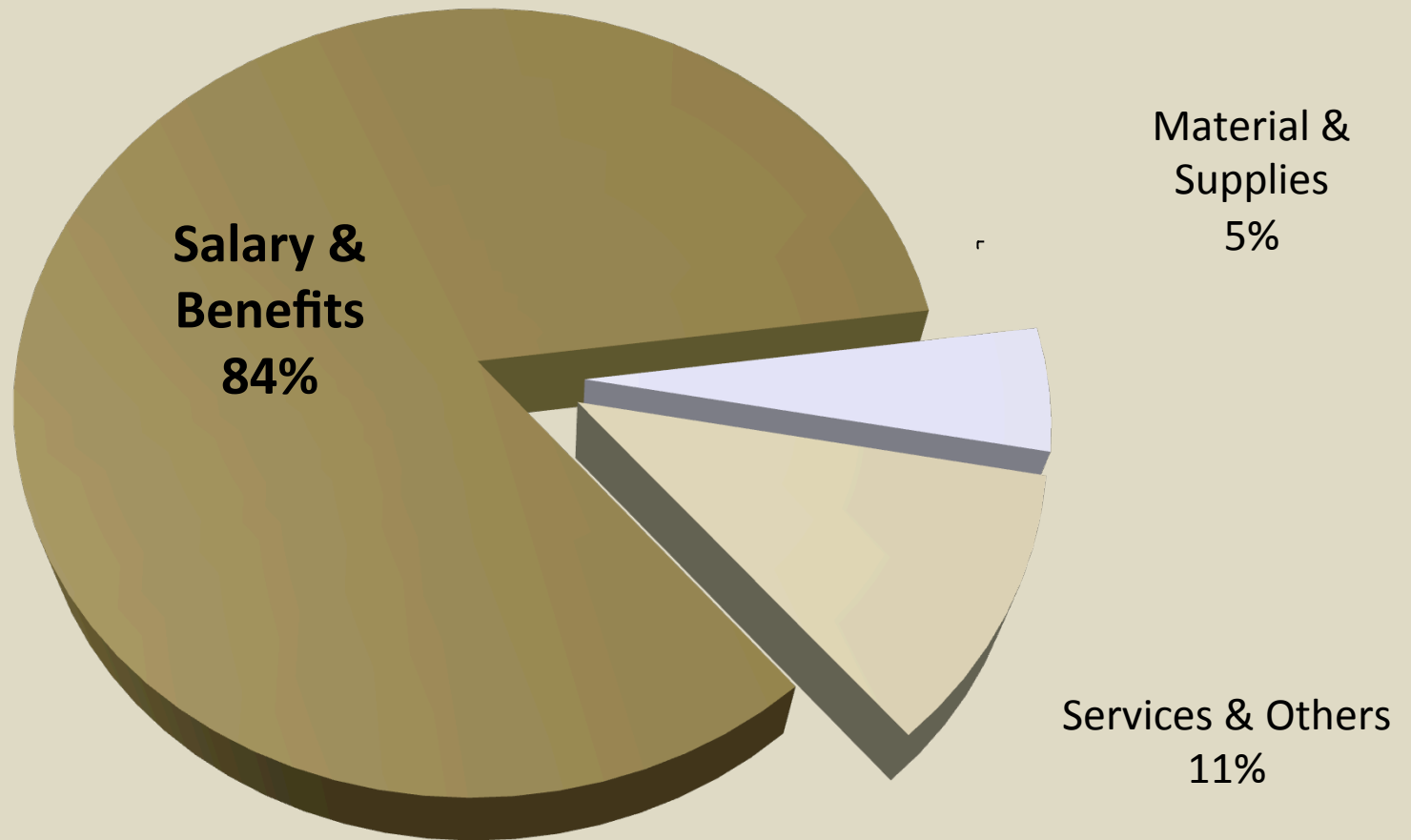


# FUNDING SOURCES



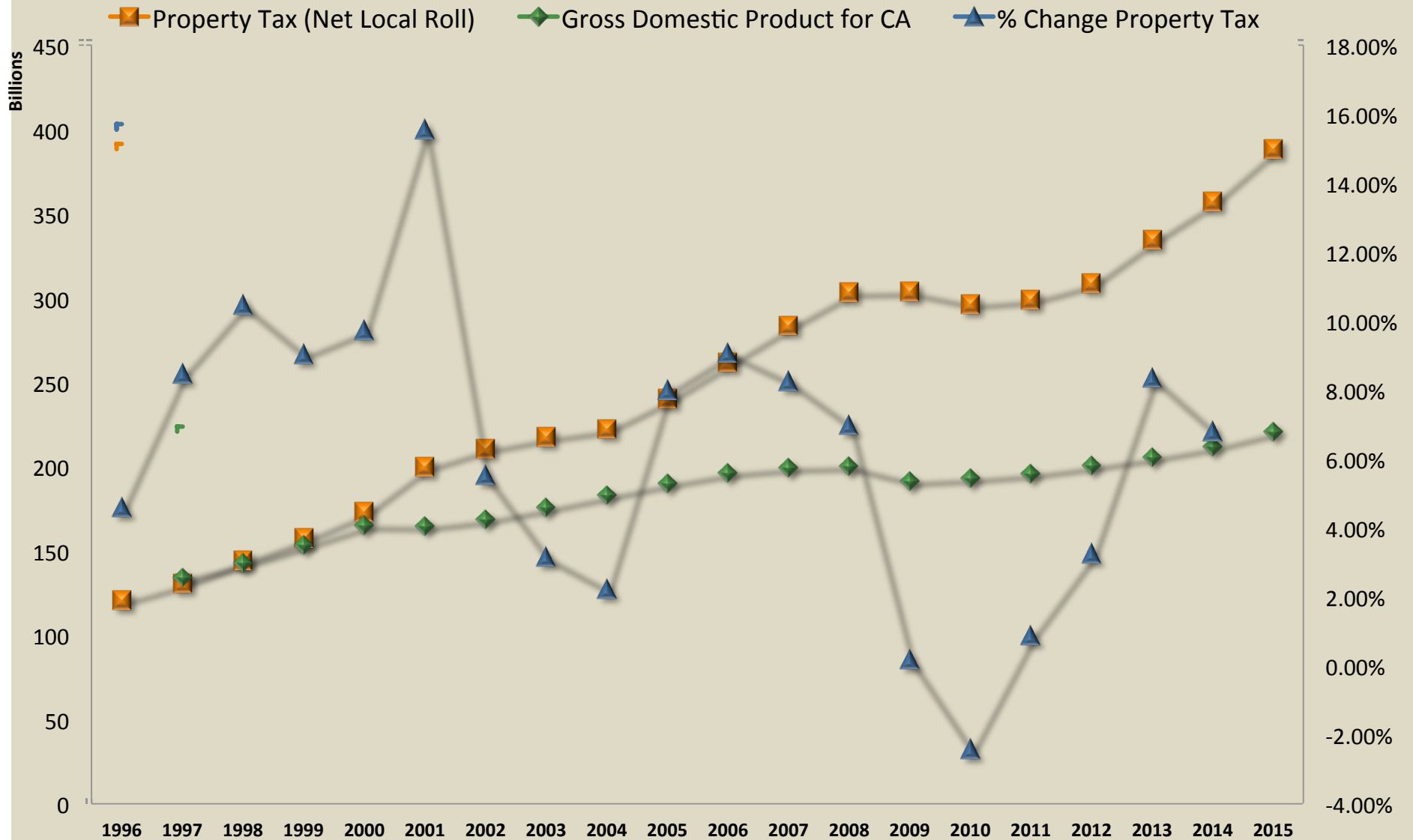


# HOW MONEY IS SPENT





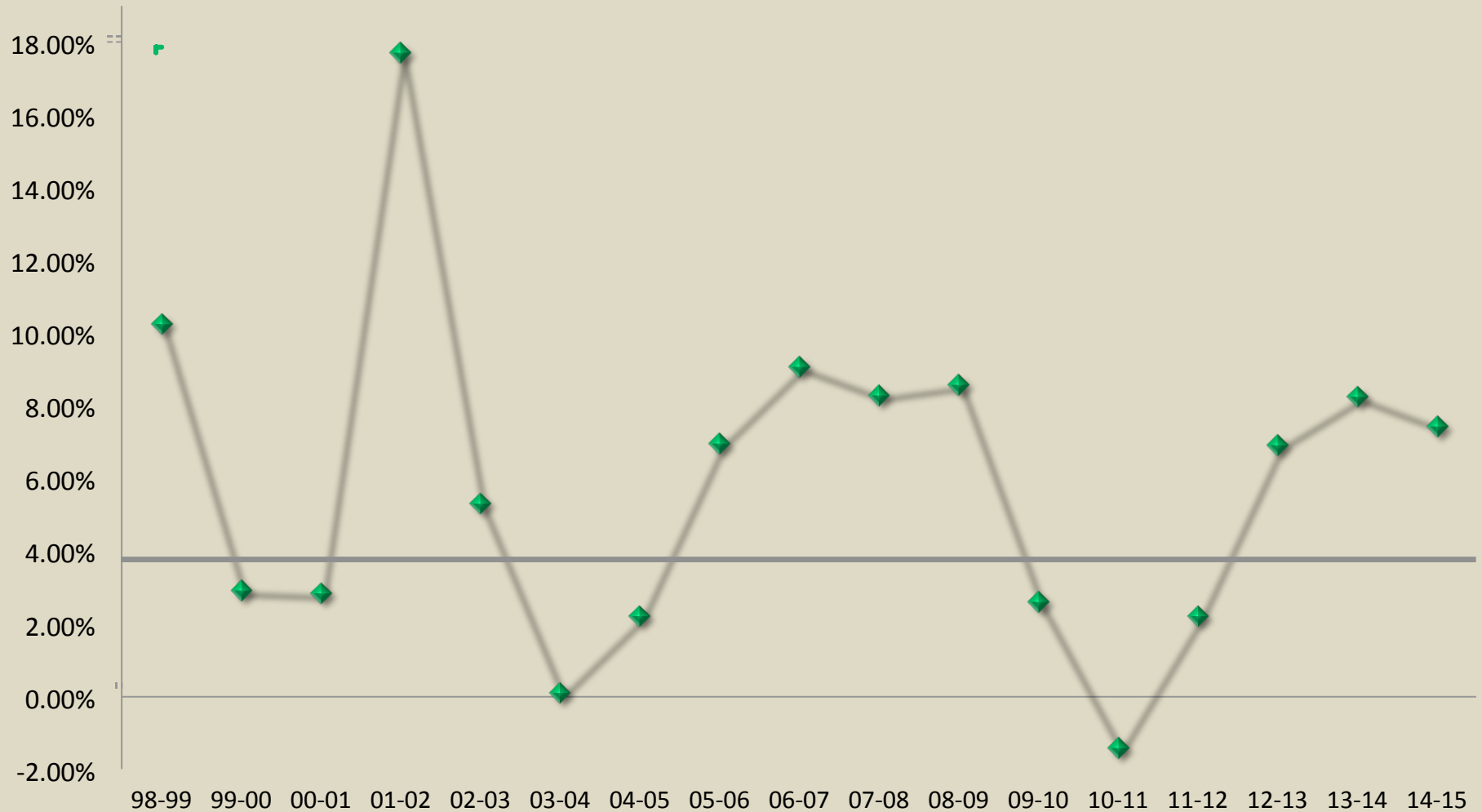
# COUNTY TAX ROLLS & CALIFORNIA GDP TRENDS





# HOW THIS HAS LOOKED OVER 20 YEARS

**% Change in District Property Tax Revenue**







# VALUES AT OUR CORE

1. Being fiscally conservative and creative
2. Transparency
3. Utilizing multi-year planning to guide decisions about the future
4. Nurturing relationships with the community
5. Working cooperatively with employee groups



# RELATIONSHIP WITH BARGAINING GROUPS

## Intangible effects:

- Complete transparency of financial data
- Trust that both sides are fully informed
- No gamesmanship or tit-for-tat revenge
- We don't *negotiate* salary or benefits
- Time to address real improvements in policy and practice
- “Professional association” vs. “trade union” attitude
- Elimination/reduction of “Us” vs “Them”



# REVENUE SHARING PROCESS

The FUHSD revenue sharing process (RSP) is a contract agreement between the Board of Trustees and the three employee groups in FUHSD.

The details of this agreement are spelled out in the collective bargaining agreements or contracts with each employee group.



# REVENUE SHARING PROCESS

1. Agreement to share changes in Unrestricted General Fund Property Tax Revenue and “Off the Top Expenses” on a year to year basis; based on the following percentages: **FEA= 66%** **CSEA = 19%** **FMA = 15%**
2. All remaining revenue is used by each group to pay for changes in their own **Cost of Unit**.
3. After paying for their own Cost of Unit, each group may use remaining revenue for salary and/or benefits.



