

# Community & Staff 2011-12 Budget Input

## Themes

1. **Option Schools:** Simplify. Concern over cost to run option school programs over local school programs. These programs now try to provide everything a comprehensive school does, drama, music, PE. Give comprehensive middle schools a higher priority than option programs. Rent the current option buildings to create revenue.
2. **Class Size:** Keep class sizes reasonable.
3. **Reduce Days:** Consider furlough days across the district. Cut days before staff. Cut days to send a message to the public. Cut staff development days – embed activities into staff meetings.
4. **Retirement Incentive.** Make an offer to teachers with 30 years+ to retire now.
5. **Curriculum Adoptions:** Readjust, update schedule of new adoptions for curriculum areas. Increase number of years between new adoptions. Put adoptions out to 10 years. Cut state adoption programs.
6. **Testing:** Consider elimination of District-wide ACT, Explore and OAKS testing.
7. **4-day work week:** Go to a four day work week to save money.
8. **Special Programs:** Programs for high achievers need to be better consolidated to save resources. Do we really need IB, AP and TWI in more than one high school? Can't we provide rich content in our comprehensive high schools?
9. **Small Schools:** Close Cedar Mill ES for a couple of years. Rent out the facility.
10. **Substitutes:** Eliminate subs for PLC's, collaboration and staff training.
11. **TOSA Positions:** Eliminate TOSA positions. Put them back in the classroom.
12. **Specialists:** Counselors and intervention specialists, have one or the other, but not both.

## Staff and Community Suggestions

### January 2011

#### 1. What values and beliefs do you think should be embedded in the development of 2011-12 General Fund Budget process and decision-making?

1. **Option schools.** We need to simplify. Option school programs are a great addition, when the economy is at place to support them. They are expensive to operate and need to be eliminated at this point, so general education is provided for all students. These programs now try to provide everything a comprehensive school does, drama, music, PE and that was never the intention. There is no way it can be cost effective to have special schools instead of housing the same programs in the comprehensive high schools. Be brave and take it on. Give comprehensive middle schools a higher priority than option programs. Rent the current Option buildings and create revenue. You are serving the minority, not the majority. **48**
2. Avoid cutting days. Maintain/keep class sizes reasonable. **32**
3. Think about what is best for kids day to day. That all students should be provided with a quality education that will enable them to be contributing members of the community and compete in the workforce. Better to lose some school days than to have a mediocre, crowded, anonymous classroom experience due to larger class sizes. **30**
4. Furlough days across the district – not positions or programs. Two years ago BEA and BSD asked employees about furlough days. If everyone took 2 furlough days a month, we could save over \$20M. **26**
5. Cutting/reducing the positions of people that work directly with students is the most damaging and should be the very last resort. **16**
6. Incentives for retirement. Why are we one of the few big districts that refuse to offer an "EARLY RETIREMENT INCENTIVE?" Make a better offer to teachers over 30 years to retire. **18**
7. Readjust, update schedule of new adoptions for curriculum areas. Increase number of years between new adoptions, with option to update before schedule, if necessary. Put adoptions out to 10 years. Cut state adoption programs. **15**
8. Cut days if you have to in order to maintain jobs. It may send a message to the public. **12**
9. Go to a 4-day work week. **12**
10. Eliminate district-wide ACT, Explore and OAKS testing. Eliminates a full time 180 day staff member. **12**
11. Equitable education for all students. Special programs for the high achievers need to be better consolidated to save resources. Do we really need IB, AP and TWI in more than one high school? Do we really need magnet schools? Can't we provide rich content in our comprehensive high schools? **10**
12. Close Cedar Mill for a couple of years. Rent out the facility to a private or charter school. This should have been done years ago. **8**
13. No subs for PLCs, collaboration or staff training. **8**
14. Eliminate "TOSA's" as they are extraneous. Put them back in the classroom. Coaches, TOSA's and some "itinerant" staff need to be carefully scrutinized. **7**

