

The Middletown School District Financial, Personnel and Educational Efficiencies

Financial and operational efficiencies

- Utility bill audit resulted in savings of over \$130,000 in utility costs (after audit costs), with much more savings on an ongoing basis.
- Having implemented flat fees for insurance brokers rather than percentage based commissions, for medical insurance alone this will save us over \$236,000.
- Reconfigured four custodial schedules to establish Tuesday-Saturday schedules, which will save the district significant dollars in overtime costs without compromising service to the schools.
- Applied to the NJ Board of Public Utilities for a grant, up to \$100,000, which will pay for a district-wide energy efficiency audit.
- Installed boiler controls at 8 of the 12 elementary schools so far, which has saved many thousands of dollars in gas costs and has helped offset rate increases over time.
- Implementing a pilot program at one school with installing light sensors, including applying for NJ Smart rebates, to save electricity and related costs.
- Seek alternative sources of income, like corporate sponsors and grants.
- Utilize shared services with the Township for the purchase of fuel, salt and sand.
- Utilize State and County-wide cooperative purchasing of electricity, school supplies, workers compensation insurance and property/casualty insurance.
- Implementing an automated teacher sub-calling system, which saves the district money and provides for significant operational efficiencies.
- Due to transportation efficiencies, our 149% busing utilization continues to exceed the State benchmark of 120%.

Personnel and staff efficiencies

- Hire dually certified teachers, allowing for scheduling flexibility.
- Provide in-house staff-development
- Use special area teaching staff for administrative duty assignments, like lunch duty (reducing reliance on lunch paras), or duty coverage to allow for collaborative planning.
- Use facilities for multiple purposes, like Elementary All Purpose Rooms for lunch and even courtyard areas for lunch in good weather (reducing reliance on lunch paras in each room).
- Reduce student disciplinary referrals by using block scheduling (decreases movement of students in hallways), security cameras, signs, etc. to decrease need for detention and community service.

Educational and programmatic efficiencies

- Invest in literacy models, like IDEAL/LEADS, that teach "standards" and not "programs", preventing the over-reliance on costly workbooks and textbooks that are out-dated soon after they are published.
- Utilize authentic literature (novels) and non-fiction works whenever possible that are relatively inexpensive to replace.
- Utilize databases, websites and on-line resources that have the most current information.
- Invest in early intervention, such as: the successful "Summer Reading Program"; reading specialist services; and counseling, to avoid the special education system for struggling readers and students with mild behavioral issues.
- Reduce the number of levels in a high school course that teach the same content (e.g. Integrated Algebra; Pre-Algebra; Algebra 1 and Resource Algebra).
- Bring back students with special needs from out-of-district placements when possible, including utilizing the Austin Academy Alternative Program.
- Teach students with disabilities, whenever possible, in the general education setting.
- Include students identified as Gifted and Talented in the general education setting, utilizing advanced-level materials and activities.
- Reduce unnecessary services when the congruence of data shows that those services can interfere with the student's achievement and independence.