

Staff and Community Forum

Blaine School District

March 22, 2011

Good evening!

Welcome to our first Staff and Community Forum for the 2011-2012 budget planning season. The purpose of our gathering is to review and discuss potential adjustments to District programs. The opportunity to meet together and share feedback is valuable and necessary for the continuation of Borderite success!

For the 2011-2012 year, the District is expecting a decrease in revenues and other resources available to pay for program costs. This represents the fourth consecutive year in which programs cannot be maintained at the current levels. The expected changes to our available resources are as follows. Combined, they represent a \$1,245,000 impact to our available resources.

-\$308,000 Federal stimulus revenues	-\$170,000 Property tax reduced collection rate
-\$230,000 State class size revenues	-\$250,000 Fund balance not replenished during 10-11
-\$287,000 Retirement cost increase	

We have provided you with lists of potential program adjustments in the areas of: certificated staff, classified staff, non-employee related costs, and miscellaneous. Please review and share your thoughts about each area. To assist you in this process, we have provided a facilitator at each table who will be happy to answer questions. In addition, you will find additional resources related to our programs at each table.

We appreciate your comments and concerns and want to ensure everyone has the chance to explain their insights. To achieve this goal, we have attached a response sheet for you to express your thoughts. We simply request that you turn in your written responses to us before leaving. Written responses will be accepted at the District Office until 8:00 a.m. on March 23rd.

We will use your responses to prioritize a list of recommended program adjustments for the District Board of Directors. Prior to adopting the annual budget, the Board of Directors approves adjustments to District programs. Then, the Board adopts an annual budget which ensures our program costs do not exceed our financial resources.

On April 18th, 2011 from 4 – 6 p.m., program adjustment recommendations will be presented to the staff and community. Everyone is encouraged to attend and participate in the discussion.

Program Adjustment Considerations

Certificated Positions

.3 FTE decrease	Certificated Administrator overseeing Curriculum
.50 FTE decrease	Certificated Administrator High School VP and/or Middle School VP
1 FTE decrease	Primary School Library
1 FTE decrease	Elementary School Library
1 FTE decrease	Elementary School Classroom Teacher
1 FTE decrease	Primary School Counselor
1 FTE decrease	Elementary School Counselor
1 FTE decrease	Middle School Counselor and/or 8th Grade Teacher
1 FTE decrease	High School Counselor
2.2 FTE decrease	High School Teachers: Math, Science, LA, PE, Social Studies & CTE Impacted
.2 FTE decrease	High School zero period Weights Teacher

Question 1: Choose one item from the list above that you would choose NOT to include as a budget reduction item for 2011-2012. Please explain your answer.

1. Certificated Administrator High School VP and/or Middle School VP – Very important and extremely busy job with lots of kids and hats worn. The day to day basis. Schools need a principal and VP, especially our size school.
2. Reduction of the Primary and Elementary libraries fully (1 FTE each) would greatly impact student learning. Maybe they could be reduced by 0.5 each to have 1 FTE staff both libraries. Rationale: We have a parallel block schedule in Primary and Elementary which allow teachers to work in homogeneous groups of only ½ the class (11-12 students) daily. We need our specialists for many reasons, especially to maintain our smaller group instruction at these early and less independent levels. If we had 0.5 library schedule, we could maintain our block schedule.

3. High School Counselor – The High School counselor is instrumental in helping students to navigate the paperwork and guidance of college preparation.

Primary School Library – Even if the library position was reduced to 0.5, it would still allow parallel block to continue in the Primary School. Valuable learning with smaller class sizes happen during parallel block. Student learning would be affected.

4. From a high school perspective, keep the counselor and VP. Both are easy targets since they do not impact student/teacher ratio. But both are absolutely critical to safety, sanity and effective instruction. It impacts students across the campus.
5. Counselors – With the stress of economy and job insecurity, we will see stress on families. Too much for regular/general ed teacher to reach all needs of students in order to.

6. I would keep 2 counselors at the HS and 0.5 or above at the middle school. Then split 1.0 counselor over primary and elementary. We cannot lose support in this area. We will not be able to meet kids' needs without giving them someone to talk to that can help them out.
7. I would choose not to include the high school counselor decrease. Having only one counselor to oversee the progress/emotional needs of every student, 9-12, would place an unbelievable burden on one staff member. We currently have two counselors, and they are already overworked. I just don't see how one would do the whole job.
8. Middle School Counselor – I see a real need at that age of student to have all the resources we can provide.
9. Middle School Counselor or 8th grade teacher – Do not cut core classroom teachers!
10. Primary library is absolutely necessary. This is where they are excited to read – in their formative years. The stepping stones leading to continued success for our students throughout all of their school years and life! The Primary library is a warm and loving environment and the kids like to be there.

I believe each school needs a counselor, even if it is half time per building. These are hard times for our kids and families. Also, a counselor has contact with agencies if needed.

11. I would choose Primary and Elementary librarian position to be not included as a cut due to budget reduction. This is a vital role for the early years when we are trying to instill and teach literacy and the love of reading. Our librarians do such a good job at this. The primary library position also provides much needed block time for us to teach our young children in a smaller group setting thereby providing better literacy instruction.
12. 1.0 Primary School Library – The loss of this position would have a negative effect on students. This time is used to work in smaller groups – providing more individualized time in the classroom with the block schedule. Not to mention the value of great literature chosen by the librarian.
13. Primary School Library – The loss of the librarian specialist will negatively affect crucial learning time spent in the classroom. Library time will be required to be taught by the classroom teacher which will take away from small group work, one on one, and smaller class sizes during block.
14. Certificated Administrator overseeing Curriculum – Part-time vs. full time. VP necessary? Primary School Library and Elementary School Library – combine or job share? Elementary School Classroom Teacher – do we need to lose another? Primary School Counselor – Not necessary – eliminate. Eliminate Middle School Counselor. High School Counselor – No. High School Teachers- No. High School zero period Weights Teacher – Yes, not necessary.

15. Middle School Counselor/8th Grade Teacher – Sheer numbers make this not feasible. Current staff already split one full time position: scheduling, health class planning, accommodating new students, 504/IEP's, parent contact and creators of kid history.
16. 0.5 FTE Administrator High School VP and/or Middle School VP – The role of the VP is highly important at both schools. The discipline of students in itself is a full time position. How can the principals be expected to fulfill these duties as well.
17. Our libraries support student education in so many ways. They cover of course reading and also writing, math, art and so much more. Perhaps if we must we could do a .5 FTE reduction.
18. Primary School Library – We need a librarian in the building to check books out to children and promote literacy and reading.
19. Middle School Principal: Our Middle School needs Molly's organization and discipline FULL time. She is over worked now. Can't imagine what would happen in our school if her hours were cut. She just can't be reduced.

School counselor in the Middle School is vital. There is a constant need for counseling in the middle school.
20. High School Counselor – I think that without them some kids would not graduate. They help with graduation requirements and help kids work through a lot of personal issues.

Primary Library – They provide the classroom teacher time to work with a smaller group and teach the kids the computer and literacy programs.
21. Primary School Library – Primary (and Elementary) librarians are critical to core instruction of literacy at the young ages. The librarian teaches literacy and provides parallel block for classroom teachers to have small group instruction in reading and writing. Unbelievably important!
22. Middle School and High School Counselor and Middle School and High School VP – Safety and follow up with our neediest students is imperative.
23. The loss of a VP at the Middle School would be disastrous! Middle School is where so many of the behavior issues become apparent. The VP is a full time job where most full days are spent dealing with new and continuing discipline issues and programs with both individuals and groups/parents. The VP also manages sports, coaches, and ASB.
24. Middle School Counselor – Middle School kids are an emotional mess. If we're going to hold on to them and prepare them for a successful High School experience, we must retain our Middle School counselor. The Middle School counselor also does all of our scheduling (3 trimesters) for

500+ students. I don't see us retaining our students at our current rate without the Middle School counselor.

25. High School Counselor – High School counselors have vital jobs to keeping kids in school and assisting them personally and academically. Reducing this position would extremely negative impact on the High School.

High School/Middle School VP – I have a difficult time seeing how these schools can function properly with less than a full-time VP. These positions are highly critical to an effective run building.

26. High School/Middle School VP – This is a time in these kids life where additional support in these grades need extra staff to provide good oversight of things going on at those school buildings - same as counselor.

27. If cutting is inevitable, it would be easier for me to write about what can't be cut and that would be the counseling program. As a parent, the counselors have been a lifeline. They are the liaison for administrative, parents, and kids. They give guidance and direction, providing leadership and that "listening ear" should it be needed. Please don't cut this program, everyone would suffer!

28. I would not eliminate any library or counseling positions. The children need to have access to technology and reference/reading materials. They also need the "safe place" with the counselors. Many children do not have access to a secure place to talk about things/

29. The counselor positions are important for the advocacy of students at risk. The library is important for exposure to technology for many students is only exposure.

30. High School Counselor – The counselors are absolutely essential in the High School. I know for a fact that many students would not make it without support from our counselors. After hearing about potentially losing a counselor, two students asked me to deliver the attached letter on their behalf.

31. High School Counselor – One counselor for 630+ students is a no win situation. Our counseling program at the High School has turned from less academic in nature to more of a life help situation for our students. With the high numbers of at risk students we have, one counselor would not be able to help them all. Thus, more students would fall through the cracks and our FTE count would drop. With the loss of FTE's, we will continue with loss of budget and more cuts will need to be made. The two counselors we currently have both brought in innovative ideas and are helping educate our staff on how to better help our students. They are both very approachable and helpful. One counselor would not be able to do all of this!

32. Elementary School Counselor – Counseling as a whole – there are little to no resources in the community and there is no one to pick up all of the services that this position fills.