# OFF THE TOP EXPENSES

Expenses that support our values as a district, not controlled by a single group or unfunded mandates by the state. These include:

- General fund support for Special Ed. and Food Services
- Support for English Learner students
- Residency monitoring
- Teacher Induction program
- School budgets
- Cost of utilities
- Transportation/Bus passes
- Legal expenses and insurance premiums



# COST OF UNIT EXPENSES

The Cost of Unit is all of the Unrestricted General Fund dollars spent on/for each Bargaining Group:

- All pay types - salary, overtime, stipends
- Health and welfare benefits
- Substitutes
- Vacation
- Driven benefits



# SAMPLE CALCULATION

## CHANGE IN GF REVENUE & OFF THE TOP EXPENSES

ITEM	YEAR 1	YEAR 2	CHANGE
GF REVENUE	\$70,000,000	\$75,000,000	\$5,000,000
OFF THE TOP	\$17,000,000	\$19,000,000	\$2,000,000

## DISTRIBUTION OF REVENUE AND OFF THE TOP BY %

DISTRIBUTION	CSEA (19%)	FEA (66%)	FMA (15%)
GF REVENUE	950,000	3,300,000	750,000
OFF THE TOP	-380,000	-1,320,000	-300,000



# SAMPLE CALCULATION

## CHANGE IN COST OF UNIT FOR EACH GROUP

UNIT	YEAR 1	YEAR 2	CHANGE
<b>FEA</b>	\$40,000,000	\$41,000,000	<b>\$1,000,000</b>
<b>CSEA</b>	\$12,000,000	\$12,300,000	<b>\$300,000</b>
<b>FMA</b>	\$11,000,000	\$11,250,000	<b>\$250,000</b>





# SAMPLE CALCULATION

**CALCULATE TOTAL CHANGE IN ONGOING FUNDS  
AVAILABLE FOR EACH UNIT**

<b>YEAR TO YEAR CHANGE</b>	<b>CSEA (19%)</b>	<b>FEA (66%)</b>	<b>FMA (15%)</b>
<b>REVENUE</b>	950,000	3,300,000	750,000
<b>OFF THE TOP</b>	-380,000	-1,320,000	-300,000
<b>COST OF UNIT</b>	-300,000	-1,000,000	-250,000
<b>TOTAL REMAINING</b>	<b>\$270,000</b>	<b>\$980,000</b>	<b>\$200,000</b>



