



Community Budget Review Committee

January 23, 2025

Agenda

- Housekeeping
 - Introductions
 - Topics & Questions/Answers
 - CBRC Leadership
 - Current Year Budget Amendment
- Revisiting CBRC Recommendations
- 2025-26 Budget - Preliminary Recommendations
 - Budget Context
 - Recommendations
 - Engagement Timeline and Opportunities for Feedback

Housekeeping

- Housekeeping
 - Introductions
 - Welcome to members joining for the first time and welcome to Michelle Morrison, our new CFO!
 - Upcoming Topics and Questions/Answers
 - Email amartin5@pps.net with requests for topics and questions. A running list of [questions/answers](#) will be maintained throughout the process.
 - CBRC Leadership
 - Any wonderings about this commitment? When would the committee like to vote?
 - (FYI) Current Year Budget Amendment - March 4 Board of Education Action

Revisiting the CBRC Report



2024-25 Approved Budget*

What changed after the budget was [reviewed by CBRC](#) ?

Adjustment	Dollars	FTE
Increase Special Education licensed and paraeducator staff	\$2.0m - SIA	25 FTE
Increase RJ Rapid Response staff	\$285k - General Fund	3 FTE
Increase Racial Equity & Social Justice partner contracts	\$1.8m - General Fund \$2.6m - SIA	
Reduce central office staff	-\$1.1m - General Fund	-5.5 FTE
Additional technical and forecast-driven adjustments		

*See page 293 of the [2024-25 Adopted Budget](#) for more details



CBRC Core Messages for 2024-25

- The PPS communities, the board, and the district should **advocate for additional state funding**
- **Increasing student-facing direct service positions and reducing class sizes** will help the district achieve the board goals

Response

- See [advocacy agenda](#) and [toolkit](#)
- Student-facing positions were added in the approved budget; central office positions were further reduced.

Cuts to Direct-Service Staff

Recommendations:

- Prioritizing student-facing positions
- Continued analysis of contracts
- Analysis of all investments in indirect (not student-facing) services
- Reconsider library staffing changes

Response

- Student-facing positions were added in the approved budget; central office positions were further reduced.
- Review of indirect services and contracts have been prioritized for review in the planning cycle for 2025-26.

The Continued Need for Differentiated Staffing Allocation Based on Student Need

Recommendations:

- Review efficacy of equity investments
- Review of outcomes for school-based interventionists to the schools with the highest needs based on MAP testing data after 2025-26
- Collaboration with school administrators during the time of transition from an 8% equity allocation to a 4%

Response

- There were no further adjustments to the equity formula in later phases of the budget process.
- Outcome data is reviewed as part of annual planning process, including in formulating recommendations for 2025-26.

Summer, After School, and Specialized Learning Supports

Recommendations:

- Provide programming for students not qualifying for SAA because they scored below the 10th percentile on certain academic tests, and analyze the student disqualified for SAA to determine the impact on underserved students.
- Continue funding for CBO programs with a record of strongly positive educational outcomes.
- Continue TAG program funding at a level that matches current enrollment needs.

Response

- Due to lack of state funding, Summer Acceleration Academy will operate at reduced sites and serve fewer students in summer 2025.
- Funding for RESJ partner contracts was restored in the 2024-25 approved budget. However, a 5% reduction in funding is proposed for 2025-26.
- There were no further adjustments to TAG funding.

Investment in Instructional Coaches and Professional Development

Recommendation:

- Prioritize class sizes and current student support positions over additional instructional coaches and paid or released professional learning and collaborative planning time. Exception: early literacy interventionists providing direct service to students.

Response

- Student support positions were added in the 2024-25 approved budget. No adjustments were made to instructional coach investments and licensed educator professional development.
- To address the 2025-26 budget gap, class size is increased at the high school level only. A reduction in instructional coaches and professional development is proposed.

Maintain Social-Emotional Supports for Students

Recommendations:

- Maintain current levels of targeted investment in direct educational supports in 2024-25 to make progress toward academic recovery.
- If possible, reduce the counselor to student ratio as recommended in the QEM at all K-5s, K-8s, and middle schools serving the highest percentages of CU students.

Response

- The rapid response team was further expanded in the 2024-25 approved budget.
- However, to address the budget gap, a reduction in social emotional support is included in the preliminary 2025-26 recommendations.

Special Education (SPED) Changes

Recommendations:

- Review reductions in special education staff to assess whether current levels meet highest needs under the new model.
- Assess benefits of reducing FTE increases for school psychologists and speech language pathologists to offset reductions in classified staff for special education.
- Monitor the shift towards the “neighborhood model” of services from the “regional model” for the impact on students.

Response

→ Special Education licensed and paraeducators positions were increased in the 2024-25 approved budget.