33. Middle School Counselor – The services provided by our counselors (1 FTE) are critical to our student’s success at the middle school. This is a very challenging time in a student’s life and the need for counseling services is great.
34. Primary School Library – At the primary level, the library is the “heart” of the building: before and after school supervision, art projects, group learning and more.
35. I would like to see counselors removed from the list and more specific I would like to see the high school counselors remain at two. With just one counselor at the high school I believe our drop out rate would increase significantly. School safety, which is a big emphasis at the state level, would become a huge issue (we currently have very few issues). We will score lower on the state tests due to a lack of support for our children to be “ready to learn”. This is supported by a large amount of data from the new state program called Compassionate Schools.
36. Elementary School Counselor – The school counselor has a tremendous positive impact on the social, emotional and academic success of our students. She provides whole group social skills lessons, targeted interventions, behavioral supports, scheduling, development support of 504’s, helps building administrator focus on instructional issues, working toward long term SIP goals.
37. Certificated VP/Middle School and High School – Their jobs are demanding as is, a reduction in such time would negatively effect each building enormously. Not that the other reductions are not difficult.
38. Primary School Library – This poses the greatest impact to our daily instructional time. Because of our library support, we are able to teach our students in small groups, doing literacy instruction. The small group is critical, especially in the younger grades.
39. The High School Zero Hour Weights Teacher – This class offers students a chance to get the required PE credits for grad when it doesn’t fit into the regular day schedule because they are trying to take all the classes required for grad and college acceptance. My own children have taken and will continue to take zero hour for this reason.
40. It’s difficult for me to imagine a Middle School without both the counselor and VP to guide (both socially and behaviorally) students through the most tumultuous time in their lives. It is a crossroads for many students who are faced with making choices that may ultimately change their lives. Positive adults with time to guide and listen are irreplaceable!
41. High School/Middle School VP’s and Middle School Counselors – Vital to run schools.
42. Counselors across the board – Without the counselors in every building the mental health and safety of the students would be in jeopardy.
43. Primary School Librarian shouldn’t be removed. Primary teachers need to be able to have a schedule where their classes can be smaller. Also having a librarian at the Primary School that is

responsive and engaged in the children help to set kids up to love being in the library. He unlocks reading in that environment.

44. Primary School Library – This is a vital part of the Primary School for two main reasons: (1) This time allows us to have parallel block in the classroom. At the primary level, this is so important. We use this for guided reading, writing, and math. Our students are too young to be able to work independently in a meaningful way, while the teacher is working with small groups. This provides us with quality time with half our class at a time. Taking this away would impact the Primary School immensely!! (2) Our school librarian provides such a rich experience for our students. Literacy at K-2 is where students are learning to read and developing a love of reading and writing. Our school librarian reads rich literature and then the students make a mnemonic craft to remember the story which helps with student’s comprehension.
45. Primary School Librarian – Library contributes to block time for classrooms, which is a great support to the classroom teachers. It’s so important for kids to start their school experience with a positive library experience. The librarian does an excellent job of doing that.
46. Not High School/Middle School VP – These positions serve the entire school and present a leadership and safety value for all – students and teachers. Without access to “the office,” teachers would interrupt learning to manage other issues.
47. 1.0 Elementary School Classroom Teacher – Our class sizes already are maxed out. We have been able to maximize our intervention and support programs to ensure early intervention is effective which includes as small of a group we can get.
48. I can’t limit to one item. The High School VP is already a half time position. It cannot be reduced further and not damage the culture and leadership in the building. One High School Counselor will not be able to work for all 600+ students with any legitimacy.
49. Primary School Library – Children’s initial experience in a library must be maximized if the life-long learning spark is to be kindled. Without a certificated librarian heading the program, motivating children to love books and reading, this opportunity is lost forever.
50. Library and counselor in Primary and Elementary schools should not be completely cut.
51. Primary School Library – Children need to develop a “love” for reading at an early age. Reading to children develops vocabulary, comprehension and a knowledge of language. Literacy is a predictor of school success and life success. We need to foster reading at an early age. The school librarian makes reading fun. He makes reading exciting and enjoyable. Access to library would decrease if the position is eliminated. He increases student knowledge related to technology. This is so important at this age. Some districts have computer lab twice a week at the primary level.

0.5 FTE Primary School Counselor – Needed as liaison between families and school for children with emotional needs/behavioral issues - Needed as a liaison between school and CPS - Needed to work one on one with children in crisis.

52. Primary School Library – These children need a smaller group to have the teacher’s undivided attention.
53. Primary School Library – Cutting 1.0 would effect our specialist time. During this time, we have half our class to work with very small groups. If we don’t have this position, we would lose our wonderful time.
54. Elementary School Counselor (and all counselors) – This proactive and preventative role is vital in ensuring the success of our district’s most vulnerable children and families. All students in 3rd-5th grade currently receive classroom instruction from the counselor in the areas of bullying prevention, personal safety, friendship/social skills, diversity/tolerance, conflict resolution, healthy brain development, study skills, career readiness and community service. Students with more specific needs are identified and participate in focused, research based interventions with the counselor which helps them to move quickly through roadblocks they are facing in their lives which make it difficult to participate in the classroom setting.

As educators, we all understand the value of early intervention. While this is true academically, it is also true socially and emotionally. The elementary school counselor has an incredible opportunity to work with students at a pivotal time in their development and to implement strategies and interventions that help prepare them for school and for life.

55. I would not include a 1.0 FTE High School Counselor. The High School could not function properly with only one counselor. The counselors at the High School level do so much that having only one person would hurt kids.
56. Elementary School Library – Kids need to work in the computer lab and know how to use the computers.
57. Seriously?? You’re kidding right?? High School and Middle School Assistant Principals and Counselors should NOT be anywhere on the list. This would be devastating to our school’s behavior atmosphere and student and staff safety. At this time, it is near to impossible to be one person doing that job full time. These folks put in hundreds of extra hours now. I fail to see what positive outcome could be had from not dealing with discipline/parent/student issues in a timely and consistent manner. I can’t believe that these would even be included with a list including “zero hour weights teacher.”
58. High School Counselor – With the increase in poverty and decrease in social services, kids are hurting without advocates. There are too many broken families with cycles of abuse and neglect. Kids from these families need help and one person is not enough for a whole high school.

Weights – Removing this option will take jocks out of AVID and make it so they lose opportunities for rigor in their education.

59. Elementary School Counselor – Our families and students are in dire need of this service. A large majority of our families would not seek services in the community nor know how to access community services without aid of the counselor. The counselor has proved much needed instruction in social skill awareness and has created a “safe-haven” for students in crisis. This is a vital part of student success. Small counseling groups have been very successful.

60. I am greatly distressed at the inclusion of 80% of the counseling services in the district on this list. School counselors provide an integral service for students to help them be active and successful learners. Without the services they provide at all grade levels, this will greatly impact the ability of a large number of students to learn, which directly impacts a district’s graduation, drop-out and college entrance rates.

Often we think it is just a small minority of kids who face trauma in their lives. However, research has shown through numerous studies on Adverse Childhood Experiences (ACEs), that a large percentage of children under 18 have experienced multiple traumas including but not limited to being exposed to physical, verbal, and sexual abuse, domestic violence, drug and alcohol use in the home, mental illness, or the loss of a parent. These studies have shown that 26% of adults report at least three of these ACE’s and 5% report 6 or more ACEs. Unfortunately, the effects of this exposure to trauma is cumulative and has long lasting effects on brain development, cognition, and learning, which directly relates to how a student performs in class.

The most recent ACE study done in Spokane, WA, found that the level of ACE exposure was the most powerful predictor of attendance, behavior and health problems in elementary children, and for academic failure ACE exposure was the second most powerful predictor of child adjustment. Further data as outlined in the Compassionate Schools book summarizes that children exposed to trauma are 2.5 times more likely to fail a grade, score lower on standardized achievement tests, are suspended or expelled more often and are designated to special education more frequently. Besides the obvious poor outcomes for life that comes with being exposed to trauma, schools should be acutely aware of this impact on learning and student success. Attending to these children of trauma can go a long ways towards helping them to recover and be successful learners and citizens past high school.

Fortunately, school counselors are trained specifically to work with this population and their work helps directly to reduce drop-outs, increase graduation rates, and help schools meet AYP. One of the strongest predictors to overcoming trauma is fostering resiliency, as well as helping individuals work through the issues they face, and connecting them with community resources. When looking at the many valued and diverse jobs that are required to run a school, no one except the school counselor is trained to deal with these issues. When you look at our many duties, you can ask yourself who in the building will deal with the following if counseling is reduced?

- CPS comes to interview a child and he is upset about what is happening at home.

- Student reports their father has been drinking heavily at night and fighting with the mother.
- Teacher sends a student to the office in tears because of bullying and harassment.
- Student is sent to the office because they are withdrawn and seem very depressed.
- Student continues to act out angrily in class and needs to work on anger management skills.
- Student cannot concentrate in class because they are dwelling on the death of their father.
- Student makes a threat to kill themselves.

These are all examples of what counselors do on a daily basis and things we have actually done in the past few weeks. Though the presenting problems are social, emotional or traumatic in nature, they all have a direct and significant impact on a student's ability to learn and be successful in school. Unfortunately, much of the work we do is behind closed doors and not readily apparent, hence the need for school counselors to advocate for themselves. I understand greatly the difficult decisions the district faces in these hard economic times, but with the stresses we face, it is also compounded greatly in the lives of our families. As you all know, these economic times are making things more difficult for students and their families and in a time of reductions in the social supports these families need, reducing or eliminating the one constant support many of these kids have could be devastating for them and the school. It is difficult to say whose job is more important than others, as we all play a very important role in educating the whole child. This is a unique position that can't be replicated, duplicated, or phased out if we are to help ALL children reach their full potential.

61. I ask you to consider *not to include* the position of Elementary School Counselor as a budget reduction item for the 2011-12 school year. This is my seventh year teaching in the Blaine School District. I love my job here, I love working with these students, and I can't see wanting to be anywhere else as an educator.

With that said, I spent 14 years prior to teaching in Blaine working in a school district located (literally) in the backyard of Microsoft. I used to teach in a school where we had a Free-and-reduced lunch rate of 8% in the student population. Blaine currently is in the 40% range for students on free-and-reduced lunch rates.

As a classroom teacher, I begin each school year explaining to my 8-and 9-year old students in easy-to-understand terms that in my role as their teacher I have two main jobs. One is to teach so that they can learn. The other is to make sure that they are safe. Physically safe. Socially safe. Emotionally safe. Without safety, a student feels insecure, fragile or in danger. And the presence of these feelings probably means that a student is not in the position to be open and ready to take in new information, to learn new skills, to engage respectfully and cooperatively with others, and to participate fully in the rigors of an academic setting.

There are many variables that I can control in how I teach my students, how I interact with the, and what kind of learning environment I create for them at Blaine Elementary School. I must

accept the fact that when the students leave my classroom-and leave the school-there are many things I cannot control.

Our counselor is that liaison. In these economic times families and individuals are experiencing more personal hardships than our society has seen in several generations. Our building counselor is a skilled professional able to handle the rigors of helping some of the youngest members of our hurting community to have a voice. Without this position-without this *person*-my job becomes immediately, and exponentially-more difficult. Please consider my request.

62. Counselors are vital to students who have rotten parents. They are also major contributors in college placement. Their offices are always busy.

63. I would retain either the Primary Library or Elementary Library position. In fact, I think both should be retained, but since we are to choose just one, I would argue for one of them to be kept. Certainly, both positions should not be eliminated.

If we want our students to have access to quality reading materials at all times that school is open, and we wish to see our students maintain testing scores, and we wish students to use and produce quality information in a variety of formats, then we must keep our libraries open and staffed as they are now.