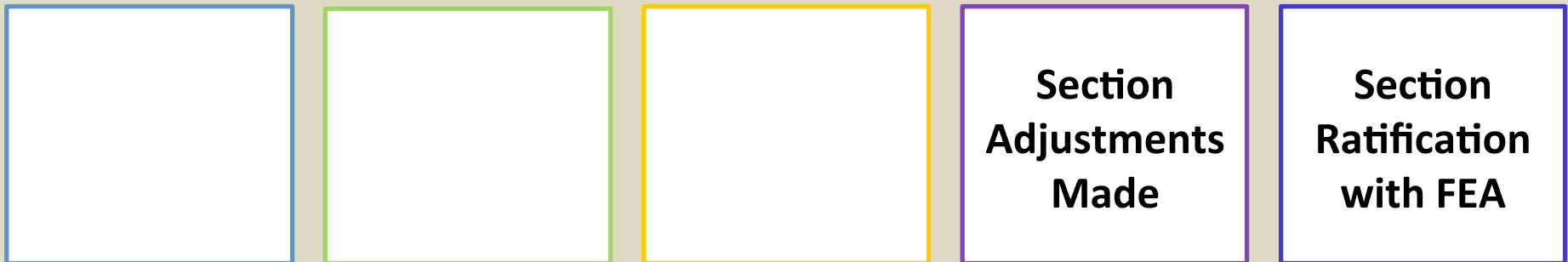
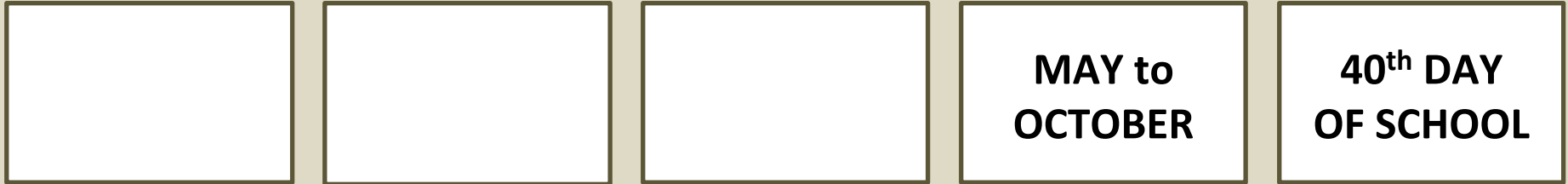
# WHAT IS SECTION ALLOCATION?

## **FUHSD DEFINITION OF SECTION ALLOCATION:**

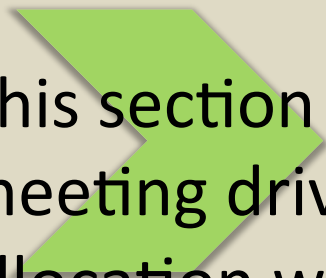
The equitable distribution of sections (classes) to the school sites, based on enrollment projections and historical data.



# SECTION ALLOCATION TIMELINE



This section ratification/staffing meeting drives all of our section allocation work!





## START WITH ENROLLMENT PROJECTIONS

Once resident enrollment projections are received and finalized, they are used to create attending enrollment projections by grade for each school.

This data, along with enrollment in Special Education and other programs, is used in the Section Allocation Formula to determine how many sections/classes each school receives.



# THE SECTION ALLOCATION FORMULA

The formula was created to provide a consistent measure of the maximum number of sections to be allocated to each school.

The basic formula is:

## † FORMULA DETAILS - COURSES PER STUDENT BY GRADE LEVEL

Grade level	Math	English	PE	Science	Soc. Sci.	Other	Total
Grade 9	1	1	1	1	0	2.13	6.13
Grade 10	1	1	1	1	1	1.13	6.13
Grade 11	1	1	0	0	1	2.62	5.62
Grade 12	0	1	0	0	1	3.52	5.52
<b>TOTAL</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>9.40</b>	<b>23.40</b>



# TARGET ALLOCATIONS

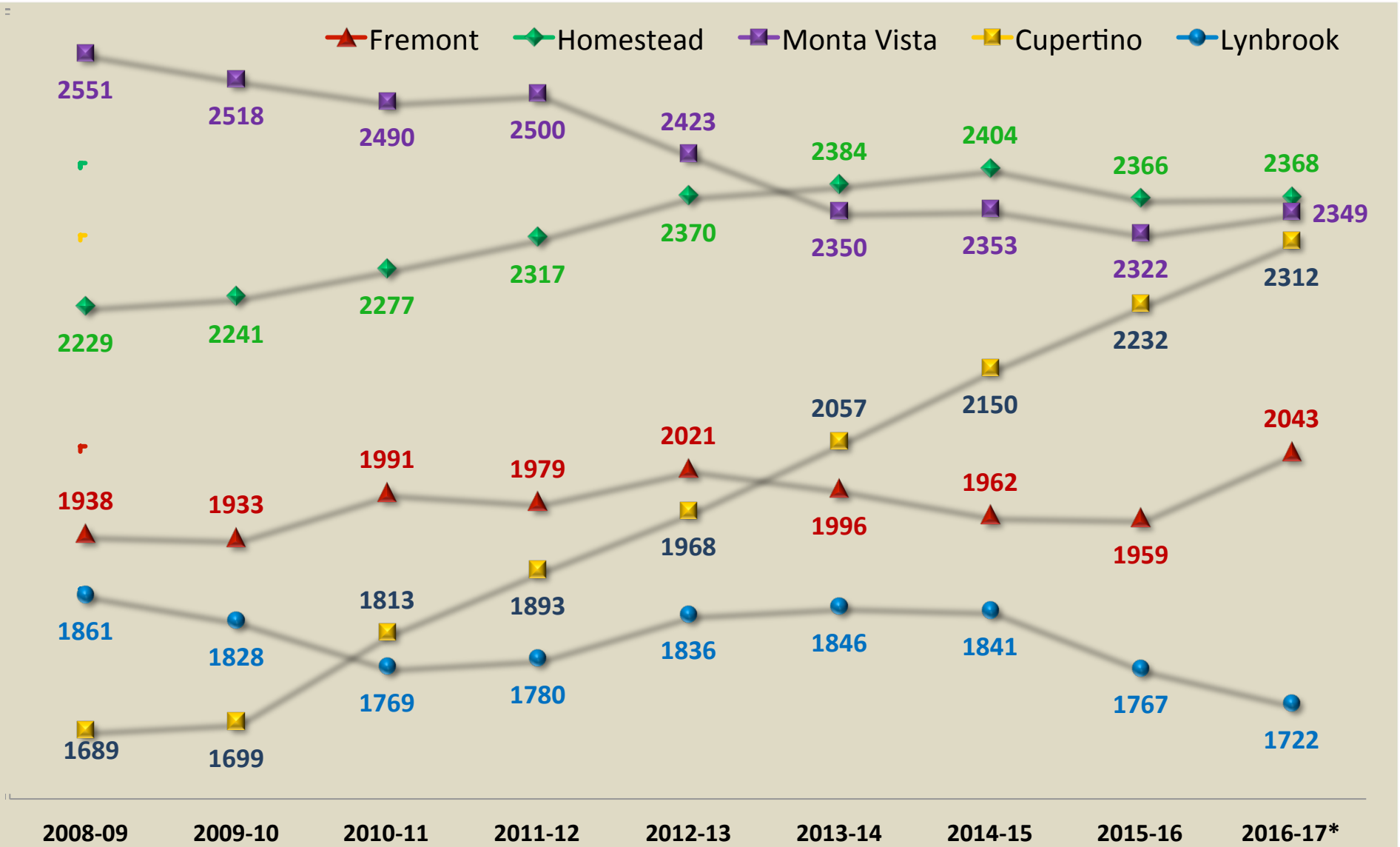
The results of the Section Allocation Formula are used to create the “**Target**” allocation for each school.

