



## Citizens' Checklist

### Developed by the Indiana State Board of Education

Monetary Adjustments		School Board	School Administration	Teachers Association	Comments	Savings
1.	Conduct an analysis of the alignment of spending with actual learning:	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	
A.	Undertake a district or school analysis of where funds are spent and whether they align to student learning.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	
B.	Identify the source of barriers that deter effective alignment of resources to learning.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	
C.	Identify steps to take to eliminate or reduce those barriers.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	
2.	Freeze, reduce or rollback the present salary and benefits of all employees.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed & in process	
3.	Freeze the salary and benefits of all certified staff at present levels and suspend incremental salary increases.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Teacher contract negotiations. Completed for administrators, top of scale certified, and classified staff.	
4.	Require all corporations to review and compare their health plan to the state plan for cost effectiveness, level of coverage, appropriate deductibles or adjusting benefits to their current plan.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree		Completed
5.	Eliminate corporation matches to 403(b), 401(a) and 457(b) plans for all employees.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration and teacher negotiation	
6.	Suspend hiring except those positions that are neutral to the general fund or that hire additional teachers.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed	
7.	Expand the use of the Rainy Day Fund.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	

Program Adjustments		School Board	School Administration	Teachers Association	Comments	Savings
1.	Reduce or roll back operational and programmatic budgets to previous year levels.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed	
2.	Offer no summer school opportunities that are not fully reimbursable from the state level or do not pay for themselves with reimbursements from vocational dollars. Enable shift of dollars from administrative use to targeted summer school or other remedial use.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed	
3.	Focus the corporation curriculum on the core subjects, narrowing elective offerings within core subjects. Corporations should utilize flexibility granted to them by the State Board of Education to find creative ways to reconfigure curriculum and define priorities.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	
4.	Extra Curricular Offerings					
A.	Reduce the number of sports, clubs, and academic teams offered by the corporation or use participation fees or sponsorships to pay for them.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	
B.	Eliminate activities outside the varsity level competition played on non-school days, including all weekends to save energy cost and supervision personnel.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	
C.	Consider charging all non-school groups to contribute to incremental costs of operating the facility.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed	
5.	Examine and reduce all fringe benefit packages of school board members and administration, including health, life, dental, vision, etc.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed	
6.	Eliminate benefit packages of department chairs, lead teachers and other teaching personnel that provide financial incentives or time away from the classroom setting, such as extra preparation time.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	

7.	Eliminate payment from the general fund to professional organizations and reduce travel and conference expenses.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process
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Adjustments That Reduce the Cost of Staff Without Affecting Instruction		School Board	School Administration	Teachers Association	Comments	Savings
1.	Encourage reconfiguration of buildings within a corporation that reduces administrative, operational and support staff costs.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	
A.	Sell or lease surplus properties	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	
B.	Examine corporation grade level delivery system.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed	
2.	Increase class size numbers that reduce teaching staff in classes where educational outcomes will not be negatively impacted.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	
3.	Eliminate delivery systems that increase the cost of academic education by more staff such as block schedules or trimesters.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Not yet considered	
4.	Eliminate or reduce the use of staff that does not directly connect to instruction.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Completed and in process	
5.	Outsource transportation, cafeteria, janitorial and other ancillary services.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	
6.	Investigate consolidation of school services both internally and externally.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Under consideration	
7.	Offer free financial planning services for employees eligible for retirement.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process	

Community Reporting and Accountability		School Board	School Administration	Teachers Association	Comments	Savings
1.	Provide the general public and local media outlets with regular reports that review the considerations and actions of the school corporation community as they implement strategies to reduce spending.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	In process and never ending...	