

Stabilizing District Personnel

The Path Forward

Dr. Jonathan Ponds, Superintendent
Montclair Board of Education Meeting
May 16, 2022

Factors that impact the Budget Gap

- ▶ Transportation
 - ▶ Cost is estimated to be approximately \$1.5 million more for SY 22-23
- ▶ Increase cost for Charter School tuition and loss of tuition
- ▶ Loss of Interest Revenue
- ▶ Increased use of Fund Balance and Reserves
- ▶ Increased use of Extraordinary Aid
- ▶ Maintenance and aging buildings/Energy costs
- ▶ Inflation
 - ▶ Effects on cost of services and supplies

Enrollment

Since 2016:
Declining
Enrollment

Year	Enrollment
2016	6790
2017	6688
2018	6680
2019	6656
2020	6552
2021	6382
2022	6280

Non-Renewals

- ▶ If staff members were not renewed for budgetary reasons, some will be offered a contract
- ▶ Kindergarten classes will be scheduled first with tenured staff at previous recommended class size of 21
- ▶ How will we determine who comes back?
 - ▶ All tenured staff will be fully scheduled in their certificated areas throughout the district
 - ▶ Working with Principals over the next two weeks to ensure that all staff are fully scheduled
 - ▶ In some cases teachers who teach specials will be shared among schools

Paraprofessionals

- ▶ All students who require a Paraprofessional in their IEPs will **continue** to have a Paraprofessional
- ▶ A review of IEPs and scheduling is underway
- ▶ Seniority will be the next factor to assign Paraprofessionals after accounting for IEPs
- ▶ Notices for rehiring will be done before June 30

Stabilizing District Personnel

- ▶ Plans for breaking the cycle of budgetary trauma year to year
 - ▶ Savings
 - ▶ Utilizing Personnel in Certificated Areas
 - ▶ Pursuing Additional Revenue
 - ▶ Grants
 - ▶ Tuition
 - ▶ Building Rentals that meet our district policy