The Target allocation becomes the working number of sections for each school and is adjusted, when needed, to accommodate changes in enrollment, course signups and staffing changes.

Each section offered at a school averages approximately \$22,000. *This includes the cost of staff, facilities, supplies and utilities.*



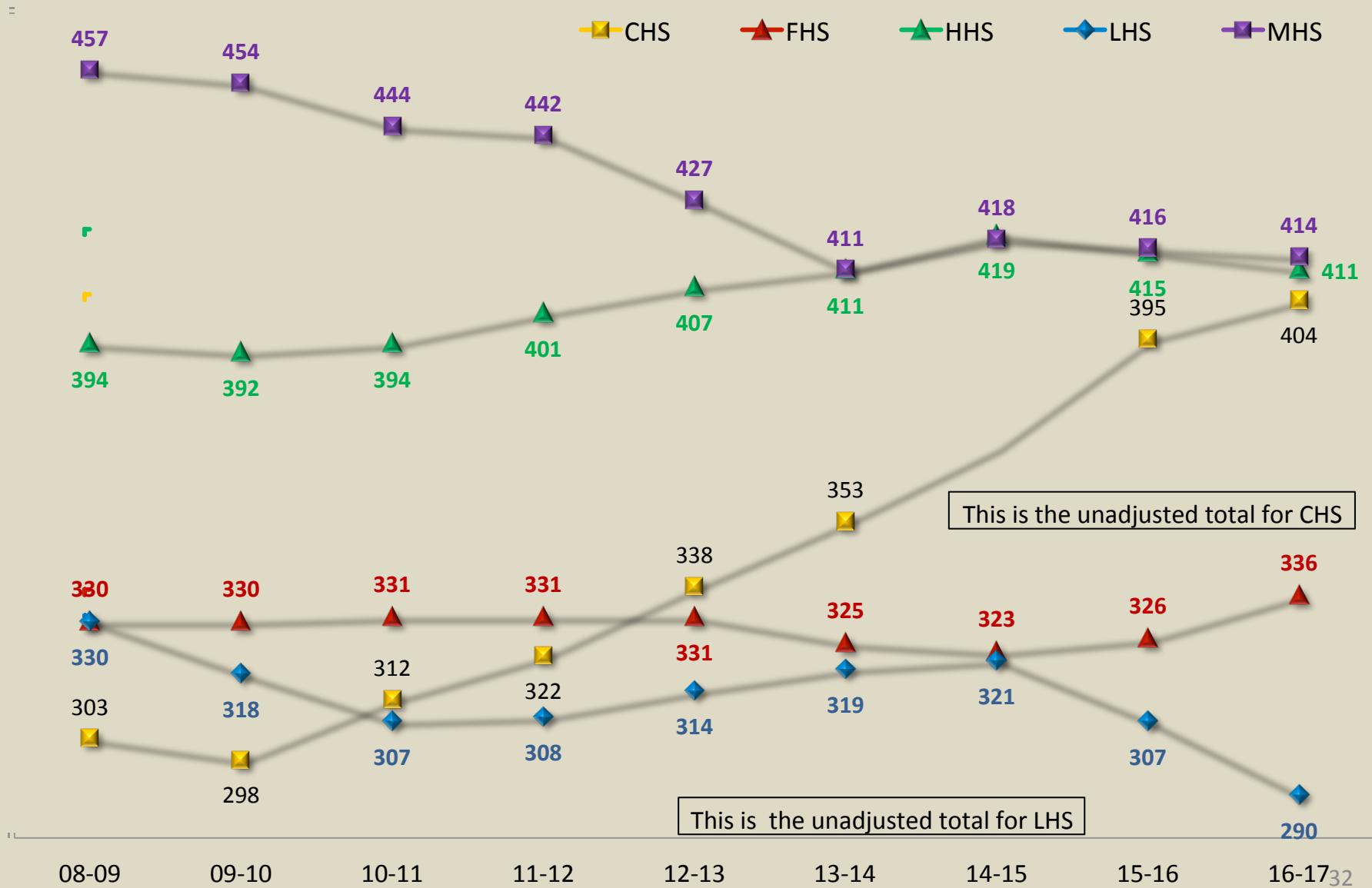
# ENROLLMENT HISTORY



\*2016-17 Enrollment data shown is projected and unadjusted



# HISTORY OF GENERAL FUND SECTIONS







## A SUPPORTIVE COMMUNITY: FACILITY BONDS

Date	Measure	Info	Approval Rate
<b>April 1998</b>	H	\$144 million	79.00%
<b>June 2008</b>	B	\$198 million	67.10%
<b>Nov. 2014</b>	K	\$295 million	64.84%

Prior to 2001, school bond measures required a two-thirds approval rate to pass. However, with the passage of Proposition 39 in November 2000, effective in 2001 the subsequent passage rate is now 55%.



# A SUPPORTIVE COMMUNITY: PARCEL TAXES

Parcel tax measures need a 66.67% approval rate to pass.

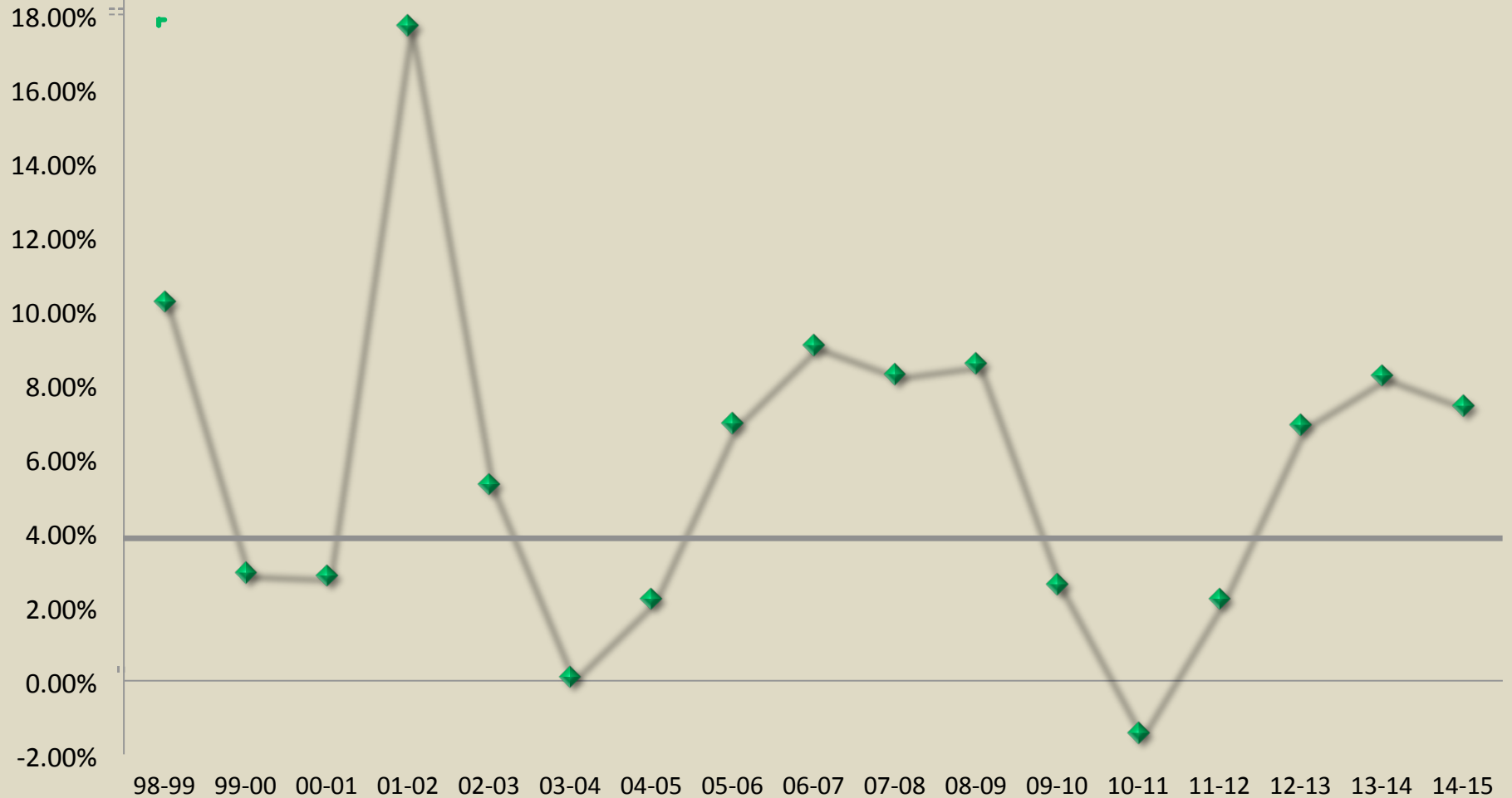
Date	Measure	Period Covered	Info	Approval Rate
<b>Nov. 2004</b>	L	July 2005 June 2011	Application of \$98 tax	67.11%
<b>Nov. 2009</b>	G	July 2010 June 2016	Renewal of \$98 tax	59.66%
<b>May 2010</b>	B	July 2010 June 2016	Renewal of \$98 tax	72.46%
<b>Nov. 2014</b>	J	July 2016 July 2022	Renewal of \$98 tax	71.37%

