

## EMPLOYEE FEEDBACK

- CBET – For 3 years, I had 2x /weekly CBET classes in the Flowery Library; and frankly, half the time only 1 or 2 students would show up – very inconsistent. I also never really saw much improvement in their language acquirement. It seems like a luxury not a necessity. Eliminate Adult Programs in lieu of the children.
- \*Reducing the number of school days is the “most fair” way to reduce spending. Summer School for EL kids in elementary school should be preserved for English Dev., as well as whatever we need to offer for H.S. graduation requirements. Losing class size reduction in Kinder. Would be a drastic drop in quality education and child safety. (Yes, we used to have 30 – but it was ½ days with 2 teachers.
- Do use textbook adoption \$\$ to offset budget deficit. Do not lose CSR in K, 1, 2. Do not lose teacher buy-back days.
- The cuts I have suggested are, in my opinion, as far away from our students as possible. As a Library Media Specialist, I don’t, of course, recommend a further reduction of library hours (on top of the cuts the libraries are already suffering). Students in our District need school libraries. Many of them come from families who do not have books at home and or their parents are illiterate and do not visit the public library. In addition, as one of the co-coordinators of accelerated Reader at Sassarini I know the library is essential to the efficient running of the program, which is very popular and effective. The computer lab is as well, and without a lab operator, the program couldn’t function because most of our computers lack computers.
- If you are going to reduce the labor force, than less employees means less paperwork. We need less higher ups: Supervision: Superintendent, Assistant Superintendent. Why have 4 or 5 confidential secretaries? What about travel monies? Get rid of this. Have 5 school days less next year.
- Long Term: Close Dunbar. Move those students to Flowery. Flowery students join Dunbar Immersion students at Adele. Regular curriculum students to back to Altimira.
- Elimination of even more classified staff than those taken in previous cuts would result in negligible savings.
- Good luck!
- Please keep cuts away from classrooms and keep folks employed. Perhaps consider upping fees for adult classes to help defray costs.
- Dual Immersion is a waste!! Four day school week – have longer days. Teachers/staff can clean your own rooms. Better research on Title 1 students – many get free everything and parents own homes and drive new cars. Teacher buy-back days. Close school the week of Thanksgiving break. Many students are absent the Monday and Tuesday before break. Summer School does not work. I did a four year study and students did not learn anything more than they knew on the last day of school. This research was based on 150 students who had low test scores or ELL.

- Every department or program has to be looked at and ask where can we save. There are some departments that are skeleton crews, because over the last 10 years all cuts were done as far away from the class as possible!!
- Gas mileage attached to salaries, eliminate staff buy back days for all employees to not work, including management – eliminate these days before eliminating school days, eliminate workshops at D.O. – no food served at workshops/would save cost of subs, please remove all fluff before we take away jobs, are field trips self-sustaining? Look at impact of supplemental pay and field trips. Thank you for the effort that has gone into this document. I appreciate the meetings that have been conducted.
- Do not cut Health Techs!! Sites are unsafe now with scare coverage.
- Cut as little as possible indirect student instruction. Lower the administrative costs (high school VP, D.O. positions). Look at 4/10 school week. Reduce all electrical costs by installing alternative energy at all sites (plus incorporate environmental science in the curriculum). Establish a language academy to build fluency for ESL students. Research new grant writing and funding sources.
- Do not balance the budget on the backs of the teachers. Before the current cuts, in the 15 years I have worked for the District (when you consider the range and step increases), I have lost a conservative 14% in buying power.
- The District, before your time, made it clear a pool at SVHS was no longer feasible and the band-aids could no longer fix the problems the pool had, so the pool was buried. Rather than cut freshman sports, eliminate our water sports (swimming-water polo). We are paying for a swimming pool that is not even ours for limited students. The money saved would counter the cost for freshman athletics. Eliminating Assistant Coaches is a safety and liability issue, for both students and head coaches of programs and the District as a whole. I believe Middle School athletics can be covered by the opportunities the community offers; this reduces both money and liability. In a perfect world, I would not be talking about this. I would be asking advice on how we could build our school and community better. Will or would kids be affected, yes, but this is an avenue to reduce and not eliminate.
- No CSR. Keep integrity of existing programs. Employees have given enough!!
- We feel the days taken should be reduce school days (Thanksgiving Week or Christmas) **NOT** teacher buy back days because we want everyone to feel it.
- This is a chance for all of us to be a real team and boost the morale in our district. We should all take percentages/furlough days or we can each try to advocate for what affects us personally, and we can create real animosity between groups and individuals. These are dire economic times for all of us – let’s support keeping jobs. \*\*\*I would rather teach for 170 days than babysit for 180 days (with reduced supplies, gutted programs, fewer aide hours, dirtier rooms, etc. Teaching – that is what’s “best for kids”).
- I would be ok with reduction of school days (but keeping 3 buy back days) as this spreads the pain (or shares it) amongst all district employees. I would take that over elimination of programs or positions. Also, elimination of the \$50,000 for Title II Staff Development (#35).

- The Board should see the comments as written.
- Don't get rid of CSR or Instructional Aides!! Spend some of book adoption money. Senior projects optional – not requirement to graduate. Library, nursing staff already too thin. Love our Libraries is not up to returning. Summer School K-5 – Rethink to a 2-3 week “jump start” program as K sometimes has done to reduce summer school expenses. If you do furlough days, do it during a school day. We don't want to do 180 days of work in 175 days paid. Protect jobs as much as possible. Look for redundancy in programs.
- What I think should absolutely **not** be cut: AVID, any sports programs, Read 180, Senior Project, Summer School Options, Counseling AT ALL, Library, HS Supervision, Maintenance and Administration. \*We should select cuts that don't affect the STUDENTS.
- Keep Buy-Back Days
- No CSR in K, 1, 2
- Do not lose CSR!! Put off textbook adoptions!! Do not lose teacher buyback days. Charge for bus.
- Do not cut CSR or Instructional Aides! (Over my dead body – please!!!) I believe we can be more creative with summer school or summer time intervention – what about using Sassarini's “Jump Start” Kindergarten model and elect students to participate in an intervention before the school year starts in order to prepare and backfill missing skills. Also, how much would it cost to try extending the school year or the school day? Is this naïve: I have noticed a 30% summer school or one buy back day reduction cost is the same as cutting CSR in a grade level (\$98,000) – Would it cost the same to return 3<sup>rd</sup> Grade CSR??