Early Literacy Changes

Recommendations:

- Maintain access to libraries at all schools full-time, by staffing libraries at the state's QEM.

Recommendations if additional funding becomes available:

- Allocate more direct service FTE to early literacy in grades K-2.
- Maintain or reduce class sizes from 2023-24 level for all K-2
- Maintain 1.0 EA allocation and targeted early literacy support kindergarten where most needed.
- Expand high-dosage tutoring starting in the 3rd quarter of the kindergarten year, instead of starting high-dosage tutoring at grade 3.
- Increase the number of Learning Acceleration Specialists and allocate the FTE with targeted intervention support in grades K-3 to address early literacy gaps.

Response

- No further adjustments were made to library staffing in the 2024-25 budget.
- In 2025-26 planning, K-2 class size is maintained. However, the kindergarten educational assistants staffing level is reduced. Similarly, licensed supplemental staff, including interventionists, are reduced in the proposal.

Reductions in Central Office Expenditures

Recommendations:

- Review central office spending cuts and their possible impacts on student success.
- Examine whether future budget reports can include information about central office spending. This information is not readily available in the current budget.

Response

- As much as possible, central reductions are in non-direct student-facing staff, central office operations, and contracts with outside organizations.
- As part of the process with CBRC this year, staff could provide further explanation on which functions we associate with central services and how to find those in the budget document.

2025-26 Budget Development

Update



Financial Pressures Contributing to Our Shortfall



Rising Costs

Inflation has resulted in higher costs of goods and services.

We have invested in our employees' compensation and teacher planning time. PERS costs are also rising.

Our student needs continue.

Limited Revenue

Our state dollars continue to fall short of the costs to operate our schools.

We have less special revenue, including the end of federal pandemic aid.

Declining Enrollment

We have fewer students and the same number of buildings.

Our funding is dependent upon number of students.

Since 2020, PPS's student enrollment has declined 9.5%, faster than Oregon's (6%), and is projected to continue to decline.



Multi-Year Process

COST CONTAINMENT

2022-25



Restricted Hiring + Spending Limits

\$40M OF \$105M REMAINING

2025-26



Current Focus

MODERATE REDUCTIONS PLANNED

2026-27



Future Outlook

Continued Cuts to Central Budgets

2022-2023

The central office made over \$30 million in reductions to spare schools from funding cuts.

2023-2024

During the middle of the school year, we implemented a hiring freeze for central office positions and reduced non-personnel budgets by \$10 million to address the shortfall.

2024-2025

Reductions for the centrally-based, centrally-funded services totalled \$15 million.

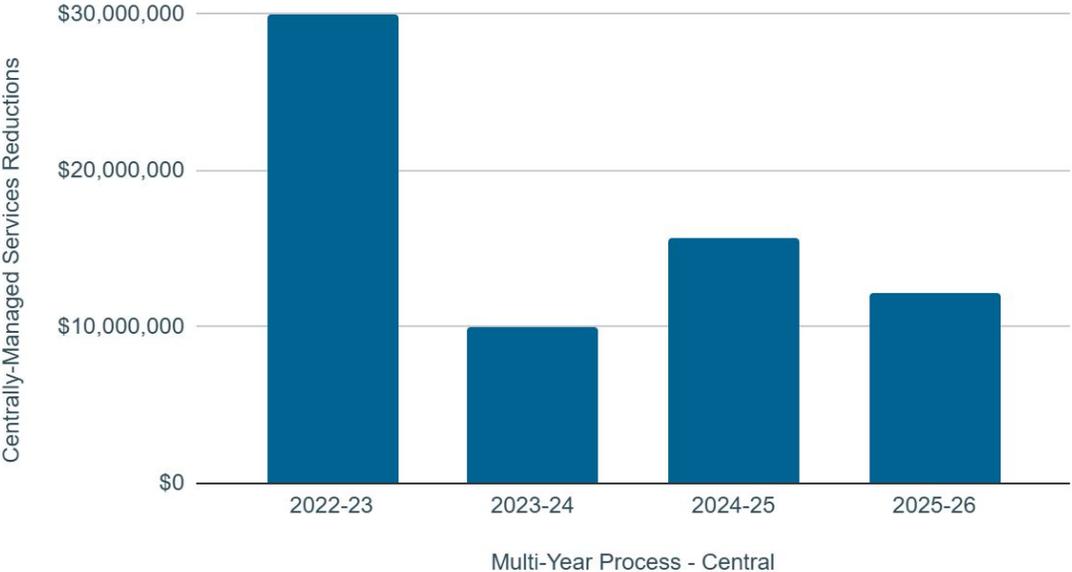
This was achieved to the greatest extent possible by decreasing non-direct student-facing staff, central office operations, and contracts with outside organizations.