As of this date, there are 128,735 registered voters in the FUHSD attendance area, 94,079 of whom voted in the last primary or general election.



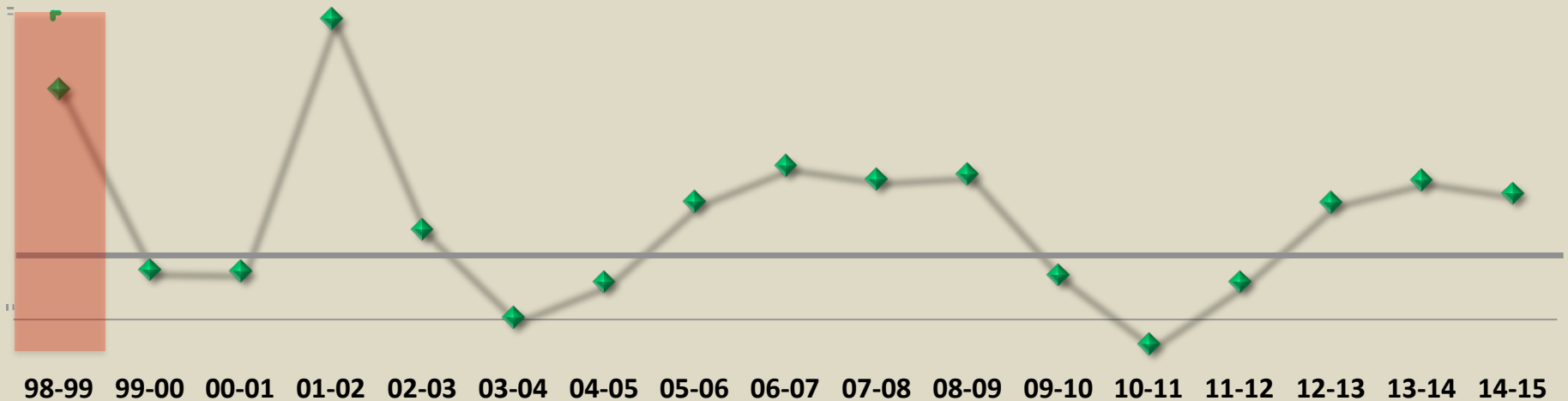
# DISTRICT PROPERTY TAX REVENUE

## % Change in District Property Tax Revenue





# DISTRICT TIMELINE

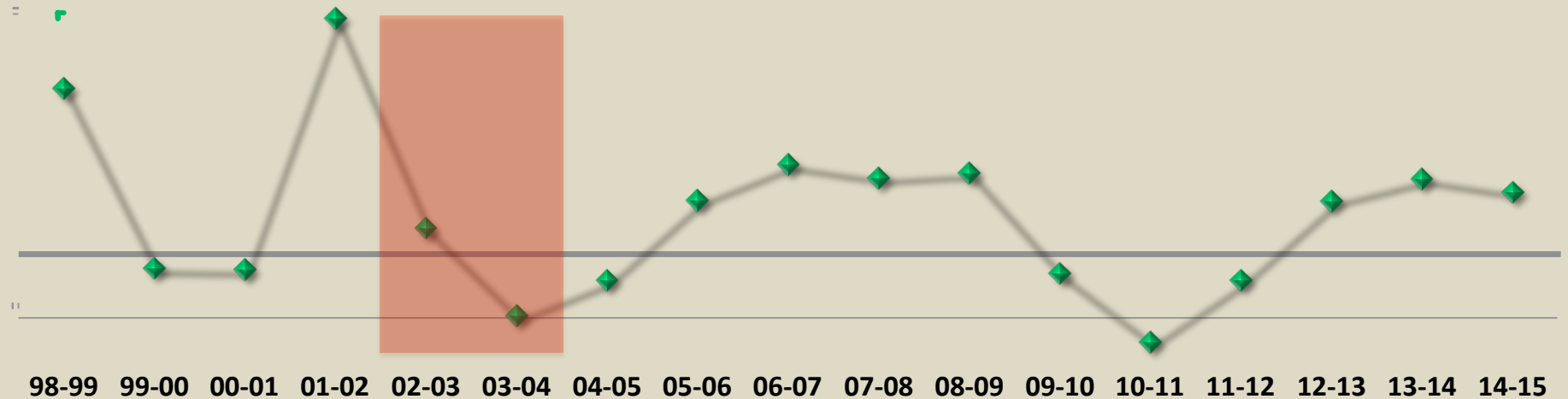


## 1998-99:

- Measure H Bond approved by voters (2/3 majority needed)
- Current version of Revenue Sharing Process (RSP) implemented/updated