Libraries are extensions of every classroom in each building. The library is a classroom-and every student is enrolled. No single classroom can house the materials the library contains.

Research repeatedly has shown that, excepting socio-economic status, well staffed and well funded libraries positively affect student achievement more than any other variable.

Just for an example, this school year the middle school has checked out over 6,000 books to students. That's an average of 500 per month and 100 per day.

The movement towards a more electronic form of information storage and retrieval does not diminish the impact of a qualified teacher-librarian. Our libraries have been maintained at a high level for a reason-students are given the attention they need to find suitable reading materials as well as supervision of an incredible number of learning projects and opportunities. These is a facility to manage, a collection to maintain, a curriculum of information skills to administer, a set of resources to assist staff with for their teaching, and the continually pressing matter of providing outstanding reading options for all students, regardless of class or gender.

64. If you reduce the counseling staff, it's a safety issue. It's a legal issue – 504 plans and compliance with state laws health curriculum delivery. It's a time issue – at Middle School we are responsible for a master schedule and input of all students. Counselors cost you nothing when we are absent. All other positions take a sub. We work with all students-“high, low and inbetween.”

65. Discussed in group: Primary Library – Block time will be impacted reducing small group time. Elementary School Counselor – Poverty level brings the needs. Crisis and proactive measures.

66. American School Counselor Association (ASCA) recommends a ration of **1 counselor to 250 students (see RCW and findings below)**. Blaine School District current ratio is:

- Primary 1 to 450
- Elementary 1 to 490
- Middle 1 to 507
- High 2 to 650

RCW 28A.410.043 School Counselor Certification

A school counselor is a professional educator who holds a valid school counselor certification as defined by the professional educator standards board. The purpose and role of the school counselor is to plan, organize, and deliver a comprehensive school guidance and counseling program that personalizes education and supports, promotes, and enhances the academic, personal, social, and career development of all students, based on the national standards for school counseling programs of the American School Counselor Association.

[2007 c 175 § 2].

Findings—Intent—2007 c 175: “The legislature finds that the professional school counselor is a certificated educator with unique qualifications and skills to address all students’ academic, personal, social, and career development needs. School counselors serve a vital role in maximizing student achievement, supporting a safe learning environment, and addressing the needs of all students through prevention and intervention programs that are part of a comprehensive school counseling program. The legislature further finds that current state statutes fail to mention anything about school counselors. Therefore, the legislature intends to codify into law the important and the role of school counselors in public schools.” [2007 c 175 § 1.]

- The 2006 article “The Student to Counselor Ratio: Does it Matter?” by Susan Carrell, is the first piece of empirical evidence on the effects on **student outcomes** when the student-to-counselor ratio is decreased.
- Part of House Bill 1670 that was passed by the 2007 Washington State legislature says, “School counselors serve a vital role in **maximizing student achievement**, supporting a safe learning environment, and addressing the needs of all students through prevention and intervention programs that are part of a comprehensive school counseling program”
- These are a **few** of the various ON-GOING issues we (all grade level counselors) currently assist students with to help them **improve their learning**. **I don’t know who would deal with if counselor are not present in each building**
 - Drug/alcohol issues
 - Domestic violence, divorce, other parental issues
 - Suicidal thoughts, self mutilating behaviors, i.e., cutting
 - Physical, emotional and sexual abuse

- Bullying/harassment
- Eating disorder – anorexia and bulimia issues
- Mental health issues – bipolar, depression, anxiety, etc.
- Student/staff and student/student conflicts

67. I am personally and professionally distressed with the decision to single out a particular category of professional educators for a reduction in force with the proposal to cut 80% of the counseling staff for the district. There is an increasing body of research that demonstrates that a fully implemented comprehensive K-12 guidance and counseling program results in better attendance, reduced dropout rates, higher academic performance in the classroom and on standardized tests and improved school climates. We have been told we are lucky to have a counselor in our primary and elementary schools. I would say Blaine has been ahead of the rest and a leader with programs that serve our population. A relatively isolated community, our schools and the people who work here are asked to do a lot, which they do gladly. Counseling programs benefit ALL students, not just those with learning or behavior problems, though it is the silent population that a budget committee might never hear from. And if a counselor does his or her work well, those who benefit may think they have solved their own dilemmas.

68. Elementary library – This is the only venue where students are taught basic (for today’s needs) computer skills such as word, power point and other programs. Additionally, keyboarding is taught here and will not be taught until Grade 10. They also are taught web dangers as well as great potential for internet use.

69. Primary/Elementary School Library - These positions are very necessary because of the age of the students, especially at the primary level and because they support student learning in so many areas. They teach not only reading but also writing, math, art, computer and many more subjects.

Question 2: Using your knowledge of District programs, is there a program adjustment that you would add to the list above so that it could be considered for a budget reduction in 2011-2012? Please explain your answer.

1. Cutting the administrative position overseeing curriculum would have little impact on student achievement and support for our classrooms. Teachers and building principals are already working together to align and strengthen curriculum.
2. Cutting the Certified Administrator overseeing curriculum would have little impact on student learning as teachers are developing the curriculum maps and other meaningful work already.

Primary and Elementary counselors could be eliminated with little effect to student learning.

3. Could Primary and Elementary combine for a librarian who also acts as IT/tech for both?
4. Combine special services and curriculum director. I would also cut some VP time during the summer and put more responsibility in planning on the head principals.

5. Perhaps coaching and extra-curricular advisory positions would be reduced. These are not always “certificated” positions but they are beyond the core programs. No one wants to see such reductions, but we must put student academic needs first. In addition, I would see the complete elimination of the certificated administrative position in curriculum. This job used to be done at the building level with administrators and teachers doing the job. We could do it again, with hard work and leadership.

6. Consider a 200 day contract for all administrators – reducing number of days admin is here in August and additional days added to contract.

Have all High School PE classes been considered? Has a minimum class number for all classes 6-12 been discussed (no kids = no class)?

7. Not add, just pose the question: Is it necessary to have the person in charge of curriculum be an administrator at administrator salary? Retire/rehire plus benefits -- add to that administrative salary and I am guessing that it is a fairly large amount.

8. Combine/split primary and elementary library positions. This would allow for continued access to the libraries for both schools and both librarians could stay employed.

9. Going to a four day week would save thousands! Buses, gas, lights, electricity, schools in Oregon are doing it. Look at Bellingham High’s new model. Add time on each day to make up for it. This could be a huge savings! Please consider this.

10. Is it possible to cut one principal position. I think that the Elem/Prim grade levels could survive with half time principal.

11. Curriculum Director & Special Programs Director – These are jobs the school incorporated a few years ago. The cut of these jobs would not be detrimental to the students as teachers, vice principals or counselors.

The Athletic Director could be reduced.

12. Cut Curriculum Director for one year and assign duties to other administrators. We aren’t adopting anything; we’ve already done lots of curriculum maps. Let’s sit tight and work together without extra curriculum projects.

13. Have admin staff pay their family medical benefits.

14. Certificated substitute compensation? If the classified can be adjusted, can certificated?

15. Change Curriculum Director to either a certified teacher position (as in some other districts) or a classified position. As a classroom teacher, I have no idea how this position affects my

classroom or students. As a matter of fact, in almost ten years in this district, I have never had contact with the Curriculum Director. Perhaps my subject area does not require the services of the Curriculum Director, so perhaps I'm off-base with my understanding of the position.

16. Having two Assistant Superintendents (Curriculum and Special Services) is too many for a district our size. While both may play a viable role in our district, financially with their top end salaries we are losing funds for the classrooms. It seems with the addition of a classified position in this area, the combination of these two positions into one and the delegations of jobs along with a serious look into time management, this could save the district money.
17. I would say class sizes to even some of the numbers out could possibly help. There are some classes with 12, 13 or 14 students; one with as little as 5. They you get history/English classes with 33 and 34 students.
18. Yes, I would like a few areas to be looked at. For instance the CTE classes at the high school have very low numbers of students and could be cut back a little. I also believe we could cut a little more at the PE level in the high school. It would be easy to add another 30% of students to each class without being making a big negative impact. I would also like the number of hours of the Business Manager looked at. Also could the principals have less non-student days in the summer? Also, all conferences and seminars etc. should be held in the summer time to cut back on substitute teachers and also greatly increase student learning. Also, maybe the teachers union could talk to teachers about integrity about using sick days for vacation days and using substitute teachers which uses up money for students.
19. I can't think of anything on that is not on the list but would recommend that the Curriculum Director position be cut completely or distributed as part of another position.
20. During the period of time where little to no curriculum is being adopted and alignment is being carried out in each building, it's easy for me to see a year or two without the Curriculum Director Position.
21. High School career class absorbed by library.
22. All of curriculum person rather than 0.3 decrease for this year or until we're in a better position.
23. BHS PE?? – It feels that many classes are offered but that curriculum seems less defined (walking class, "open gym" formats, etc.).
24. Decrease curriculum completely. Should have it absorbed at the building level.
25. AP classes could be cut if we're talking about "bare bones" (and I think we are).
26. Teacher reduction.

27. Re-configure administrative position of special programs. Curriculum could be under special programs.
28. I can't think of any.
29. It is my opinion that if we are truly facing unprecedented times during which the district is considering slashing counseling services for its students, a scope of certificated considerations should be evaluated, including:
- Classroom size at the primary and elementary level; with the sunset of K-4 enhancement funding, the district's ability to maintain such small class sizes should be re-evaluated.
 - Music/Physical Education – While I am a huge advocate for these programs and their benefits for children, I do not believe they should be maintained in their entirety while counseling and library services are completely eliminated for K-8th grade students.
30. What cuts would NOT directly impact students? Close Point Roberts? Kids going to Homeport provide own transportation? Decrease buses somehow? Less school days but longer hours? Take LID days off school schedule, just be a non student/non staff day? Sub teachers at elementary – there seem to be a lot of days that a whole grade level has subs. Seems an excessive use of sub teachers. Large programs such as MEC – I know the cost for each staff member to attend and then have subs thru year when they are at these meetings a few times, must be a huge cost. Is it essential?
31. I would consider music. This is a subject that is not mandated by the state. I think that it might have been considered and then taken off this list for some reason.
32. I think the curriculum director position should be given back to the principals/other administrators at a building level. This is an administrative "excess" position. Isn't that about \$85,000 right there?

I do not see administrative positions anywhere on this list (except for HS and Middle School Assistant Principals/and Curriculum Director). I would suggest that all administrative positions (Superintendent/Transportation/Maintenance/Food Services) be reduced. It's not fair if these positions do not have to experience the same loss as those paid less than them. Not getting a raise is not the same as being cut. You cut a classified person ¼ of their salary...why wouldn't administrators take a ¼ cut? If you cut administrator pay/time it certainly would be a savings. Classified not so much savings to the district (only destruction of their livelihood)-and you only lose the ability to complete a lot of work. Cut administrators pay would hardly be a hardship to their livelihood.