15. Vice Principals are a luxury item in this type of economy. Speaking from a middle school perspective we could operate with one VP instead of two. Additionally, we would certainly benefit from a principal who is not pulled out to committees and is present in the building as much as possible. **6**
16. Salary step freeze and COLA freeze for one year. **6**
17. Eliminate teachers which do not have a classroom other than specialists. (RTI's) **5**
18. Cut the need for subs and consultants by limiting district trainings. Instead use staff development days to train staff members using expertise that already exists in each building. **5**
19. Cut the lower level athletic teams. Do we really need a JV2 2 and JV 2 red? **5**
20. Over the last 5-10 years the district has added new program after new program. Each year we see another option school open, or we spend money with consultants, or we send people to various conferences around the country, or we waste an incredible amount on substitutes for PLC time. It's time to look at what has been working and keep those things safe. Unproven new programs or ideas that cost new or recent money must be shelved. **4**
21. We need to maximize learning opportunities for our students. RTI, MYP, Proficiency and discussions on grading does not improve student performance or quality of education. **4**
22. District transportation needs to be improved. Routing costs money and forces students into non-ideal schedules. Change the transportation structure so fewer busses could be used. **4**
23. If cuts, be equitable so you won't pit staff members each other. **4**
24. Energy conservation, resource conversation. **4**
25. Eliminate drug and alcohol counselors – duplication of outside resources. There is no job description and no need for this unregulated position. **4**
26. Consider evaluating IA's and library aides and cut those positions that do little to be effective in supporting classroom learning. **4**
27. Eliminate all busing or cut back. **4**
28. Increase class size. **4**
29. All staff should take a salary freeze this year and move up to the correct step next year. It is difficult to imagine any further reductions that should be sustained. **4**
30. Cut Staff Development and entire grade level trainings. Planning and prep time are more necessary than staff development. **4**
31. Eliminate all high school sports. Focus on learning and not on sports. **4**
32. There needs to be visible cuts, those that impact student instruction days and are felt by the public, students and parents alike. Cutting days sends a signal that there's a problem. Cutting staff disguises the problem. **4**
33. If personnel are eliminated they will have a hard time finding work. If cuts are made then it should be equitably throughout the classifications. **3**
34. Local option. **3**
35. Switch to semesters rather than trimesters if it will save money. **3**
36. Athletic Directors – move to half time teaching. I know that some already do this. **3**
37. Move the athletic trainers back to contracted status. In this way the district would save paying additional benefits, and the host company would monitor job responsibilities. **3**
38. Keep electives. Cutting them would be detrimental to our students. We are not PPS. **3**
39. The field lights are in use during the winter. Are we recouping any of these costs? **3**
40. Eliminate ECHS. **3**

41. Cut back on College Career Counselors. They have lots of idle time. The staff is only there 7 hours a day but kids are in class then and not getting college information. **3**
42. Close the textbook library at Capital Center. Where do we get the manpower to send all books there, unpack, check in, repack and have a district courier transport back to a school? Really, how inefficient is this? **3**
43. Reduce administrators. **2**
44. Don't provide transportation for kindergarten students. **2**
45. Protect certified positions. They should be well paid and well trained. They are the only people who directly impact students. Money should be put into classrooms and students. **2**
46. Cut the sheltered classes – the numbers do not fit the sustainability test. Tiny classes – what a luxury. **2**
47. Transition programs: with 8 aides @ \$16-\$17 and 1 teacher @ \$75 monitoring 14 students washing tables for 2 hours, we could have a full-time custodian and save \$389 per day. **2**
48. Elementary school specials should remain at all schools. There should be equal access for all elementary students. **2**
49. Look at the quality of our school's days rather than quantity. If we don't cut school days but do cut staff and support staff the quality of days and learning will most likely suffer. **2**
50. Restructure boundaries and close some schools. **2**
51. Take the wording off the F&R pamphlet that families can expect scholarships for a variety of items from the home school. The kids are asking for athletic participation fees, activity fees, dance tickets, graduation cap and gowns, grad party, class fees, yearbooks, ASB, etc. **2**
52. Cut back on school psychologists. This is duplicating a service available outside of the school. They can see a school counselor to refer them for outside placement. **2**
53. Teachers livelihood should be protected. **2**
54. If Options stay, then eliminate transportation charge tuition. If parents want this they need to transport and pay. The option students become a managerial problem since there is no monitoring of student's behavior once they are on our property. **2**
55. THPRD is using our fields, lights, garbage, yet our custodians do the clean up from their use. The time the custodians are putting in cleaning the district is paying for. **2**
56. Keep quality professional development. **2**
57. Maintain as many programs as possible. A lot of resources have been allocated to collaboration and staff development and while those things are valuable, they should be given a lower priority when economic times are tough.
58. We don't get any funds when Foreign Exchange students come to the high school. We either need to charge tuition or stop allowing student spots.
59. Close the achievement gap.
60. Alter the school schedule, maybe an am track and pm track.
61. Lay off all temporary and 1st year probationary teachers.
62. End 7th and 8th graders taking classes at high school level.
63. Eliminate ELL Student Specialist Counselor. What a luxury!
64. Classified contract currently allow 260 day staff to accumulate comp time to cover winter and spring break. Renegotiate that clause. If you want paid time off use your vacation.
65. Close all schools in July.
66. Keep connection with PCC.

