

Clare-Gladwin RESD

Plan for Consolidation of Services, Privatization, and Fiscal Responsibility

Existing Consolidation of Services and Collaborations with Local School Districts, Neighboring ISDs, and Mid Michigan Community College

- Technology
 - Universal Service Fund (USF) application and management
 - Loans to local school districts for software purchases to encourage consolidation of student information and financial software platforms, paid back over time without interest
 - Consolidation of all technology support, servers, email platform, operating systems, etc. among CGRESD and all five local school districts
 - One “Help Desk” for CGRESD and all five local school districts
 - One Student Information Services Specialist for CGRESD and all five local school districts
- Food Service – Clare Gladwin Area School food service consolidated with Harrison Comm. Schools
- Maintenance/Custodial Services
 - Consolidated all maintenance with Mid Michigan Community College
 - Wrote one RFP for custodial services on behalf of CGRESD, three local school districts, and Mt. Pleasant Public Schools
- Pupil Accounting – Consolidated with Midland County ESA, Saginaw ISD, Bay Arenac ISD and Gratiot Isabella RESD to reduce pupil accounting expenditures by two-thirds.
- Transportation – Consolidated special education transportation for CGRESD and all five local school districts.
- Business Services
 - Provided business management services within the ISD boundaries and quarterly assistance outside of the ISD boundaries
 - Web-based business applications to maximize efficiencies and save server space
 - Centralized training and meetings for business office personnel
 - Wrote one RFP for financial audit services on behalf of all CGRESD local school districts and all local school districts in Midland County
- Special Education
 - Consolidated services for: school psychologists, school social work, physical therapy, speech and language therapy, occupational therapy, teacher specialist for deaf/hard of hearing, visually impaired teacher consultant, transition services, autism teacher consultant, infant and preschool special education
 - Administration of Medicaid billing
 - Monitoring and complaint investigation
 - Share professional staff with Midland County ESA and COOR ISD
- Early Childhood Education
 - Hired an Early Childhood and Family Services Director to lead all aspects of general education early childhood services including Great Start Readiness Program; Great Start Collaborative and Parent Coalition; Great Parents, Great Start; and Early On

- Support the Early Childhood and Family Services Director position with CGRESD General Fund to decrease administrative costs to local districts and agencies
- Communications and Marketing
 - Hired a Communications and Marketing Specialist for the RESD to be shared with local districts
 - Created all written communications about the Regional Enhancement Millage and customized them for each district
 - Hired a part-time Webmaster to create Website templates for all interested local districts and to update the templates as appropriate
 - Created a brochure for a local district's Superintendent search
 - Publish a biannual publication highlighting not only CGRESD programs but local district programs as well
 - Write article templates for local districts when appropriate, for instance, board member recognition
- Curriculum, Assessment, Instruction
 - Consolidated with all local school districts.
 - Partner with numerous ISDs on various projects to stretch both financial and human resources
 - Operate numerous 21st Century grants for after-school and summer school programs in four local school districts (grants written and secured by CGRESD)
 - Participate in a shared services model with the Northern Michigan Learning Consortium for a full-time Social Studies Consultant and full-time Elementary Math Consultant by eleven ISDs.
 - Partner with CMU, MMCC and area businesses to host student programs (such as Science Olympiad, Spelling Bee, Gifted and Talented programs, etc.).
- Career and Technical Education
 - Consolidated with all local school districts, plus Coleman
 - Rent space from Mid Michigan Community College and in vacant buildings in the community as opposed to having a separate facility, even though CTE Strategic Planning Committee believes a stand-alone facility is what's best for students
 - Implemented a Middle College so at-risk high school students can earn direct college credit while still in high school
 - Utilize empty space at local school districts to reduce rental charges to MMCC
 - Partnered with Harrison Community Schools to continue the popular ROTC program as a Career and Technical Education program until disallowed by ROTC officials
 - Partner with surrounding colleges to offer articulated credit through the successful completion of CTE programs
 - In the process of building a stand-alone facility to house select programs

Existing Consolidation and Collaboration with Local Government and Business

- Hospitals in Clare and Gladwin connect to CGRESD Internet fiber for secure high-speed Internet service
- Local governmental units connect to CGRESD Internet fiber under direction of CGRESD Technology Director, paid for by Clare County Enterprise Community.
- Local municipalities and non-profits use CGRESD meeting facilities and computer lab free of charge.

Potential Consolidation of Services and Collaborations with Local School Districts, Neighboring ISDs, and Community College:

- One district remaining to migrate to SDS for business software
- One district remaining to migrate to Skyward for student information systems software
- Additional business office consolidations with local districts and surrounding ISDs possible through attrition

Existing Privatization/Third-Party Contracts for Non-Instructional Services:

- Custodial Services
- Food Services
- Special Education Transportation
- Courier Services for Media Transportation
- Substitute Teachers
- Pupil Accounting

Indicators of CGRES D Fiscal Responsibility:

- Saved over time to pay for significant building renovations and improvements in 2003-2004 and 2006; CGRES D did not ask for additional revenue from local taxpayers for these building improvements.
- Administrators and professional employees have always paid 10% of their health insurance premiums. As of February 1, 2012, Administrators paid 20% of their health insurance premiums, and as of July 1, 2012 Professional Staff paid 20% of their health insurance premiums. As of January 1, 2013 and July 1, 2013, Administrators and Professional Staff, respectively, pay all health insurance costs above the state-mandated hard caps. As of January 1, 2014, support staff pays all health insurance costs above the state-mandated hard cap for a single subscriber.
- Maintain minimum in fund balance to avoid borrowing and paying interest.
- Maximize Medicaid billing for qualifying services to special education students, which offsets the cost of some special education services.
- Reductions to Special Education Budget from 2006 until present:
 - 1 Clare Gladwin Area School teacher
 - .4 Physical Therapy Assistants
 - 1.8 School Psychologists
 - 5 Para-educators
 - 1 Child Find Coordinator
 - .4 Occupational Therapists
 - 1 Audiologist
 - 1 Job Coach
 - .5 Transition Specialist
 - 1 Administrator for two years and .3 FTE of an administrator currently
 - 1 Speech Pathologist
 - Closed community-based learning site to eliminate rental expense

- Continuous reductions to administrative health insurance costs
- Privatization of food service and custodial services
- Professional Development, Memberships, and Supplies
- Reductions to General Fund Budget from 2006 to present:
 - 2 Half-time Career-Technical Education Instructors
 - .2 Superintendent's Secretary
 - .5 Grant Writer
 - .5 Secretary
 - .5 Human Resource Supervisor
 - Reduction of some 12-month employees to 11-month work calendars where appropriate
 - Continuous reductions to administrative health insurance costs
 - Privatization of custodial services and pupil accounting
 - Professional Development, Memberships, and Supplies