



## 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		
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		
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		
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		
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		
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		
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		
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		
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		
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		

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		
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		
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		
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		
	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		
	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		
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		
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		

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		
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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		
	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		
	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		
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		
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		
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		
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		
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		
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		

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		