33. Library Aides and Library Teacher Time – Why does the primary and elementary libraries have full time assistants – can't the librarian check books in/out and take care of library needs? No other schools that I know of have this extra staff. Is it not possible to combine our primary and elementary library positions into one position – even if it means having library every two weeks

rather than every three days. Most elementary schools that still have librarians have just that, one person that teaches and maintains the library as well. Library position provides very little tech support to classrooms. This would not impact classroom instruction.

34. This is a difficult question to answer as I think every person who works for the district has a critical role in educating a child. My response to this question though is to use the resources we have available in a smarter way. For example, at the middle school and high school level there are more than a couple classes that are taught that have very small class sizes. We need to do a better job of maximizing the capacity we have in the classes we currently offer, which indirectly would lead to partial reductions in some positions. I hesitate to say we are “overstaffed,” but you can look at class sizes and see where programs could be trimmed.

I also think on the revenue side, trying to market more to home school students some of the unique opportunities available (such as advanced science, shop classes) they can’t do at home. This could help us capture partial FTE’s. Also, explore more options for online schooling and increasing alternate school capacities to reduce drop outs.

35. High School and Middle School need their counseling. Primary and Elementary can share.

Primary and elementary library are less vital than counselors.

Cut elementary and primary music before counselor or 8th math.

PE walking classes at High School often have fewer than 15 students.

36. The Special Programs Director position needs to be one that is considered for either reduction and/or consolidation with responsibilities then divided up between other administrators. I see a much greater need for the middle and high school vice principals than for the Special Programs area.

37. Sub pay for teacher in-services/training...MEC, CRISP, etc.

38. The elementary PE and Music positions MUST be considered.

The high school singleton classes, i.e., lifetime sports, which have 10 students or fewer, MUST be reconsidered. Reviewing those LOW numbers MUST be done when determining cutting anything. I’ve heard so much about protecting class size but haven’t heard about those LOW numbers – 10 to 15 or lower. Ask a counselor and they can run you a numbers report that shows class sizes.

At the middle school level, looking at how the certificated staff in LAP and sped areas could be a possibility – not cutting but how those teachers are utilized. Instead of two certificated teachers in one room (one for LAP and one “regular ed”) restructuring could help.

Administrative – reduce curriculum director and/or special services.

39. I hate losing any positions in our district. However, I would urge the committee to look at class sizes over the district. I know our class size numbers at the middle school (508 students) are 28 or so, while the HS has several smaller classes.
40. Hire assessment/curriculum outside when needed for a year or two or look to ESD for assistance or OSPI. Can Primary Library and Elementary Library share a position? Could teachers provide library time? Keep tech training for kids at elementary. If dollars are low for 8th grade, keep counselors at BMS. Keep the HS counselors. Keep BMS VP.
41. Administrative – Reduce positions and related compensation by 20%. Reduce working hours for Superintendent and Principals.

Cut library certificated and have technicians run libraries.

Cut one FTE certificated in each of the primary and elementary.

Merge elementary and primary counselor.

Cut all administrative training expense.

Less recess and teachers supervise.
42. All AP classes – BSD should be less concerned with advanced placement and more concerned with “placement” (during these economic times).
43. Principal – I think that we would save a lot of money if we some how cut down in this area. Maybe the lower grades could share a principal. In doing this would save many peoples jobs.

Additional comments:

1. I fully support the elimination of the school counselors at the Primary and Elementary levels. The classroom teachers have that curriculum and have used it in the past and additionally, the teachers have a much greater impact on student achievement. We take care of their problems first and later use the counselors.
2. I would also cut CTE at the middle school. We used to not have CTE and we would have fuller classes in the afternoon.

At Lynden, one person is in charge of buses and maintenance.

Cut zero hour band. Cut primary band/music to 1.0 over primary/elementary.

Teachers need to be held to contracts or lose money. Example, you cannot leave early or leave during your prep time. If you do, you don't get paid for that time. (Teachers do leave early everyday – certain teachers.)

Cut librarian time at primary/elementary.

Allow substitute teachers to leave early and forfeit funds.

3. Just from listening to my group and learning from them, I would like to see all curriculum administrators be cut. Seems they are not really needed as are the counselor. I would rather keep counselors.

4. How many classified staff/secretaries total in round house/district – could hours be consolidated?

Music & PE shared at Elementary/Primary 0.5 each building. I know elementary teachers in other districts that teach PE and music as general ed teachers.

5. A big question: Who will absorb responsibilities of cut positions?

6. Certificated Administrator overseeing Curriculum – Is it possible to have a certificated staff member, rather than an administrative person doing this? Think of pay scale.

7. How can you even consider reducing hours for vice principals and cutting counselors ... and not even mention anything about Special Programs Director.

8. I think that we could cut the primary counselor.

9. Can Primary and Elementary share one counselor? Case loads/concerns are so different in primary/elementary than MS/HS. The principals can handle more of the behavior concerns, relationship/communication with families.

10. Librarians share 0.50 between primary and elementary. Counselor share 0.50 between primary and elementary. Cut 8th grade teacher – make larger classroom size and keep the counselors. Counselors do all the scheduling at the MS and HS levels. 0.2 Weights teacher – ask for certified volunteers?

11. Would a high school “block schedule” use fewer teachers? We have lost enrollment to on-line schools. How do we establish one and offer these services?

12. Could the curriculum position be done by a certificated teacher or is an administrator post required? Could the librarian positions be split between into one position half day between Primary and Elementary?

13. VP positions in the middle and high schools are also critical. The support they provide is essential to a safe learning environment.
14. I would suggest increasing class sizes in order to keep the librarian/counselor. Also, don't ever completely eliminate a position. Once lost, it'll be impossible to bring it back.
15. Increase class size – reduce teachers in Primary and Elementary Schools. Keep library and counselor.

Positions should not be eliminated completely in order to keep positions "alive."

16. Rather than eliminate, have part time.
17. The need for counselors is great for all our students. How can we teach our children if they are emotionally out of control.
18. Could the counselors in the Primary/Elementary possibly share? Why cut both? Half in primary and half in elementary. Same with the librarians.
19. From my perspective, the certificated considerations list that was developed is not balanced. During my time in Blaine, I have believed I was part of a school district that values counseling; this reduction list indicates that this is not the case. On a personal level, I am deeply hurt by this, but more importantly I am very concerned that our district leadership team has such a limited understanding of the vital and interconnected work our counselors are doing every day within this system. I do this job because I believe it is the most important work on the planet. While I can find a new place to serve the underserved and the broken in our society, it is my sincere hope that Blaine School District does not eliminate this important work from happening here.

20. Drop electives that have five or less students.

21. Middle School Math class = 28 students – keep

Cut Middle School CTE. Go back to the way it was prior to CTE. This would raise afternoon classroom size back to 28. These are extra classes not mandatory classes for MSP. Cut Middle School 0.2 Math.

22. On the "Position Summary Key Points Certificated" even though it says "may include but would not be limited to" before it lists key points, I am quite concerned that the public and staff will have a limited view of what certain positions do. Specifically, I am referring to the key points listed under the counselor positions. Some key missing points that quickly come to mind are the case management/creating of student's 504 plans, the coordination of meetings to address the needs of students or families, and the master schedule building and scheduling, including data entry, for 500 MS students.

23. If money losses can be “absorbed” by retiring staff or new staff going on leave, pursue that. Cutting a staff member is financially so hard for anyone.
24. How about letting certificated take, for example, one hour off to go to the doctor and get paid one hour less rather than needing to get a 3.75 hour sub.
Let certs have option of a sub for 1 or 2 hours rather than 3.75 or 7.5 hours.
25. I wonder about what a four day work week would save in dollars. I have heard of other school districts saving quite a bit of money doing this.
26. What if all of the administrators, supervisors and directors were cut an hour or two a day? It could be adjusted on their vacation time pay. Or maybe the district should have a couple of furlough days for all employees.

Program Adjustment Considerations

Classified Positions

4 hr decrease	District Office Administrative Assistant
8 hr decrease	Custodial
4 hr decrease	Maintenance/Grounds
4 hr decrease	Primary School Behavior Specialist/Supervision Associate
4 hr decrease	Elementary School Behavior Specialist/Supervision Associate
4 hr decrease	Middle School Student Supervision/Supervision Associate
4 hr decrease	High School Campus Security/Supervision Associate
8 hr decrease	Food Service Cook/Server
6.5 hr decrease	Specialized Associate for Speech/Language Support
6 hr decrease	Elementary School Title 1 Associate
3 hr decrease	Primary School Learning Assistance Program/ELL Associate
4 hr decrease x 4	Primary, Elementary, Middle, High School Clerical
4 hr decrease x 3	Operations, Transportation, Curriculum/Federal/Categorical Clerical
6 hr decrease x 4	Primary, Elementary, Middle, High School Library Technician
4 hr decrease	Network Systems Specialist
\$20,000 decrease	Classified Substitute compensation schedule

Question 1: Choose one item from the list above that you would choose NOT to include as a budget reduction item for 2011-2012. Please explain your answer.

1. I would choose to keep our library technicians at full time status. If we want our students to have access to quality reading materials at all times that school is open and we wish to see our students maintain testing scores, and we wish students to use and produce quality information in a variety of formats, then we must keep our libraries open and staffed as they are now. Libraries are extensions of every classroom in each building. The library is a classroom and every student is enrolled. No single classroom can house the materials the library contains.

Research repeatedly has shown that, excepting socio-economic status, well staffed and well funded libraries positively affect student achievement more than any other variable.

For example, this school year, the middle school has checked out over 6,000 books to students. That's an average of 500 per month and 100 per day.

The movement towards a more electronic form of information storage and retrieval does not diminish the impact of a qualified library technician. Our libraries have been maintained at a high level for a reason-students are given the attention they need to find suitable reading materials as well as supervision of an incredible number of learning projects and opportunities. Unlike other technicians or associates, library technicians see literally every student in the school. They interact with students concerning learning needs in every discipline.

