

2016-2017 New Budgetary Year and Staffing Survey Results

Name of District	What are some non-monetary options that a district could use to reward employees for a job well done" in lieu of a pay raise? Examples: free entry to local sports events (ie.	If there had to be budget cuts, where do you think is the best place to cut costs? Example: decrease in staffing, no pay raises, etc.
Hidalgo ISD	1. = Staff Luncheon	1. = No pay raises
	2. = Employee of the Year Award Recognition	2. = Reduce staff through attrition
		3. = reduce travel budgets
		4. = reduce overtime budgets
		5. = reduce capital outlay budgets
Harlingen CISD	1. = For those on contract, instead of one year contract maybe offer a two year contract	1. = 5 to 10% cut across the board for all departments
	2. = Offer an extra day or two of local leave	2. = Decrease in staffing through attrition(implemented over a 3 year period). Your Reserves might have to cover the first 2 or 3 years.
	3. = Flexible hours to the extent possible	3. = Reduction in travel expenses
	4. = Acknowledgement of job well done at board meetings and campus meetings	4. = Reduction of afterschool programs
		5. = Reduce Summer School offerings
McAllen ISD	1. = Employee Benefits: Health Plan/RX improvements, Negotiate contracts with local medical providers like our \$5 copay clinic, disease mgmt, wellness etc	1. = Staffing: Enrollment-driven staffing adjustments, master schedule audit, TASB Staffing Analysis, Leverage grant funded positions, attrition/repurpose
	2. = Free Pre-K if space is available without adding staff	2. = Staffing continued: Hire from within, waiting period before you fill positions. Benefits: Cost containment measures in Health/Rx Plan
	3. = Professional development/growth	3. = Strategic Procurement, Academic Return on Investment Analysis on high profile/high cost, Strategic Abandonment & Repurpose funds
		4. = Strategically spend federal entitlements, create greater visibility of a coordinated budget, align spending more closely to district priorities
		5. = Maximize opportunities for new revenue such as grants, sponsorship, advertising, sale of surplus tech equip, increase investment earnings
MISSION CISD	1. = THE EXAMPLES PROVIDED LOOK LIKE MONETARY OR HAVE VALUE FOR STAFF	1. = STAFFING
	2. = RECOGNITION AWARD	2. = TRAVEL
	3. = CLASSROOM VISIT BY THE SUPERINTENDENT	3. = EQUIPMENT
	4. = lower health insurance premiums	4. = REDUCE STAFF DEVELOPMENT COSTS FOCUS ON TRAIN THE TRAINER CONCEPT
		5. = LOWER HEALTH INSURANCE PREMIUMS
		6. = ADMINISTRATIVE HIRING FREEZE
		7. = ENERGY CONSERVATION PLAN

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Raymondville ISD	1. = For those on contract, instead of one year contract maybe offer a two year contract	1. = Reduction in staff based on staffing ratios
	2. = Offer an extra day or two of local leave	2. = Reduction in campus/department budgets based on student populations
	3. = Flexible hours to the extent possible	3. = Reduction in overtime for hourly staff
	4. = Acknowledgement of job well done at board meetings and campus meetings	4. = Reduction in Stipends (Athletic, UIL, etc.)
		5. = No pay increases
San Benito CISD	1. = increase health and benefits	1. = no pay raises
		2. = travel costs
		3. = decrease staffing by attrition
		4. = decrease student travel
Santa Maria ISD	1. = One Time Employee Retention Stipend	1. = Decrease in staffing for our ISD in alignment with ADA
	2. = Employee childcare for PD attendance	2. = Review stipend schedule
	3. = Solicit employee discounts for services	3. = Review utility cost - provider changes/conservation planning
	4. = Provide working-lunch for PD	4. = Revisit overtime costs