Projected 2025-2026

Reductions for the centrally-based, centrally-funded services are projected at \$12 million.

This will be achieved to the greatest extent possible by decreasing non-direct student-facing staff, central office operations, and contracts with outside organizations.

Centrally-Managed Services Reductions



Total \$67M cut over four years

A Multi-Year Process

2022-23

The central office made over \$30 million in reductions to spare schools from funding cuts.

2023-24

During the middle of the school year, we implemented a hiring freeze for central office positions and reduced non-personnel budgets by about \$10 million to address the shortfall.

2024-25

Reductions for centrally-managed services totalled almost \$16 million.

Schools also experienced cuts of \$14 million.

Central and School Reductions



Multi-Year Process

Projected 2025-26

Reductions for the centrally-managed services are projected at \$12 million. This will be achieved to the greatest extent possible by decreasing staff, central office operations, and contracts.

Schools are expected to experience almost \$30 million in reductions, driven by enrollment decline and reductions of supplemental supports.

Our Why

Our mission is to educate all children to their highest potential to be productive, respectful, self-reliant, and responsible citizens who value the richness of diversity.

PPS reImagined

Preparing Our Students to Lead Change and Improve the World

- Educational System Shifts
- Educator Essentials
- Graduate Portrait

Forward Together

Strategic Plan for Racial Equity, Inclusion, and Excellence

- Racial Equity & Social Justice
- Inclusive & Differentiated Learning
- Professional Excellence & Support
- Embracing Change

Board of Education Goals

Eliminate Opportunity and Outcome Gaps

- Third Grade Reading
- Fifth Grade Math
- Eighth Grade Readiness
- High School Graduation



**TOGETHER,
WE RISE 20**

2025-26 Proposed Reductions



Category	Description	Projected Savings	Position Change
Central Office	Classified Staff	900,000	7
	Senior Leadership Staff	1,500,000	6
	Licensed Staff	600,000	4
	Non-Represented Staff	400,000	3
	Administrator	400,000	2
	Grant Program Ending (Match Requirements)	700,000	1
	Central Office Travel	200,000	0
	Facilities Services Reduction	200,000	0
	Let's Talk Contract	100,000	0
	Non-Personnel	800,000	0
	Personal Services (Contracts)	3,400,000	0
	Professional Development (Reduce Four Teacher Professional Learning Days)	2,200,000	0
	Racial Equity & Social Justice Partnership Contracts 5% Reduction	400,000	0
	Security (Reduce Campus Safety Associate Overtime)	300,000	0
	Transportation - Limit Charter Bus Use	100,000	0
	Central Office Total		\$12,200,000

DRAFT

2025-26 Proposed Reductions



Category	Description	Projected Savings	Position Change
Elementary School	Kindergarten Educational Assistants at class size of 20 in Title I schools only (Classified Staff Reduction) (39% reduction)	1,200,000	18
	Licensed and Classified Staff Reduction Due to Enrollment Decline	800,000	6
	Reduce K-5 International Baccalaureate Programming	500,000	3
	Elementary School Total	\$2,500,000	27

Category	Description	Projected Savings	Position Change
High School	High School Staffing Formula Increase By One Student	2,800,000	20
	Discontinue High School "Targeted School Improvement" Staffing Allocation	2,100,000	15
	High School Total	\$4,900,000	35

Category	Description	Projected Savings	Position Change
K-8 School	Licensed and Classified Staff Reduction Due to Enrollment Decline	1,200,000	8
	K-8 School Total	\$1,200,000	8

DRAFT

2025-26 Proposed Reductions



Category	Description	Projected Savings	Position Change
Middle School	Remove Dual Language Immersion Supplemental Staffing	1,400,000	10
	Reduce Title I Supplemental Staffing	800,000	6
	Licensed and Classified Staff Reduction Due to Enrollment Decline	200,000	1
	Middle School Total	\$2,400,000	17

Category	Description	Projected Savings	Position Change
Multiple School Levels	Reduce Licensed Supplemental Staff (Instructional Coach, Interventionists, Social Emotional Supports, School Site Instructors) (40% reduction)	10,400,000	69
	Program Balancing Pool of Licensed Staff	2,500,000	20
	Program Balancing Pool of Administrators	2,800,000	14
	Program Balancing Pool of Licensed Staff (Southeast Guiding Coalition)	1,400,000	10
	Multiple School Levels Total	\$17,100,000	113

Category	Description	Projected Savings	Position Change
Specialized Programs	Multilingual Learners Staffing (ELD)	1,000,000	7
	Specialized Programs Total	1,000,000	7

Grand Total		\$41,300,000	228
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Engagement Timeline: Winter 2025