2. In this category the only question to ask is “what don’t you want to get done?” If that is the case, I would say that the building secretaries (already swamped) would be the most detrimental to lose time. These ladies are the glue that hold staff and school together. SO much goes through the offices that allows others to do their job well. It would be very unwise to cut them. If you cut the counselors are the secretaries doing the scheduling also? If you cut the behavior specialists, who is going to do that job? Certainly, it needs to be done. . . Also, as the Superintendent stated in his email “thanks to classified staff”: That work that we collectively engage in each day on behalf of student learning would be impossible to facilitate without our Classified Staff. While they are not always directly visible, often working feverishly behind the scenes, they are consistently making a difference for students at all levels of the program”
3. Middle and high school library techs share 1 certified librarian (unlike the primary & elementary). If these techs are cut. . .who will keep the libraries open. Mr. Bacon can’t keep both libraries open by himself. Our libraries have been cut in hours & money already. The techs enable Carey to help throughout both schools with technical problems and to coach Track & Cross Country. Cutting these techs is a huge disservice to our school. The libraries service every single student in the middle & high schools. We have to keep them OPEN.
4. Food service already has been decreased 3 years in a row. You can only squeeze so much. Custodial really we need to care for the buildings we have. How would they be able to keep up?
5. Without network system specialists, it would be extremely difficult to maintain technology in the classroom.
6. I think the disruption to the high school and middle school by losing the library tech positions at those schools would be enormous. At the high school it would mean library closed 2.5 days/week. The amount of work and options for teachers they would lose, especially with technology would impact learning.
7. Elementary Behavior Supervision-We have students have a wide array of behaviors & greatly need this support system. This year this person has supervised a “lunch bunch”-much needed for those students that need a structured environment to learn/practice social skills. Our Behavior Specialist provides great support for classroom teachers, bus drivers, lunch staff, and recess staff-endless.
8. Don’t get rid of security/supervision roles. It is only going to lead to more crowded lunches when the high schoolers act up and earn a closed campus in the cafeteria.
9. Food Service Cook-You need a cook in the primary and elementary. Having one cook do both isn’t going to work. To cart food back and forth between the two schools is not good, don’t think the Health Dept. will go for that.
10. Clerical!! We can’t possible think of reducing hours of our amazing secretaries. They run the schools. They are our first line of defense. First aid, dealing with parents, student needs, organization, communication, school calendar, attendance, immunizations, registration, sports, payments, they do it all. With less secretary time, I could not do my job. I can’t take on any more triage/basic first aid than I am currently doing in each school. There would be so many

students in limbo land in the sick room, hanging out to avoid class, others truly sick, but no one with time to triage or help call parents, kids missing unnecessary time. Parents would be extremely frustrated with lineups at counter if they wanted immediate help. Also the secretaries spend a large amount of time on immunization compliance. The nurses are responsible for this, and I'm the one that does the yearly compliance report. I end up finding over 300 students yearly, district wide, who are initially out of compliance. I look them up one by one, which takes days, and enter into Skyward, call families, send out letters. It takes me a long time related to not having enough time to do it. If secretaries weren't weeding out as many as they do BEFORE I even run the report, it would be completely unworkable a task for me. With nurses having less than 2 hours a day in each school, the rest of the first aid/health/med issues fall to the secretaries. If we were to cut back on secretaries, administration would need to be given more time (at higher cost) to pick up the slack. They don't seem to have that time. We would need to increase nursing time for sure.

11. Do not include anyone that works directly with students/families.
12. I would not include the primary library technician. This position is very important in having a successful primary library program.
13. Primary, elementary, middle, and high school library technician: these individuals maintain and protect a vital resource in our buildings (our beautiful book collections). Students are inspired and engaged early and often to read by the spaces these individuals create. I personally can say that at the elementary level that our library technician is engaged and passionate about creating a beautiful space that kids get excited about as well as keeping the library stocked with books that are relevant to our kids. On top of her assigned duties, she is an excellent mentor to some of our most difficult students. She is excellent at building relationships with the students who need her most and it would be a huge loss in our school if she were no longer there.
14. We need our custodial staff. They have already been cut in the past and I don't want to see them cut again.
15. Custodial: They have already had a cut, and they are very necessary to the cleanliness of our schools. It is part of school pride to have a clean school.
16. .5 primary library tech should not be included.
17. Custodial: Pride and cleanliness
18. Behavior Specialist: Discipline
19. Playground Supervisor: 3 supervisors for 150 kids on playground
20. Behavior Specialists: This position is non-stop from the time the employee enters the MS serving kids and teachers, trying to keep our school running smoothly and safely. I consider it a safety issue to remove the Behavior specialists.
21. MS Library techs-I cannot imagine the library not being available to students and teachers. And our tech is involved on so many levels with what is going on in the building. And she connects with a lot of our students that are quiet and unnoticed otherwise, she makes the library a happening place with book sales, the morning announcements, updated displays, what's new on

the book shelf, etc. She supports individuals doing research and classroom projects. She helps with the huge task of MSP testing online for our student body. Maintains the computer terminals and printers.

22. Keep speech support.
23. Keep tech support.
24. Primary school Learning & ELL-This is too important kids that are behind. Young kids need help to catch back up and the 1 on 1 they get. My daughter did Kids' Class and w/o it she would be way behind.
25. Middle school Student Supervision/Supervision Associate: Direct 1 on 1 with students who are behaviorally disruptive, coordinates infractions/lunch detention/Friday school (ALL the paperwork), absorbs those students who are so disruptive in class that overall learning is halted.
26. Primary School Learning Assistance Program/ELL Assoc: When we look at student learning, we know that we must support students and their learning. That's what our main goal is! Early foundational support is critical! It sets the stage for all future education. The other areas do not directly impact student learning.
27. Building clerical positions-who will do this work that can't be accomplished in 6 hours?
28. Specialist Associate for Speech/Language Support. The number of IEP's is CLEARLY the reason to NOT include this as a budget reduction. The ratio of students between primary and the elementary is way off: 90 IEP's vs 40? Doesn't compute. There is no way the SLP's can effectively serve the students w/o a para-educator.
29. High School Library Technician-I know in the high school it would be very difficult to be w/o this position. Everything revolves around the library and computer lab. The person who helps the teachers problem solve is the Lib Tech. I feel like without this person the high school education would deteriorate quickly.
30. Secretaries at any level should not be cut. They are the hub of each and every building. They filter all items, issues that come through the office and pass on info to all members of the staff.
31. Most importantly, use Skyward only (eliminate duxdata extra cost) Skyward has the same capability as dux, just need to retrain staff.
32. I would choose NOT to include the Library Technicians in the reduction process. It seems the resource that is the library would no longer be the great resource without the assistants available to provide support and guidance, etc.
33. Please do not include for budget reduction consideration the library technicians. As MS/HS share one actual librarian, the aide/technician is essential to cope with the numbers. The PS/ES technician is essential as the librarian teaches sections of classes so the tech is necessary for others that come for books or computer time.
34. The 6 hour elementary school Title I associate: having a strong educational support system at the elementary level is critical in making kids successful in academics, build self esteem and is a

way of being proactive in preventing future problems without this in place academic problems, emotional and behavior problems are ensured to increase.

35. If we lose the HS/MS library tech's, we will be forced to close each library 2.5 days a week because we already share a cert librarian.
36. The primary school library technician allows the certificated librarian to carry out his instructional duties.
37. Behavior specialist is crucial at the primary level.
38. If you eliminate the librarians and the library techs, who will run the library? The positions entail a lot. Eliminating both librarians and library techs leaves libraries unattended means theft, loss, damage, lack of use due to lack of admin.
39. MS secretaries are a must. Support for MS kids.
40. MS & HS library techs. The MS & HS share a cert librarian. The techs make it possible to run 2 libraries with only 1 certified librarian. They also oversee 2 computer labs.
41. Middle school behavior specialist-student safety is a high priority.
42. Classified Sub Compensation: It will be increasingly more difficult to get substitutes if we pay them so little. I'd maintain sub pay a little higher than the \$3.00 less that was instituted. Is it possible to strategize the levels of para-eds? Those who sub in self-contained classes need greater compensation.
43. Primary School LAP program students who are struggling to read need this extra support. We have to help students early so they can learn strategies before they get too far behind; get frustrated. . .and possibly drop out in later grades.
44. Primary,Elementary,Middle,High Library Technician: Eliminate the library technicians would have the following impact: **We would have a self checkout system.** Classroom teachers would need to monitor the system and be responsible for dealing with the numerous alerts building into the system that monitor the student's patron activities. At the same time, teachers would be monitoring library behaviors and student book selections. I see this as an overwhelming task for the classroom teachers. **Libraries and computer labs would be unattended.** Book theft and computer damage would increase. **There would be an increased expense of book replacement.** Replacement costs will rise due to theft, loss and damage. Without constant monitoring all three will become an issue. **There would be a decrease in library usage.** Due to the frustrations that would occur with the self-checkout system and inability to find material due to loss, misshelved books, limited library times and the general disarray that will occur, we will see a drop in patron use. **There would be a necessary increase in volunteer time.** Libraries would need volunteers to reshelv books, repair damaged books, front the shelves, generally keep the library organized and functioning. A big responsibility for a volunteer staff. **There would be a decrease in computer lab usage.** With no library technician or media specialist monitoring the health of the computer lab, teachers without technical experience will find using the lab frustrating. **Computer lab, classroom and library databases would need to be created and maintained.** This responsibility would need to be passed on-who would take it?

45. Cannot live without secretary time.
46. NOT Network Systems Specialist: While people are trying to do more with less, the “tools” of the job need to be in good order.
47. Network specialist decrease would make life difficult in the entire district.
48. Elementary and middle behavior specialist/supervision associates-help meet students’ behavior needs (reactive and proactive). Allow teachers and administrators to focus on instruction/SIP goals ultimately student achievement.
49. The high school cannot do without a secretary for another four hours. They can’t get their work done now!
50. Building clerical is involved with all areas of each school. Concerns would be upkeep of student data: health plans & info/custody alerts, general building safety plans & procedures. Clerical work for the following runs through the office: parents, community student, principal, teachers, maintenance, substitute teachers, upkeep & maintenance of office equipment, & health station (nurse is only in each building for a few hours per day).
51. Removing the techs from the MS & HS library would mean closing the doors whenever Carey is not there (2 ½ days) a week because he splits his time. Also in the Fall and Spring he is a coach which removes him even more days. We only close 1 day a week at lunch time and the kids are at a loss without access to type, print papers, a quiet place to be. Our area can’t be open without supervision, expensive equip computers will walk away!
52. Middle school student supervision/supervision associate. This position covers many needs in the middle school. Extra support for students that cannot function in a classroom temporarily is critical.
53. Elementary School Title I Associate-it is vital to make every effort to support and improve the academic success of our students.
54. Network Systems Specialist: In this day of technology and hopefully in the district’s attempts to provide our students with the most up-to-date technology as possible, our district cannot afford to lose these hours. With only 2 techies in the district covering 4 buildings and all administrators, cutting 1 tech position to ½ time will create a lot of problems. When considering this as a viable cut, the district needs to remember two things: most of the technology equipment is old and does not meet industry standards and this requires much fine-tuning to keep working and some of our programs curriculum needs computers/technology components to meet our instructional criteria. Currently, with only 2 technology support staff members, these programs have glitches with their technology and the support staff is unable to respond because they are busy elsewhere. Thus, until a support staff member can come and address the glitch, these type of classes come to a half.
55. Primary school learning assistance program/ELL associate
56. I would not get rid of any of the positions that deal with students and behavior.