# DISTRICT TIMELINE

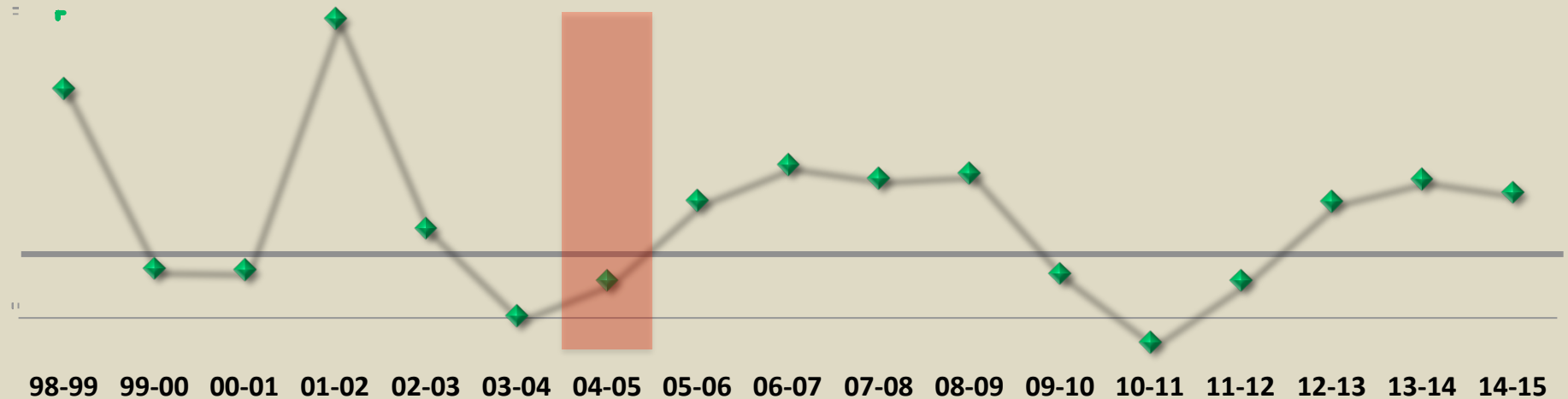


## 2002-04:

- Section Allocation Formula & Processes Implemented
- Reduction in Force (RIF) and elimination of courses
- New scheduling processes/regulations
- Improved guidance regarding student course selection



# DISTRICT TIMELINE

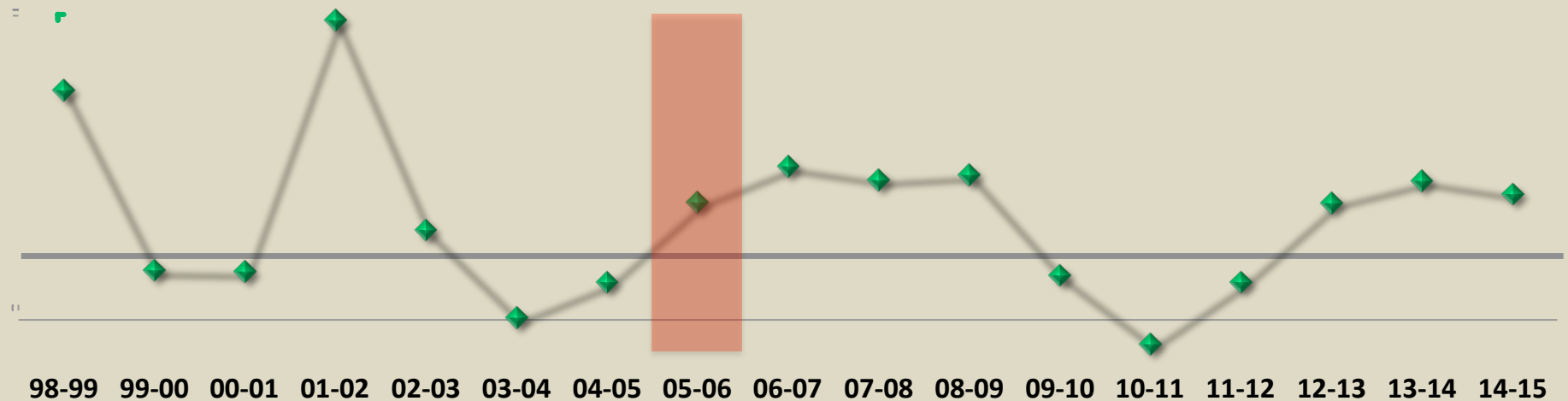


## 2004-05:

- Salary Roll Back for all employees
- Parcel Tax of \$98 approved by voters
- Revenue Sharing Process (RSP) & Union Contracts revised to include expanded Off the Top expenditure items



# DISTRICT TIMELINE

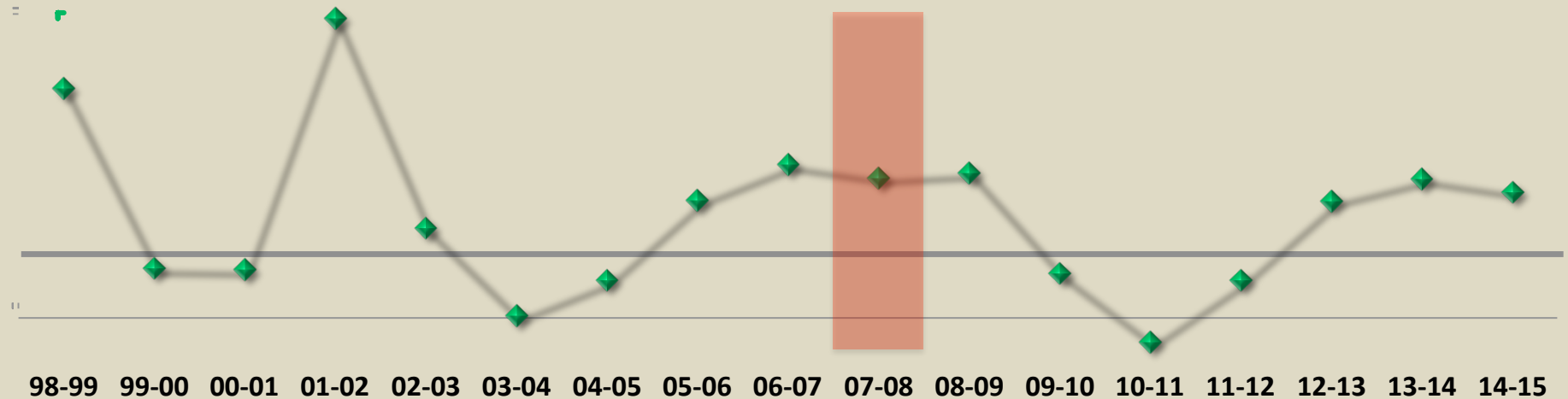


## 2005-06:

- Restoration of Salaries for all employees (as specified in Parcel Tax language)



# DISTRICT TIMELINE



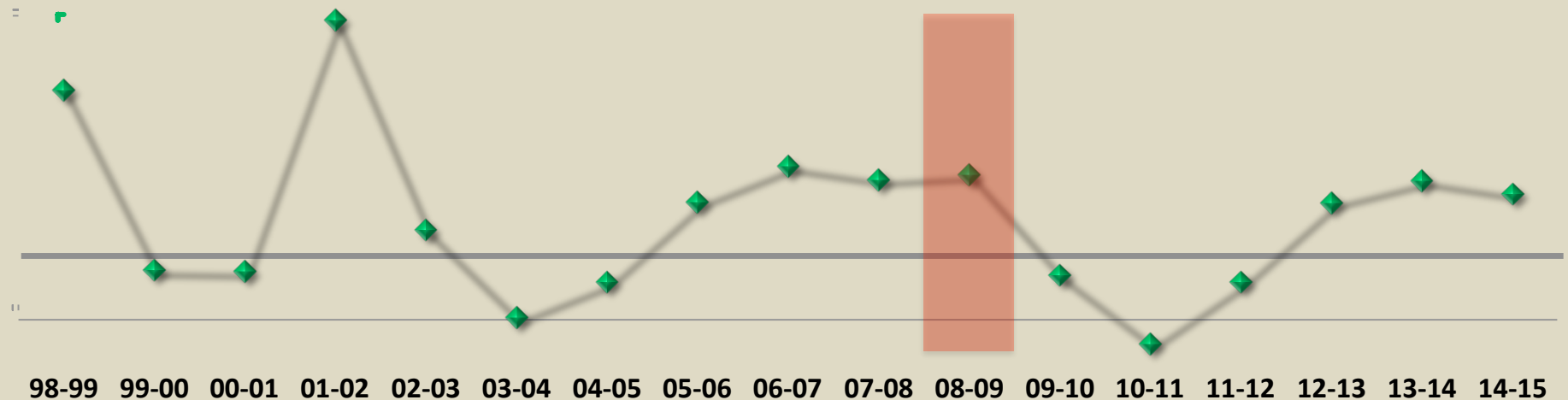
## 2007-08:

- Measure B Bond approved by voters
- Revenue Sharing Process (RSP) & Union Contract revised to expand language on section allocation and staffing





# DISTRICT TIMELINE

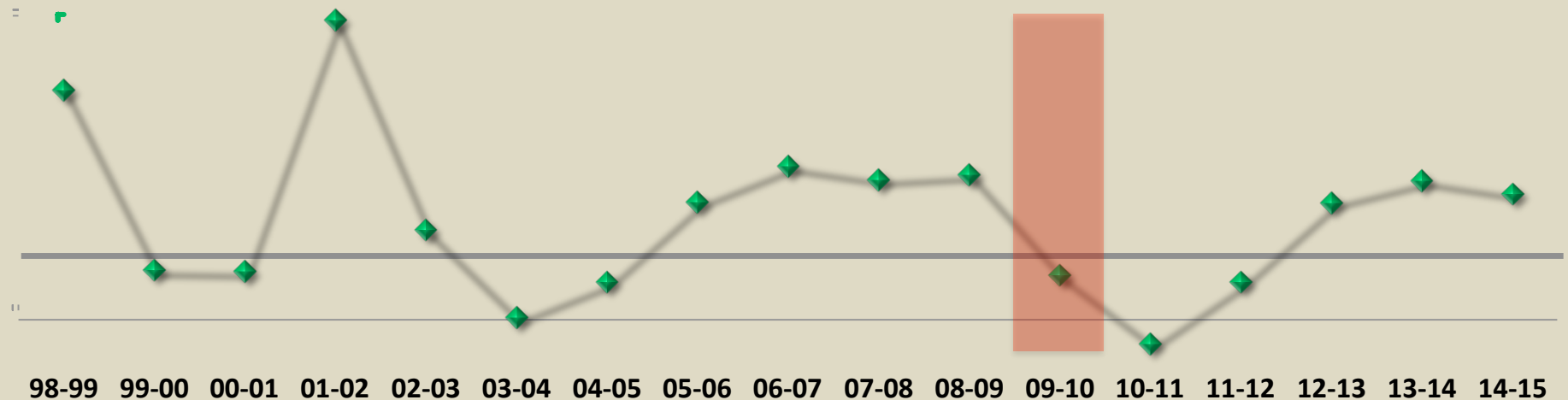


## 2008-09:

- Categorical Funds reduced by 20% (Tier III) = Approx. \$2M reduction for district
- Revenue Sharing Process (RSP) Distribution of funds suspended – no salary increases for any group – money saved for upcoming years



# DISTRICT TIMELINE

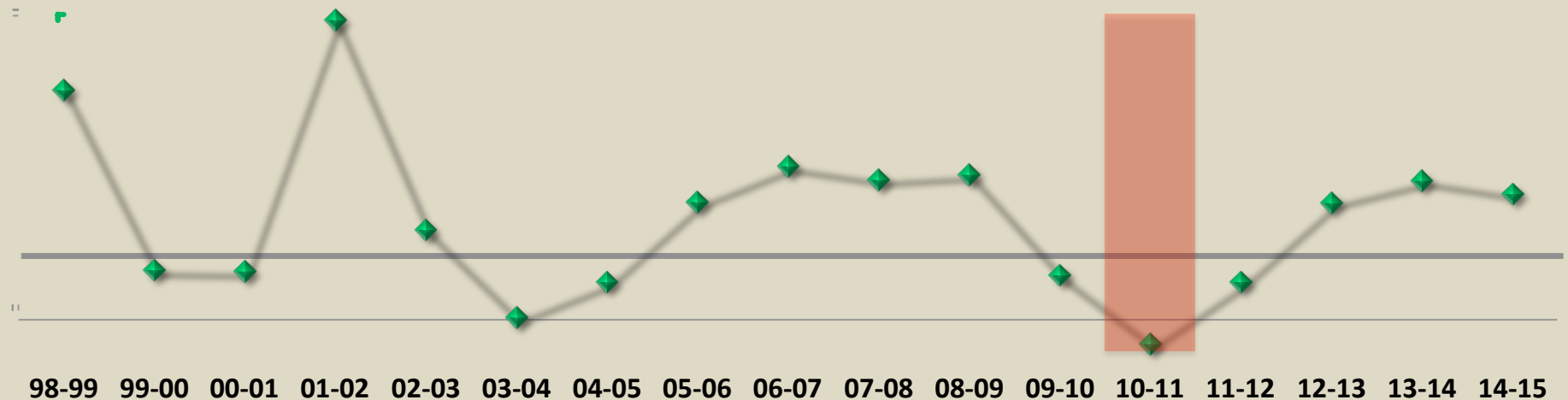


## 2009-10:

- Categorical Funds reduced by 30% (Tier III) = Approx. \$3M reduction for district
- Nov. Parcel Tax Extension of \$98 w/ COLA not approved by voters
- May Parcel Tax Extension of \$98 approved by voters
- Revenue Sharing Process (RSP) distribution of funds suspended – use of 08-09 funds to prevent salary roll backs



# DISTRICT TIMELINE

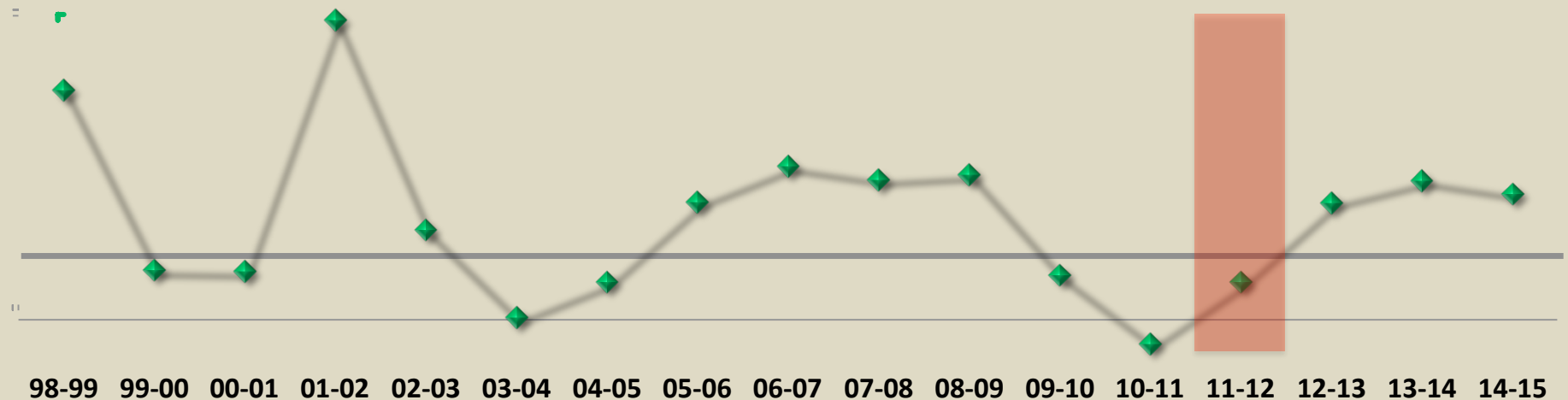


## 2010-11:

- Fair Share Reduction to Categorical budgets = Approx. \$4.3M reduction for district
- Agreement reached with both employee groups to preserve Categorical programs and include Fair Share Reduction as an Off the Top expense in the RSP
- Revenue Sharing Process (RSP) distribution of funds suspended – use of 08-09 funds to prevent salary roll backs