67. Do not lose focus on lower achievers.
68. Cut finals half days in high school. For semester schools that would put kids back in class 6 full days. For trimester schools they would be back in class 9 full days.
69. Service Learning position – gets 8 hours a day – students in class all day and are not to attend to this until after school.
70. Future Center – many websites and links to information for parents, students and staff.
71. High school band programs can omit marching and concentrate on concert performance instead.
72. Support programs that "recapture" students for Beaverton.
73. Could there be some kind of district-wide dialogue on where cuts could come from? These decisions must be supported by staff working directly with students, not just administrators.
74. Cut from top – down. Don't layoff teachers.
75. Schools under the new guidelines of under 700 students and not Title I are suffering. Our personnel is tight. Specialists doing 3 duties during the day to cover cafeteria, playground, before and after school duties. We don't have extra "fat" in personnel.
76. Do not make teachers pay for this by altering schedules and other approaches that makes every day of the year more packed.
77. Protect class instruction minutes to teach students. Instead of cutting days cut staff development and assessment days.
78. Separate needs from wants – start by funding the needs.
79. What are we doing for the kids? Do parents know about the struggles?
80. Save good teachers jobs.
81. Art programs are a vital part of the development of our society. We need creative thinkers.
82. We need to value promising employees based on results, regardless of tenure, rather than the amount of time an employee has spent within the district.
83. Keep more people in front of students.
84. Utilize the Tier 1, Tier 2 and Tier 3 methodology employed a few years ago.
85. Strong support of school libraries to continue our advance in this technology age.
86. Re-look at PERS and medical benefits.
87. The learning environment in every classroom.
88. Are school districts throughout the state being given equitable funds? What is the formula?
89. At McKinley elementary specialists have created a schedule that allows all teachers an uninterrupted hour of plan/block time daily. This schedule was created in 03-04 and is still going strong.
90. Intervention is important in reading, writing and math to fill gaps and increase graduation rates.
91. Students should be placed in foreign language, music and math by level before high school.
92. Make consumable supplies (i.e. paper) required supplies for students so it cuts down on supply costs for schools.
93. Don't replace retirees.
94. The least impact to students.
95. Teachers are parents, homeowners, etc. and asking us to take pay cuts and freezes is insulting. Just because we make up the bulk of the employees does not mean that we should be the ones to take the hit. District administrator costs are way more per