57. Clerical positions: I think if we have the counselor and behavior positions reduced, that these positions should not be reduced. The secretaries already deal with behavior and counseling issues while multi-tasking, in the primary office.
58. Primary school learning assistance program/ELL associate is an important position due to the high number of qualifying students at primary.
59. Specialized associate for speech/language support is an important position due to the many IEP's for students needing service require the therapy.
60. Unless the staff is willing and understands that they will need to help clean their rooms daily, I would not suggest a decrease in custodial services.
61. High school security. It is absolutely necessary to maintain safety.
62. Clerical in any building.
63. Every time I have been in a front office, they have been very busy. Especially in the Primary/Elementary grade levels where the little ones cannot take care of themselves. They need assistance with everything from finding out how they are to get home, tying their shoes, putting on coats and yes, sometimes with potty issues, and nose wiping. Perhaps if we must, we could cut a little less in these areas as some of their tasks can affect safety in the buildings.
64. I would not include the specialized associate for speech/language support. Early intervention is so important for young children. Acquiring speech and language. The numbers are so high in the primary building and it would be unethical and out of compliance to terminate this position. I highly support removing this position from the consideration list.
65. The food service department has had many hours cut over the last three years & they are running a tight shift. Any more cuts wouldn't benefit the department.
66. Primary School Learning Assistance Program/ELL: Without these important positions, it would be very difficult to meet the needs of all children. It would be hard to use the RTI model w/using all resources.
67. Primary School Learning Assistance Program/ELL-We would not be able to meet the needs of the LAP/ELL kids and definitely wouldn't be able to use the RTI model using resources (# of staff)
68. I would choose to keep the associate for speech/language support in the primary. We have too many kids w/ speech issues & language deficits to be served by only one person. This is critical to future learning for these children.
69. The 6.5 hour speech associate position is vital to the continuation of therapy for the many children receiving services at this time AND the ones who will need therapy next year. The numbers increase yearly and the loss of this position would adversely affect the entire program. Without the assistant, the SLP could not possibly meet the needs of the students, ultimately hurting the child's success in school, ed, reading/writing.

70. The 3-hour ELL associate: This position's help bridge the gap of ELL students "knowing the word" and takes them into reading and comprehending the full context of the words in our English language. Again, this is vital to the success of the child.
71. Four-hour decrease K-12 clerical
72. Food service cook/server. This dept. has been cut for several years. Although I think the maintenance (grounds need to be spared, we need them to take care of what we have. If not maintenance well could cost us more in the long run).
73. I would choose not to include the reduction in library technician staffing. The high school already shares a librarian with the middle school, and further reduced staffing would severely restrict student access to library services, hampering their reading and research abilities. If the computer lab has technological issues, we need someone there to get things back on track-this happens often.
74. You cannot cut back secretarial staff at buildings. I do not understand how they could have less time.
75. We cannot cut back in lunch cook/server time at MS or HS.
76. Custodial: They've gone from 15 to 9. . .can't get it all done now.
77. I see nothing that I would change.
78. District Admin Asst: This is a 12-month office that should always be "personed" to fill public needs. It's a hub!
79. I would not reduce the clerical (school secretaries) staff at the primary and elementary levels. Our school secretaries are more important to the success of our school than any other classified position at this level/school.
80. Blaine's grounds are larger than most. Blaine's with lots of areas that need constant attention and work.
81. Re Custodial: Staff could assume more resp of their own area. Students be responsible for general maint in classrooms. This is reasonable.
82. Primary level discussion prompted looking at combining positions. One option may be combine recess w/ Behav Spec (could fill recess time as part of day rather than reduce hours)
83. No cuts to secretaries and admin asst.
84. Split behavior specialist – 2 schools.
85. Campus security @ HS & MS-cut and let VP's handle it.
86. SLP support-cut and let Catholic Community Services handle it.
87. Primary LAP-do not cut.

- 88. Transportation-Cut supervisor's compensation.
- 89. Tech Assist for Libraries-do not cut.
- 90. Network Specialist-no cuts.
- 91. Cut gym custodian and also football support. Let coaches cover, cut lead custodians and put more responsibility on students. Like Japan, cut cleaning custodians.
- 92. Let grounds go except mowing every two weeks. Programs more important than grass.
- 93. Title I-do not cut.

Question 2: Using your knowledge of District programs, is there a program adjustment that you would add to the list above so that it could be considered for a budget reduction in 2011-2012? Please explain your answer.

- 1. At the high school, our ABC advisor/advisee program has a strong career and poster-high school focus. In addition, the library has career materials. I believe it makes some sense to consider consolidating the career center into the library.
- 2. I hate to see any of these positions cut-they are the lowest paid people in the district already.
- 3. I'm unsure how important a high school campus security is when we're so close to the Blaine Police.
- 4. Food Service-take away some of the different unhealthy options (such as pizza and maybe we could reduce the amount of food servers.
- 5. How many assistants does our district office really need? Do we really need both of the buildings running with an abundance of staff?
- 6. Stop paying benefits for staff who work less than 4 hours a day (vision, dental, etc.)
- 7. It was discussed staff could spend some time taking care of basic cleaning in classrooms.
- 8. I do think that at primary level, it seems a little unnecessary to have a full time behavior specialist, when, again, we have ONE full time nurse FTE for the WHOLE district. This doesn't seem fair to me. To have a counselor full time AND a behavior specialist seems a little overkill. At middle, the behavior specialist is used for much more as the kids are at an age where they need more intervention.
- 9. Would it really save enough to cut back one recess staff member? OR. . .would it increase injuries and unsafe behaviors on the playground, which in the end, would make the rest of our jobs even harder?
- 10. It does not seem that special services is taking a comparable cut to general education services. This should be evaluated.

11. It is difficult for me to imagine our schools functioning w/o these positions (the ones on the considerations list).
12. If we cut primary, elementary, middle and high school clerical, who would fill that position? The office is the hub of our building.
13. Alternative education para-professional positions should be considered for reduction.
14. Eliminate primary behavior specialist. It seems as though we have 3 people at the primary dealing with students who misbehave-the principal, counselor and behavior specialist. Sometimes these students are seen sitting the office with secretaries supervising. This is too much manpower for one area. If the school counselor worked .50 FTE, she could work/deal with these students. Teachers could implement the classroom counseling program.
15. Substitute on line secretary: Our school secretaries can do this. I thought the idea of substitute on line was to eliminate personnel for this job and streamline the process.
16. How much secretarial staff is there at the Special Services office? Are there some other support positions that could be considered that don't directly work with students and families?
17. Can't costs be cut in operations, etc-non-kid direct monies-temporarily. If our computers don't work-none of us can work, as we are SO dependent on technology.
18. Staff and kids can help clean rooms.
19. Pay subs (certs and classified) by the hour-not half day/full day.
20. In general: Could the question be posed to each employee. "What in your position would you be willing to absorb/streamline, etc in order to keep ALL current employees?" What would answers to that question do to all these lists?
21. The primary and elementary have principals, counselors and behavior specialists all covering school behavior issues. As much as I love the support, I wonder if there isn't a more efficient way to share these duties.
22. Alternative Ed instructional aide (It would be better to keep the behavior specialist)
23. Athletic "scheduler" at high school (paid more than any other classified)
24. Custodians have much down time-could probably be cut.
25. Cut hours in all areas, don't eliminate a position completely-Life Skills, SPED, LAP, Speech.
26. The Career Center-Most of the kids that use the Career Center come to the library tech for information and help. I seriously think the Career Center could work from the library has before.

27. Reduce cert subs hours to real working hours, not the 3.75 or 7.5 hours per day. Often times a sub will want to leave the building during plan at the end of the day and the teacher has not left them any work to do. When they choose to leave, let them adjust hours in sub on line.
28. Consider a 4 day work week vs 5 day? Longer school year or longer hours per day? Would this be cost effective? Reduce bus usage, food servers, maintenance, electricity, etc.
29. Cutting sub hours (where necessary or possible) when subs can leave at 3:00 for example when they are paid until 3:30 PM. Basically a closer look at sub hours and pay.
30. Why don't we all share the pain and every employee takes a pay cut of the same amount (1-3%)? That way no one will be cut or bump someone.
31. As custodians retire or move on, it is not necessary to vacuum every day or even every other day so this may be an area we could redefine how much needs to be done daily.
32. It would seem you are eliminating positions that directly affect students. Since every classified area is pretty much on this list, maybe if the cuts were more equitable. In some areas we already run at a bare minimum (except admin) this will only make it worse. Not sure there is anything to add.
33. Custodial. Teach kids to clean up.
34. Classified personnel work very hard with little pay. They keep the school classes running smoothly.
35. Cut custodial. We can clean our own classrooms in a worst case scenario.
36. Cut MS alternative specialist. Does not have enough students. It is not more important than behavior specialist.
37. BHS Career Center? This appears to be a valuable service, but I'm not certain whether library & counseling could absorb this function.
38. Pay all subs per hour-both classified and certified.
39. Library tech time is cheaper than certified time. Both are valuable but quite different in use.
40. Supervision at all levels is our paramount duty. Safety is key.
41. The library is like the "hub" of the high school not only do kids come here for reading sources, computers, project materials, report binding, etc. . .We used to house the career center here 19 years ago. I think we could easily incorporate it again. Colleges that come to meet with students could meet in the conf. room. Except for a few logistics of field trips to BTC, we could easily house the Career Center again. If consolidating programs and people is the objective, then I think this is a viable option!
42. Bringing the classified substitute comp schedule to a more equitable range with other districts.

43. For the size of district we are, we seem to be very top heavy in administrative costs/personnel. Does the percent of our budget allocated in these areas exceed the state formula? If so, we need to look at cutting back to the suggested state formula level to save funds.
44. Primary school behavior specialist: I think at this level of education, this position is a luxury.
45. What about reducing administrative hours in Special Services? Or, reducing hours of the District psychologists?
46. Is there a need for 2 FTE Tech/Network specialists? It is my understanding that our second network person is given full benefits, is this true? How much would this save if they were not given full benefits?
47. Recommend eliminating CLIP teacher in cafeteria.
48. I feel a lot of the single jobs could be combined-example: 2 librarians to one librarian between both schools. Behavior specialist-one for both schools.
49. Bus drivers receiving full hourly wage for hours they are NOT DRIVING when taking classes on field trips. If they have many hours, it is their free time-at least reduce amount per hour. . .just pay total hourly wage when they are driving.
50. Custodial before Behavior Specialists or clerical! Teachers can assist w/ classroom cleaning at end of day. Clean classrooms twice a week. Don't cut Network Specialists! Yikes!
51. Any extra-curricular working or advisory hours not seen as imperative for the academic program that are classified in nature could possibly be considered.
52. Maybe the Library Tech staff could be reduced to a .5 position rather than a total elimination. We need to keep the library open.
53. I fully support the decrease of the Primary School Behavior Specialist. Our principal should be able to handle more of these duties and this position has a lot of "down time" where the associate is not working w/ kids or doing much to help our students. (We wouldn't feel this loss very much.)
54. Would look to position that may be doubled up two schools or persons
55. How about "adopt a building" and the staff keeps the grounds, debris & weed free-for their area?

