



# Office of the Superintendent

Dodge City Public Schools • Unified School District 443

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Monday, May 18, 2009

Board of Education  
Unified School District 443  
1000 Second Avenue  
Dodge City, Kansas 67801

Re: Budget reductions to non-mandated state and federal programs.

Board Members,

Pursuant to Resolution 20090511A, approved by the Board of Education at the regular meeting on May 11, 2009, Administration recommends the reduction and/or elimination of the following programs and/or services not mandated by state or federal statute. This action is taken in response to the reduction in school funding to the Dodge City Public Schools authorized by the 2009 Kansas Legislature.

Programs and/or services to be reduced or eliminated:

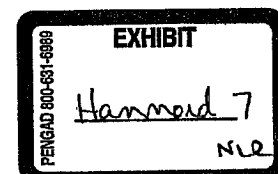
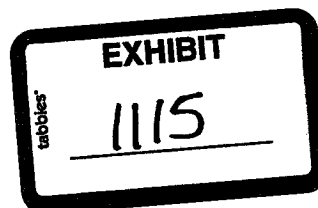
### Instructional Programs and Services

- **Summer School (extended year) program** – Reduce funding by 20% over previously-funded summer program.
- **After-School (extended day) program** – Reduce funding by 20% over previously-funded after-school program.
- **Instructional Coaches** – Reduce the school district's Instructional Coaches positions equivalent to the percentage currently funded by the school district's General or Supplemental General Fund budgets, unless or until qualifying funding can be identified outside the General or Supplemental General Fund budgets.
- **Developmental Kindergarten** – Eliminate funding for the district's developmental kindergarten classrooms (3), currently paid from the school district's General or Supplemental General Fund budgets unless or until qualifying funding becomes available from sources outside the General or Supplemental General Fund budgets.
- **Full-Day Kindergarten** – Eliminate funding for the district's full-day kindergarten program (i.e. the additional half-day not mandated or funded by Kansas statute), currently paid from the school district's General or Supplemental General Fund budgets unless or until qualifying funding becomes available from sources outside the General or Supplemental General Fund budgets.

These programs and/or services are being reduced or eliminated until such time as qualifying funding, approved by the Board of Education, can be identified for their re-implementation or re-integration into the school district's instructional program.

### Staff Development Programs and Services

- **Staff development expense** – Reduce the total building, departmental, and district staff development-related expense by 10% from the previous year's staff development program. (Guidelines will be developed and provided to all staff, in writing.)
- **Staff development-related travel** – Reduce the total expenses for staff development-related travel by restricting out-of-area travel for the 2009-2010 school year. (Guidelines will be developed and provided to all staff, in writing.)



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### Personnel and Benefits Programs and Services

- **Employee overtime and expenses for temporary employees** – Reduce the cost (expense) for staff overtime and temporary personnel by 10% from the 2008-2009 actual expenditures.
- **Extra-duty salaries** – Reduce the total cost (expense) for extra-duty salaries by 10% from the 2008-2009 actual expenditures.
- **Base salary for special salaries** – Exhibit D of *Article 5* of the Negotiated Agreement between the USD 443 Board of Education and the Dodge City National Education Association establishes a Special Salaries Base Salary of \$34,250 for the 2008-2009 school year. It is recommended that the Board's negotiating team proposes a freeze in the Special Salary Base Salary for the 2009-2010 school year.
- **Cash-in-lieu of salary supplements** – Freeze the amount currently received as cash in lieu of salary supplements (i.e. fringe benefits), by qualifying personnel, at the 2008-2009 rate. This "freeze" should be implemented for the 2009-2010 school year for all classified and administrative employees. Such actions regarding certified (licensed, recognized bargaining unit) employees would be subject to professional negotiations between the USD 443 Board of Education and the Dodge City National Education Association.
- **Early retirement program** – Rescind the Board of Education's *Early Retirement Plan*, as authorized under Article 20 of the Negotiated Agreement between the Board of Education and the Dodge City National Education Association. The rescission of the *Early Retirement Plan* would be effective at the end of the 2009-2010 school year. Under the terms of the Agreement, qualifying personnel notifying the Human Resources Office on or before January 15, 2010, will be eligible to participate in the Plan. Former employees currently participating in the Plan will continue to do so until their eligibility, as specified in Article 20, expires. No additional employees will be added to the *Early Retirement Plan* following January 15, 2010.

These programs and/or services currently provided by Dodge City Public Schools, are not mandated by state or federal statute. As such, their reduction or elimination is recommended in response to the reduction in school funding by the 2009 Kansas Legislature, and is necessary to balance the FY 2010 budget for Dodge City Unified School District 443, as well as fund the facilities and program priorities identified by the Board of Education.

The *Instructional Programs and Services* noted above, may be re-implemented or re-integrated into the school district's instructional program by the Board of Education if, and to the degree that, sustainable funding is identified and approved by the Board.

Respectfully submitted,



Alan R. Cunningham,  
Superintendent of Schools

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