- employee.
96. As much as I don't want to take a personal hit – there is only so much more we can balance in terms of cuts. Cuts need to be across the district equally.
  97. Student behavior is getting more difficult to manage the dysfunctional families and troubled children. Many teachers feel the district office is oblivious to the true reason test scores are falling.
  98. Don't cut salaries or benefits of the District's employees. We have endured this ineffective solution to short falls too many times.
  99. Consolidate responsibilities of district office personnel as in years past – one curriculum specialist.
  100. Continue to offer opportunities for student choices – option schools.
  101. Teachers without highly qualified certification should not teach any subject area. Our district is about excellence, not mediocrity
  102. Math, reading, ELL classes.
  103. Eliminate instructional programs that are not required for students to graduate; band, choir, dance, drama, etc.
  104. Virtual classroom options wherever it deems possible.
  105. Elementary schools – to manage class size; have two 4-hour day rotations.
  106. If classes are increased please consider leaving grades K-2 unaffected.
  107. The fact that BSD has decided to "fix" teachers by making their work fit new programs and policies during a time when teachers can look forward to only more students and fewer resources make little sense. Software programs and uniform lessons and assessments which take time and resources to implement are a distraction to those who work with kids and their parents. The Strategic Plan is riddled with elements which will, by their nature, take time, initiative, and creativity from certified employees who are trying to adjust to a constantly changing and growing clientele.
  108. Rely on grant funding and fundraisers for non-required after-school programs.
  109. Re-vamp ELD philosophy and services where classrooms with one fourth or more ELD students have ELD staff working with them in their classrooms instead of pulling students out.
  110. Any job description that didn't exist 10-15 years ago should be eliminated unless directly required by law.
  111. Maintain quality programs at all levels.
  112. Do we really spend the same \$\$ on kids at home schools vs. kids in options programs?
  113. Reducing the services provided by the district and communicating this to the community.
  114. Education for the whole child, not just a few core subjects.
  115. Retain teachers, especially at elementary.
  116. Reduce layers of administration between Superintendent and Principals.
  117. Attrition higher paid teachers and keep lower paid teachers through incentives and flattening of pay ladder.
  118. Streamline schools.
  119. Support services.
  120. Value the teachers we hire and let them teach. In our building the "Reading Coach" runs the entire program.
  121. Instruction services
  122. Limit transportation of students to and from school.
  123. Preserve student to classroom teacher ratios at current levels.
  124. Preserve class size, school days and teacher salaries/benefits.

125. Equity across varying SES schools.
126. Convert administrative jobs to TOSA's and eliminate extra assistant principals at high schools.
127. Get rid of consultants.
128. DK. Bring it back.
129. A focus on teacher collaboration models that allow for more frequent conversations about student performance.
130. Focus on helping needy students.
131. The direction of budget decisions should follow the mission statement of the district.
132. Lay offs should be a last resort.
133. Cut the subs paid to cover classroom teachers for data gathering and their other meetings.
134. Have students pay a fee for busing.
135. Take the collected union dues from the staff this year and donate to the district. It is unlikely that the union can help in any other ways.
136. Add to the bylaws of the district that staff can vote on budget reduction ideas even if it affects their current contracts.
137. Raise class sizes up to 1.0 in grades 3 and up.
138. Only pay certified subs for the time they are in the building. Many choose to leave as soon as the students are gone and can be paid for as much as 45 minutes more.
139. Reduce the calendar for classified I/A's by four days. They currently are paid for four conference days that they are not needed in the building. On conference days, teachers do not need their assistance and yet every year, we provide those as contract days for IA's. We search for days for them to make up the conference days they are paid for and not in the building.
140. Protect Science Specialists.
141. Principal positions could serve several schools.
142. Sustainability transfer.
143. Eliminate any and all conferences.
144. Reduce librarians.
145. Decrease teacher budgets.
146. All mailings home by internet unless a parent specifies that they do not have internet/e-mail.
147. Copies to be double sided or on recycled paper.
148. Reduce budget for travel, conferences and out of building training.
149. Do not replace custodial staff with private companies.
150. Summa programs. Should we eliminate or consolidate to 1-2 sites? Lower entrance to 97%.
151. Keep grading days or institute early release.
152. Foreign language teachers go to two buildings to teach larger classes.
153. Market building facilities rental = income.
154. Central office staff could work 4 eight hour days rather than 4 ten hour days during the summer.
155. Convert all high schools to semester.
156. Reduce the administration office supervisors, secretaries, coordinators and aides.
157. Cut the days/hours of personnel that are in the high schools during the summer months. 10 hours days/4 days weeks. Really!! Cut it down to one day like elementary schools.
158. Cut out all field trips.
159. Instead of Assistant Principals at the elementary school have a head/lead teacher. If a

principal had to be out of the building, a sub comes in for the head/lead teacher and that teacher is in charge.