Program Adjustment Considerations

Non-Employee Related Costs (NERCs)

10% decrease	Primary School materials, equipment, vendor services
10% decrease	Elementary School materials, equipment, vendor services
10% decrease	Middle School materials, equipment, vendor services
10% decrease	High School materials, equipment, vendor services
10% decrease	Athletics materials, equipment, vendor services
10% decrease	Curriculum materials, equipment, vendor services
10% decrease	Technology materials, equipment, vendor services
10% decrease	Food Service materials, equipment, vendor services (does not include food)
10% decrease	Facilities materials, equipment, vendor services
10% decrease	District office materials, equipment, vendor services
\$51,000 decrease	Professional development and materials funded by federal stimulus
\$30,000 decrease	Accounting software conversion costs & Personnel contingency costs

Question 1: Choose one item from the list above that you would choose NOT to include as a budget reduction item for 2011-2012. Please explain your answer.

1. The ability to keep pace with computer equipment and the world of information that is available via computer is a key to what is going on in education today. We have seen budget reductions in both technology staffing hours and equipment costs already. We have computers in the middle school library and the high school library that are nearly ten years old. Students with relatively newer computers at home find working on computers at school difficult because the software versions we use are not compatible with that they have at home. While I think a technology levy is ultimately a logical way to produce long-term funding that is necessary, I think we should try to retain what technology budget we currently have.
2. Curriculum Materials – In order to continue to provide top quality instruction, we need to be able to have access to current curriculum. Much of our materials are quite dated already.
3. The only way I can answer this is to say I think the above amounts need to be altered. I would choose to make the 10% cut on materials an ‘at least’ 20-30% cut across the board – there is much waste and this would be a better place to restrict spending, rather than cutting personnel.
4. School materials and equipment – It is already such a small amount for supplies. For nursing supplies, we often run out of budget half way thru school year in the schools. To have a \$300 or less budget for a year’s worth of health room supplies is a ridiculously small amount. If we needed a new thermometer, that’s basically the cost of a whole year’s worth of supplies for one school!

Teachers pay out of pocket for a lot of classroom supplies. Parents have HUGE lists of school supplies for their kids at the beginning of each year, including supplying copy paper. Kids in low income families benefit thru family service center, with free school supplies, but our middle class families are left with an approximate \$75-200 list needed to purchase for our kids, including expensive calculators in the higher levels. It is very excessive. I know in Canada, school supplies that parents are required to buy are at a minimum. In short, we need more money for supplies, not less.

5. I believe NERC costs should be explored fully. In my opinion, none of these reductions should be removed from the list.
6. Food service needs all the paper goods they have. We have already cut back on things in the kitchen.
7. Professional development/materials are vital to develop and maintain excellence in teaching at all levels.
8. Athletics materials takes a first hit annually and NWC schools have worked at saving and scheduling overall.
9. I approve as written.
10. No decrease in Technology – with tech we can reach more kids with less instructors.
11. Curriculum materials, etc. – I chose this as I feel there would be some benefit to the entire district as a whole.
12. 10% Primary School Materials, Equipment, Vendor Supplies – We need classroom supplies in order to effectively teach our students.
13. Primary School Materials, Equipment, Vendor Supplies – We need classroom supplies and materials to effectively teach our students. We spend so much and the way it is on out-of-pocket.
14. Facilities – Pay me now or pay more later - keep this so we can take advantage of the construction/material costs.
15. Athletics Materials, Equipment, Vendor Services – Should not be decreased due to the fact that there are students who would not be in school or maintaining grades if not for sports.
16. Redundancy with duxdata and skyward?
17. Do not reduce any curriculum or technology materials. Students need to have the right tools for the job.

18. Professional development – Great motivator, keeps us up to date with current research.
19. Curriculum Materials – There are some programs/departments at the high school that have not been able to update their curriculum in awhile. With the unfunded mandates and emphasis on testing, have up-to-date curriculum is essential.
20. Curriculum Materials – You have to stay on pace with new information and give teachers the tools they can use.
21. Professional Development and Materials – Necessary to continued improvement of professional development – higher quality teaching environments.
22. Curriculum Materials.
23. Good teaching matters more than programs or materials. We have to continue supporting teachers through pro-d if we want to impact student learning.
24. Not Technology Materials – Losing ground in tech materials will impede our efficiency and become “lost ground” to make up if we don’t stay on top of it.
25. Primary School Materials – All of these are important to run a school; however, in this area I think we could all work to figure a way to compensate for the loss as long as we weren’t losing teachers who directly work with students. For example, at the primary school, we can be creative if we don’t have money for construction paper, etc. There are other ways we can teach but we can’t teach without teachers!
26. Technology materials need to be kept up to date.
27. I can’t imagine what is the most important of these not to deduct. It seems like it needs to be 10% across the board.
28. These areas seem like a good way to cut costs without cutting employees.
29. Athletic Materials decrease – As it is now a lot of the equipment and uniforms are shoddy at best. Athletics is a huge part of our students lives and needed by many students as an outlet or place to excel. By cutting athletic budgets, our equipment (that in most cases is out of date or overused) need for safety and for students whose parents can’t afford it will suffer greatly. Would add most new stuff is purchased through fundraising?
30. Pro-Development – As time changes and new methods are introduced, it’s essential to have staff receive new workshops or development.

31. Because all considerations have an equal 10% reduction proposal, I cannot fairly designate me to choose above the other options.

Question 2: Using your knowledge of District programs, is there a program adjustment that you would add to the list above so that it could be considered for a budget reduction in 2011-2012?

Please explain your answer.

1. Lawn Maintenance – Do we really need to be cutting the grass so often? Some weeks it's being cut (Spring/Fall) and it's barely visible that it's grown.
2. Get rid of all fridges in the classrooms. They drain way too much energy. Consider microwaves on wall.
3. I would put a total freeze on travel/expenses for conferences/seminars etc. for all staff.
4. I do not have an extensive enough knowledge of District programs to do this question justice. I do not know of any additional NERC's that should be considered.
5. Move towards a four day work week with longer hours on school days.
6. Have all kids bring in a ream or two of paper. Use books again! Take a break from copying all materials.
7. Do employees still use personal coffee pots, microwaves, etc., in their rooms? If so, they should pay or have those removed. Does the district pay for sports uniform laundry? Or ASB?
8. All important and difficult for me to choose.
9. Use Skyward only (eliminate dux data extra cost). Skyward has the same capability as dux just need to re-train staff.
10. Look at our replacement cycle for curriculum books, etc. Try a new cycle extend out a few more years.
11. Please consider DUXDATA and use FAMILY ACCESS.
 - Currently we pay (I don't know the amount) for Skyward/WISPC program that ALL buildings use. Family Access is a program that is equal to or better than in my opinion (my kids go to Meridian and they use and we love as parents). We pay (I don't know the amount but have heard from \$10,000.
 - Currently the programs, DUX, and WSIPC are not compatible to Blaine staff (mostly librarian) has to work on transferring data from one to the other. With utilizing FAMILY ACCESS that would NOT have to occur.

- PLEASE district administrators/school board, let me set up a training (THAT WOULD BE FREE) to learn more about FAMILY ACCESS capabilities and how it would benefit the district AND overall save money by not having to pay DUX.

12. DuxData – Why are we paying for this when we have the same capability through Skyward?
\$15,000
13. It has been brought to the attention of the middle school staff that there is an alternative to DuxData. Could we do grades via Skyward and not spend the money on Dux?
14. I would like to feel confident that we are diligent about our energy consumption. No extra fridges, heaters, lights, etc. It may surprise us how many “extras” we have district-wide.
15. It is my understanding that if we dropped Dux Data at the high school and simply used the same type of system through Skyward that we could save a lot of money. I think that in tough times, we could do without Dux!
16. Accounting software conversion?

Professional development (seems like a lot of traveling the schools paying for). Teachers just want to be in their rooms teaching. All schools can tighten up on school materials. There is a lot of paper wasted. Restrict butcher paper to teacher use only. I’ve cut back tremendously on paper supply over the years.
17. All of the above.
18. Not really because it looks like all programs across the board are taking a hit. I can’t think of any. Though printer and copier waste in the district is excessive.
19. LID – The consensus is that these are largely a waste. There is enough (too much) time spent on professional development and not enough on continuity of instruction. Self respecting professionals keep abreast of their fields of endeavor on their own.
20. Stop using Dux.

Additional comments:

1. Cut stuff before we cut programs/staff that work with kids.
2. These are items that I believe we can work around.
3. Consider a four day work week versus five day? Longer school year or longer hours per day? Would this be cost effective? Reduce bus usage, food services, maintenance, electricity, etc.

4. 4 day school week – I think that in our current economic situation, it is time to think more creatively than just looking at what to cut. I would like to see information gathered regarding an extended school day/reduced week.

5. Generate revenue from the public sector? Would BP give us \$60,000 to stamp “BP Center” on the outside of the PAC?

Program Adjustment Considerations

Miscellaneous

\$10,000 decrease	High School Coaches paid by ASB
\$3,000 decrease	Middle School Coaches paid by ASB
\$10,700 decrease	25% of Athletic Coordinator time paid by ASB
\$6,900 decrease	Middle School C-Team
\$11,600 decrease	High School Single Sport/Team Reduction
\$10,000	Food Service lunch price increases
\$10,000	Athletic Participation fee increase

Question 1: Choose one item from the list above that you would choose NOT to include as a budget reduction item for 2011-2012. Please explain your answer.

1. Athletic Coordinator-currently only part time and works more than paid long with working closely with entire school district.
2. I see nothing that I would change.
3. C-Teams: need feeder teams for those not deemed "stars"
4. I would choose not to include/increase lunch prices. That seems to be the item that would impact the most students across the board and would likewise impact their physical/mental ability to attend academically if they were unable to afford lunch.
5. I would have to lose customers due to the lunch prices being too high.
6. High school single sports team reduction-research shows that where high school students are involved in athletics they are (1) in school (2) maintaining grades (3) learning how to work as a team and be responsible. Eliminating the chance to all kids to be involved, I believe will show a decline in grades and graduation rates.
7. Middle school C team-Middle school is the time for students to start to discover themselves and what strengths they have. It includes more students at a time when there are fewer outside activities than high school. (HS has athletics, music, Knowledge Bowl, Math Team, SWAP etc., more to be involved in).
8. Athletic participation fee increase-those fund make other aspects possible (C teams, coaches, uniforms, equipment)
9. Athletic fee increase restricts who can play, families with multiple children
10. I would choose to keep the high school single sport. I believe if we are going to fund team sports at all, then we should continue to offer the sports we currently provide. I think there is an argument to cut all sports, but not arbitrarily cut just one.