Day	Date	Engagement
Thursday	Jan 16	Senior Directors and Assistant Superintendents meet with Dr. Franco and Budget Team
Thursday	Jan 16	Dr. Armstrong + Senior Leaders meet w/ Principals to discuss Budget Overview-DRAFT
TBD	TBD	Board Working Session: Advocacy and Proposed Reductions
Thursday	Jan 23	Community Transition Meeting with External Stakeholders
Thursday	Jan 23	Community Budget Review Committee (CBRC) Meeting
Monday	Jan 27	Budget Recommendations: A Message to Educators
Monday	Feb 3	Educator Town Hall (Virtual)
Thursday	Feb 6	Optional Administrator Listening Session (In-Person)
Thursday	Feb 6	Community Budget Forum (Virtual)

Board Adoption Timeline: Spring 2025

Day	Date	Engagement
Tuesday	Mar 4	Board Budget Work Session with Community Budget Review Committee
Tuesday	Mar 18	Board Budget Work Session
Tuesday	Apr 22	Board Meeting: Superintendent Delivers the 2025-26 Proposed Budget
Tuesday	May 1	School Board Public Comment Session on the 2025-26 Proposed Budget
Tuesday	May 6	Community Budget Review Committee Presents Reports to School Board
Tuesday	May 20	Board Meeting: School Board as a Budget Committee Approves the 2025-26 Proposed Budget
Tuesday	June 10	TSCC Hearing: Tax Supervising and Conservation Commission Certifies the 2025-26 Approved Budget
Tuesday	June 10	Board Meeting: School Board Adopts the Approved 2025-26 Budget

State Advocacy

State Advocacy Toolkit

**Get involved and help
Oregon students achieve
their highest potential!**

- Legislative Engagement
- External Engagement
- Templates and Scripts

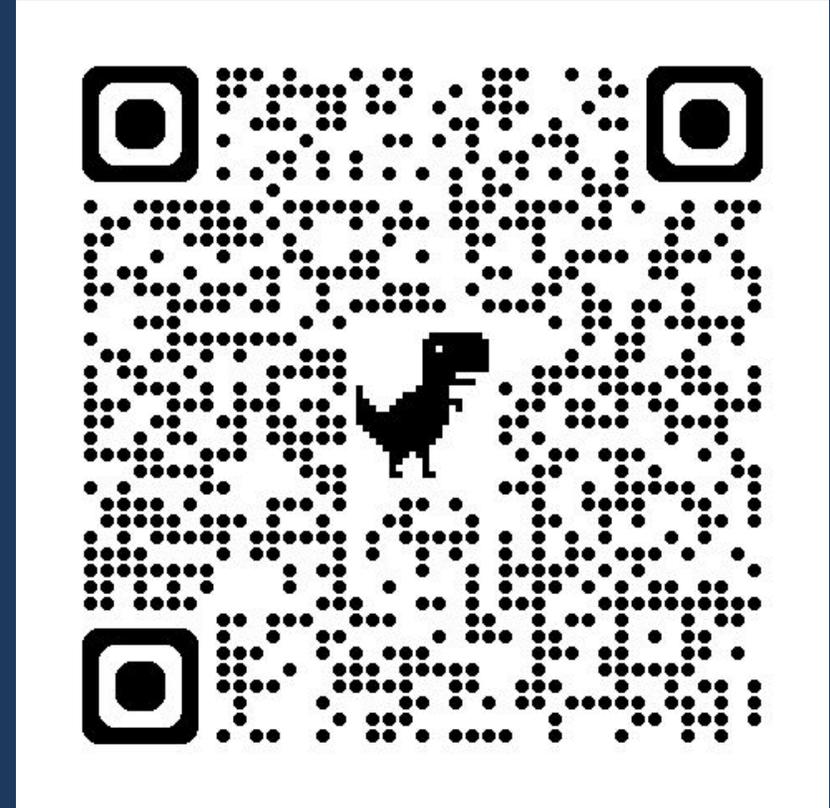
PPS will pursue the following budget priorities in

2025 Legislative Session Advocacy:

- Invest in High Quality Education
- Pass the Governor's Recommended Changes to the Current Service Level (CSL)
- Fully Fund Recent Mandates and New Initiatives
- Fully Fund Special Education Services
- Funding for Student Supports
- Maintain Sustainable Funding
 - ◆ School nutrition programs, extended learning opportunities, and early literacy
 - ◆ Currently on 2025 Oregon Legislative Agenda: [HB 3039](#) Directs ODE to study ways to increase summer and afterschool programs
- Additional Funding
 - ◆ Facility improvements, curriculum, transportation, green schoolyards, cyber security, and healthcare access

Budget Feedback Form

Share Comments with
District Leadership



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Public Comment

Share Public Comment
with the
Board of Education

[publiccomment](mailto:publiccomment@pps.net)
[@pps.net](mailto:publiccomment@pps.net)



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