160. Money could be saved with science specialists and math PLC's. These programs do not benefit all students. Money should only be spent if it benefits all children.
161. Hillsboro School District has a program where the PE and music teacher are allocated based on the number of students in the school. These specialists are sometimes part-time teachers at 2 different schools to make one FTE. This could be done with counselors also.
162. Hillsboro School District has a setup where the library is run by a classified employee.



## **2. What promising practices should be protected from reductions to the 2011-12 General Fund Budget?**

1. Special programs at all levels, Music, PE and Library. **58**
2. Keep class size manageable, don't cut. Increasing class size makes teachers less effective. **37**
3. Department collaboration and staff development is important to maintain high quality instruction and staff morale. If schools could build collaboration into daily site schedules, we could cut all staff development days and teacher conference days and keep staff. I consider almost every minute of every meeting I have attended as Staff Development in the last 2 years to have been a waste of time. **20**
4. Special Ed, ELL, and RTI are difficult to manage without support and time. **10**
5. Computers/technology/CTE classes. Our students and staff must be technology savvy in this society. **8**
6. Equity is important for students, staff and programs. Not providing "private" education at public expense as in Option Schools **6**
7. Proficiency. **6**
8. Nothing should be protected. There are no promising practices currently in use or predicted for use. If it's a matter of keeping staff who have direct contact with students and funding a promising practice, would rather have the staffing. RTI, non-supported or district programs like PLC's should go away. **5**
9. Counselors and comprehensive counseling programs sustained at their current levels due to their daily impact on student achievement and extreme need in this current economic climate. **5**
10. We shouldn't protect any new initiatives. We need to find ways to protect the "bare necessities", not continue to adopt new and costly programs. Protect what we have set up in programs currently and don't invest in new practices. Do what we have well, don't scatter our resources too thin. **4**
11. Security officers. **3**
12. Communication should be done electronically instead of using paper. This should include fancy cardstock folders for things like, "Thrive, Contribute, Exceed, Excel". These kinds of things need to be put on hold and the expensive advertising needs to be put on hold too. We do not need to reprint things with a new superintendent's name on them just to be accurate. **2**
13. Option schools provide innovation in teaching and testing ground for new ideas. While it is important to make sure these schools continue to serve under-represented populations, they are important places in pushing for better education district-wide. **2**
14. IB, PYP, MYP. **2**
15. TeacherSource promises to improve and encourage better teaching practices and communication among teachers. **2**
16. Textbook purchases and adoptions. **2**
17. Career related learning experiences. **2**
18. Early childhood education. **2**
19. Team 9/10 and SOAR are great programs. **2**
20. Protect those classes and programs that teach all kids all day long. **2**