# DISTRICT TIMELINE

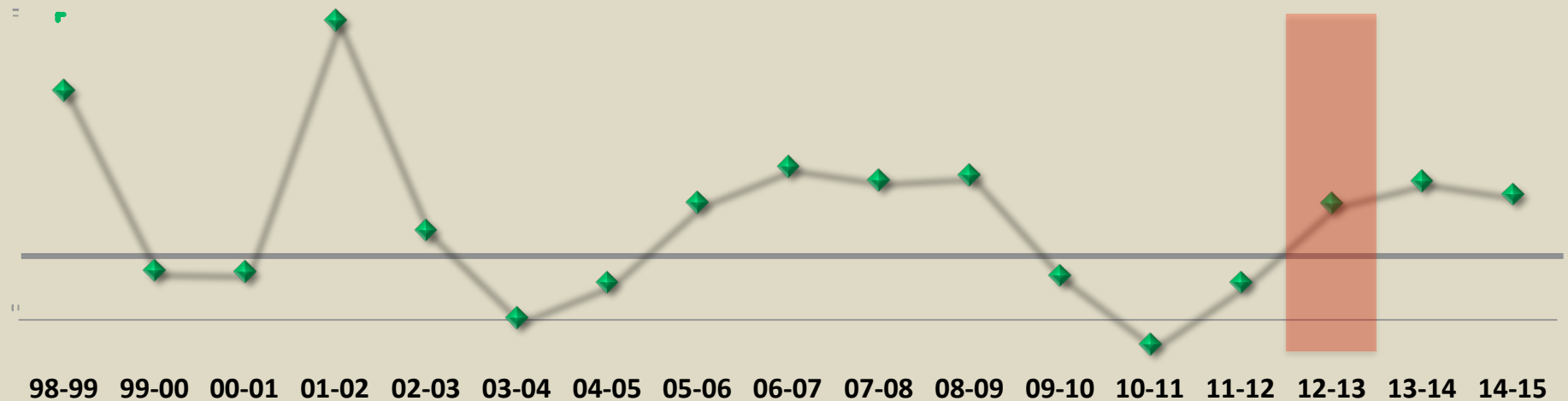


## 2011-12:

- Fair Share Reduction to Categorical budgets = Approx. \$7.3M reduction for district
- Revenue Sharing Process (RSP) distribution of funds suspended
- Classified employees take 3.5% reduction in pay



# DISTRICT TIMELINE

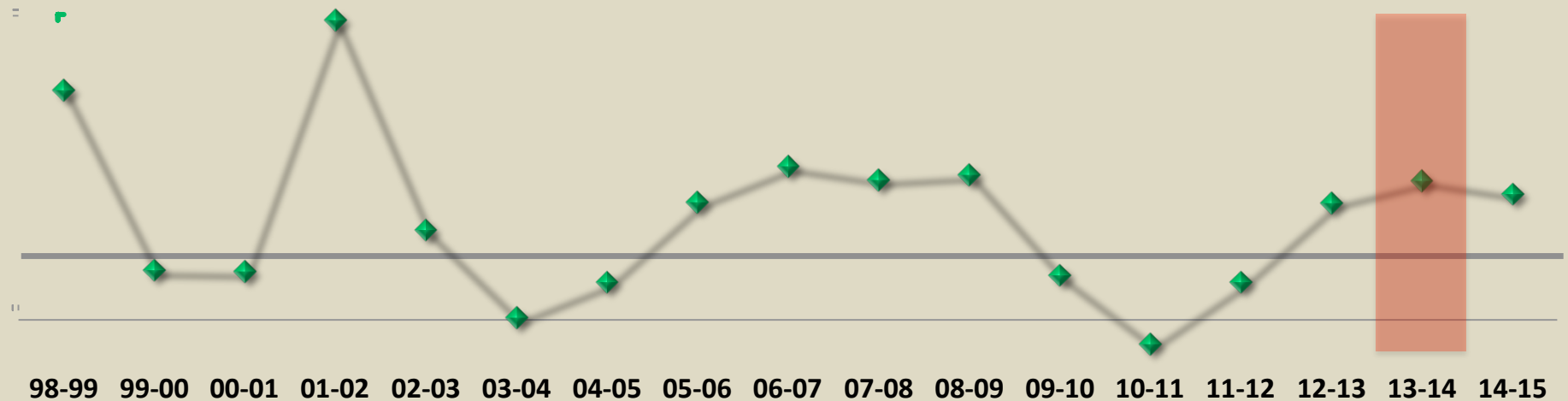


## 2012-13:

- Fair Share Reduction to Categorical budgets = Approx. \$7.1M reduction for district
- Revenue Sharing Process (RSP) distribution of funds suspended
- Classified employee salaries restored



# DISTRICT TIMELINE

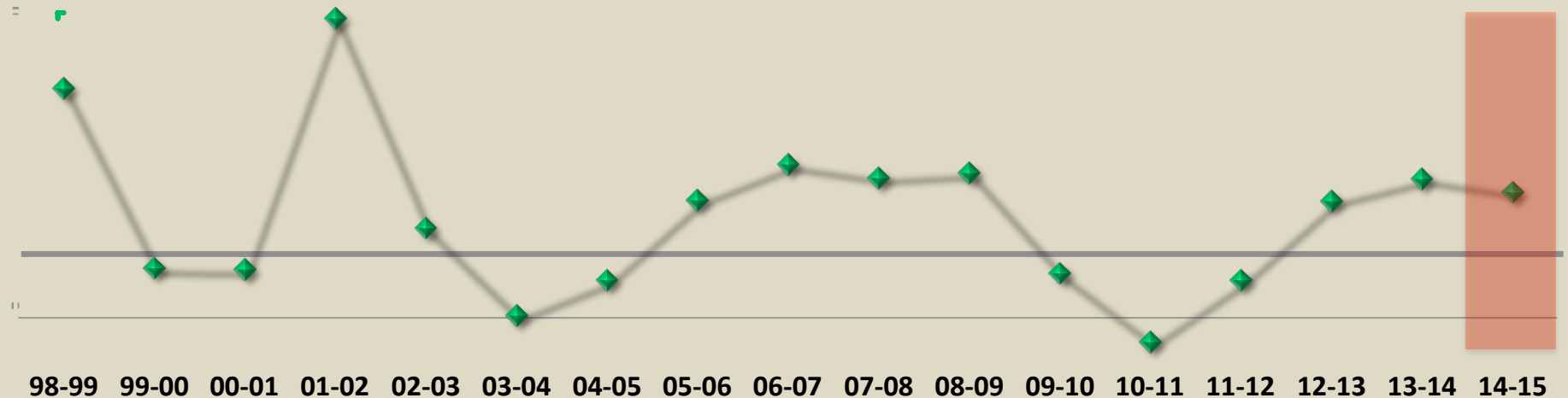


## 2013-14:

- LCFF implemented = permanent reduction of \$7.1M
- Revenue Sharing Process (RSP) distribution of funds resumed – all employee groups receive salary increase (first time in 6 years)



# DISTRICT TIMELINE



## 2014-15:

- Implementation of 10% reserve for economic uncertainty – agreed upon by all employee groups
- Measure K Bond approved by voters
- Parcel Tax Extension of \$98 approved by voters



## TO WHAT DOES FUHSD HOLD ITSELF ACCOUNTABLE?

1. Comprehensive high schools
2. Adequate social and emotional supports
3. Equity and excellence
4. Maximizing the benefits of diversity
5. Conservative and creative fiscal management
6. Productive relationships with employee groups
7. A collective professional culture
8. Not resting on our laurels
9. Listening to stakeholder groups – even those who don't advocate for themselves