11. Lunch price increase, for many families that are part of the reduced lunch program, this would be very difficult. Many students purchase lunch at full price and it would have a big impact on those families.
12. Middle school C team.
13. Food service lunch price increases
14. I would not include decreasing 25% of Athletic Coordinator time. This position is very important to the high school and middle school athletic departments.
15. We can't lose middle school C team. Playing a C team sport can be the best thing going for some of our students. It forces a passing grade in their classes, gives them a chance to be involved with teamwork (to some who have few friends or a limited social life), a sense of belonging, skill, pride, confidence. We need to stick together on this one-small district, nice to give all kids a chance to succeed, not just the very few who would qualify for an A or B team. One thing I don't think is fair though is that free and reduced have lesser charge for sports fees.
16. Food service lunch price increases: We have to cut back in the food we serve and we shouldn't have to increase the price for less food.
17. Education is more important than sports.
18. Food service lunch price.
19. This is important-having the C team encourages more kids to play, which leads to more involvement. Having to maintain grades to play is a very big motivator to kids, plus they gain so much being part of an organized team.
20. I don't want to cut any athletic programs and I don't support the increased participation fee.
21. I don't want athletic participation fees to increase. I think it is important for all kids to be able to participate in school sports to keep them out of trouble.
22. Coaches?? This has to do with the district budget? Aren't these private funds?
23. Middle school coaches/we need volunteers.
24. High school sports need to be supported as well as middle school C team need to be in place to keep students engaged in school.
25. I would not reduce the budget by taking away any teams. Sports are intricate (?) in self expression and team work.
26. Athletic participation fee increase. With as many students as we have on free/reduced lunch by raising this fee we are penalizing the families not on it. I believe right now a 3-sport athlete has to pay \$90 to participate where as a free/reduced athlete has to pay only \$30. By raising the fee more an even greater discrepancy in costs will occur, thus penalizing non-free/reduced families more.

27. Middle school C team-pay to play is a great price and it allows kids the opportunity to positively interact with friends outside of school.
28. Middle school C teams-at this age we must continue our “no cut” policy. Middle school kids need the opportunity to participate no matter their skill level. We also need to keep as many kids in this community busy between the hours of 3 & 5 PM.
29. Middle school C team.
30. High school style sport/team reduction is valuable to students at the most impactful time in life.
31. The ASB should not pay for something that is not used by the entire school population.
32. Increase pay to play.
33. Middle school C team. Schools need to engage students in order for them to value their education. Athletic programs can build many bridges beyond the athletic alone.
34. I don't know enough about these areas. (Athletic fees) Sports are an important part of a child's high school experience, however, I think parents can help with extra curricular activities. Families in other areas ARE paying quite a bit more for sports. I think families need to help out. So that. . . again, we don't lose teachers!!
35. Food service lunch price increase (prices too high now for students that pay for their lunch)
36. Middle school C teams should not be cut. At the middle school years, the students are just beginning to try school sports. If the C teams were eliminated, those students who have prior experience will be the ones who make the teams. It seems like then those families who have had the resources on funds to provide sports will have children who play A & B. Low income kids won't have a chance.
37. These also seem like a way to cut costs w/o cutting employees.
38. Middle school C team-important to keep 60+ kids engaged at school.
39. C teams. We usually do not have the numbers to support this.
40. Middle school C team-this program supports students who may not have another outlet.
41. Middle school C team-The middle level of athletic participation is the last time we can say “everyone who wants to play, can play”. Not so if we eliminate the MS C team.
42. The one item I would like to see eliminated from the reduction list is HS single sport/team reduction. Students need to be involved with extra-curriculars without EC's, some students would probably not complete HS.

Question 2: Using your knowledge of District programs, is there a program adjustment that you would add to the list above so that it could be considered for a budget reduction in 2011-2012? Please explain your answer.

1. Music 5th grade & under
2. Supplies and overseeing
3. I fully support the increase in lunch prices and would support an even greater increase in price if necessary.
4. I support the “Pay to Play” price for middle and high school sports.
5. I mentioned this previously, but this appears to be the page most appropriate to it-perhaps further reductions in coaching positions/athletic teams/advisory positions that are not directly tied to the academic program could be considered. We must address extra-curricular reduction areas before academic ones.
6. Athletic “scheduler” for high school.
7. I believe that Skyward has many of the same options as DuxData. I suggest we take a close look at the features of both. It is possible that we could do without DUX and use Skyward instead.
8. I think increasing the fees both for pay to play and school lunches (.15 a day) is OK. Look at expanding participation fee to other activities (i.e. music)
9. Cut sports-maybe the public would finally step up and support us in Olympia.
10. As before, let’s get creative about ways to save money. We bus kids from Pt Roberts to Blaine, huge expense. If we’re busing kids over, why not bus them all and close the school?
11. Bus driver pay for field trips, sports events, etc. It doesn’t seem appropriate that drivers get paid full wages when away and not driving.
12. Paid consultants and trainers.
13. The position of Director of Special Services-can that position be reduced?
14. Increase athletic participation fees and lunch prices. (Make sure cooks are trained to provide reasonably healthy cost effective lunches. Why can some schools provide fresh food daily at lower costs than prepared processed foods?)
15. Another snack bar in the high school pods.
16. Is the Athletic Coordinator really worth over \$40K as a part time position?
17. Corporate sponsors for sports (BP?)
18. Booster Clubs?
19. I believe BSD should have a Booster program. Ken Imus or Ken Keller or. . . should be approached to donate some space to have a bingo facility in Blaine to support BSD. It would also boost the economy in Blaine.

20. We need to take a look at the major sport that costs the most money and look at maybe topping off the participation to keep costs down.
21. Raise pay to play fees to raise revenue.
22. Reduce hours for Athletic Director
23. Maybe big corporation advertise in gym or bus to fund sports.
24. Do only Skyward-cancel Dux contract.
25. Cut Athletic Coordinator and pay coaches a related stipend.

Additional comments:

1. I'll take a cut in pay and benefits if everyone else does the same amount-or per cent.
2. I believe that Skyward has many of the same options as DuxData. I suggest we take a close look at the features of both. It is possible that we could do without DUX and use Skyward instead.
3. I fully support a higher "pay to play" price for middle school and high school sports. (I am a parent of a high schooler and we pay less now for sports participation than we did in the elementary years through the Boys & Girls Club.)
4. Combine 7th & 8th grade sports. Have 1 team at each grade level?
5. Cut baseball, give free rent for pony teams in the middle school.
6. Raise pay to play to higher prices then ask for donations for low income students
7. How about sports Booster Club at MS level-Student Leadership is too important to have all ASB funds go to supporting sports.
8. Increase athletic fees for sure! Families pay appx \$50-60 per sport for club soccer or local T-ball, etc. That amount pays for two 1 hour practices a week (usually) and one game per week. The MS & HS students get 5 days a week practice and usually two games a week including travel. Wow! What a great deal. Families can pay more.
9. Increase fees to help put more \$ in ASB.
10. I think that the Athletic Participation Fee needs to stay the same.
11. I don't think it's fair to increase lunch prices. The food is marginal (sometimes fries/potatoes three times a week at elementary). We need to put more money into healthier, lower carb, lower fat, and more vegetarian options. The only thing my vegetarian daughter can eat at middle is a soggy premade sandwich, or a piece of cheese pizza. This is not acceptable to me. I'd love to be on the committee, but have no time currently. A lot of kids qualify for free/reduced, which is great for them, but the I don't think middle income families should need to pay more than the current \$3 for a meal, when they are always great meals. With health issues on the rise in children, it's a huge thing to look at IMPROVING lunches.

12. Increase pay to play fees.
13. Increase 100% Athletic Participation fee. Because currently I pay \$220 for (3 seasons) recreation sports participation for my son (5th grade) and get less services than offered at the MS/HS.
14. Would it be possible for the high school Technology students to manage the building websites as a class project?
15. Would it save dollars to cancel all personal cell phones and have employees submit an expense form for business related calls?
16. Can the district sell Reserved Season Seating tickets for basketball and football and have a special area for them?
17. Some states charge for school bus transportation. Is it time to look at that?
18. Do we get credit for a full day of school when we have an early release? If so, we should have more of them and safe wages if everyone gets off work.
19. I personally feel education first before sports. I played sports all my life. Sports are important but we need more education.
20. I pay more for Boys and Girls Club sports than our current Pay to Play High School sports fee.
21. I am wondering what we would save if we did not provide calendars for staff and students. Perhaps just have these on our web pages?
22. Increase lunch prices by more than 15 cents, \$2.65 for lunch? Even \$3 is still a cheap meal.
23. Increase pay to participate fees at the high school. Compared to local youth sports \$45 is a steal.
24. Definite lunch increase, why not .25 instead of .15?
25. Pay to play could increase, Bellingham MS pays \$100 and don't travel out of Bellingham. Blaine Middle School pays \$40 and goes all over the county.
26. Increase fees, that would help ASB pay for additional areas of concern.
27. Increase athletic participation fees. I understand that neighboring districts can go to double (and more) of our fees. Scholarships help those that are low income.
28. What about having recess be more structured and having it double as a PE class?
29. I'd be curious to learn how much is spent on substitutes district wide. I think there should be an effort to cut down on sick leave abuse. Personal days could be reduced or dropped altogether with an emergency leave contingency initiated or expanded.
30. Pay to play should be increased.

31. Transportation expenses would be saved if parents/guardians transported athletes to away competition instead of the district. Parents attend any way.
32. Are ASB cards required to participate in sports, music, drama, chess, math, KB, clubs, etc? Attend the prom? If so, then given them some additional benefits once in a while like a movie night.
33. Perhaps the 8th grade parents or MS PTO could sponsor and organize the 8th grade Tea?
34. Perhaps the primary and elementary PTO's could sponsor the drama for those buildings and charge admission which could be used for benefit of field trips, etc.
35. My understanding is that the district spends over \$500,000 every year to maintain our athletic programs. These extracurricular programs service only a percentage of our students, so it is difficult to understand why a large athletic program would be maintained while counseling and library services are eliminated in our K-8 schools.
36. Fields do not need to be green. Cut watering. No use of chemicals. This is not a gated community.
37. Cut LID days.

4/1/2011