21. Bring back full day kindergarten to all elementary schools. 2
22. Elementary specials should stay at current levels. 2
23. Choose one method and go deep instead of 20 different ones that all are pretty similar at the roots.
24. Eliminate TOSA's, Lit Coaches and Math Coaches.
25. Programs that include homeless children should not be cut.
26. The Welcome Center could be closed except for one day a week for intakes.
27. SIOP. Skip proficiency and work on SIOP.
28. If we were given a list of practices it would be more helpful to me in answering this question.
29. Reduce high school credit opportunities (7 period day).
30. Elementary teachers should not be asked to take on more.
31. Support staff.
32. Re-look at stipend amounts. The activity stipends were created many years ago by "Tiger Teams".
33. Toughen the requirements for athletic fee scholarships. Cap it and no more automatic for F&R students.
34. Is transportation necessary?
35. All programs should take equal cuts.
36. Ask district administrators to take a freeze in salary.
37. The union needs to be real about negotiations during this time. We can't give pay increases during this time. The budget has to be trimmed in salaries since that is the greatest expense.
38. Three years ago the Superintendent asked all buildings to cut 5%. Let's do this again.
39. A student/teacher ratio that supports our efforts to maintain and achieve BSD's goals.
40. Reduce administrators who give no direct service to students.
41. Reduce wasteful spending like Summa at middle schools.
42. Reading intervention classes.
43. Support aides for SPED, SCC, BLC.
44. Fall conferences are important.
45. Cut athletics before cutting curriculum.
46. Cut all summer school options around the district.
47. TOSA's, Standards Facilitators – have one facilitator work with one Administrator or cut all together.
48. District Enterprise Wireless – having true wireless will reduce future costs as we leverage technology that students own.
49. Core support for low achievers.
50. Alternative school for problem students.
51. Literacy programs and interventions for freshmen.
52. Individualized instruction for every child.
53. None. If it's a matter of keeping staff who have direct contact with students and funding a promising practice, would rather have the staffing (RTI and non supported or district programs like PLC's should go away).
54. Is privatized custodian or food services a savings?
55. This question appears to demonstrate the District's prioritization of pet projects and schools over providing the best education to all of the children.
56. Longer school days and less days of school to reduce energy and transportation.
57. Centralized library services (multi-sites served by librarian).

58. I don't feel that you can separate promising practices from the people that provide those promising practices.
59. Keep good and respected teachers who work hard at their job..
60. Combine Option Schools and admit high school only.
61. 9th grade Academy Model.
62. Continue staff development for better learning and continue to raise benchmarks.
63. Number of days is not as important as teacher training and expertise.
64. Continue to mentor new teachers.
65. After school and other enrichment is highly valuable.
66. Focus on literacy. We should continue to work with proficiency. I believe that we are moving in the right direction, a direction that doesn't require a lot of fancy materials, but demands that we not pull back and revert to old patterns.
67. TAG education. This is not a promising practice. It is an essential, mandated program that is not fairly funded.
68. Technology. Our students and staff must be technology savvy in this society.
69. Updating classroom supplies. Many teachers don't have document cameras and are spending a lot on overhead transparencies, bulbs and making excessive amounts of copies.
70. Science lab supplies and equipment.
71. Systematic instruction and assessment as instructional tool.
72. Student contact days.
73. Grading Days.
74. Make buildings accountable for the way they spend their \$\$\$. Stop spending \$ because you have so much to use up, especially in Title 1 schools.
75. TWI programs.
76. Start of the year work days.
77. Funds that help run the classrooms should be maintained.
78. Classes that prep kids for college/career/life.
79. Those that foster math and science development.
80. Tuition reimbursement.
81. Healthcare.
82. Available staff to assist with assessing our students on IEP's.
83. Prioritize small class-size over programs. The best program and practice is useless when there are too many kids in the classroom.
84. Leveled math in middle schools.
85. We must get more help with the disruptive students that destroy the learning environment for the others.
86. Low student/teacher ratios.
87. Suspend any of the recent practices that require extra personnel to carry out those practices – data collection, math coaches, etc.
88. Share teachers between buildings, who have specialized teaching abilities is a promising practice other districts have chosen to make in this situation.
89. Another place to look at reductions are in ESL. All my students in the 3-4 level do not need to be there at all. They actually miss out in the classroom by being gone.
90. Eliminate the state writing test. Eliminate homework to cut paper costs. Change font size in all printing practices.
91. Cut every other Wednesday, or one a month.
92. Employee salaries.

93. Lower student-teacher ratio.
94. NO MORE TOSA GENERATED TEMPLATES AND AGENDAS!
95. All parts are important.
96. Protect teachers and classified staff.
97. I think Beaverton should have a task force like Lake Oswego that has been put together by parents and community members to address budget cuts. I was a little shocked last year as I sat through the budget meetings at the lack of knowledge about the budget process from some of our board members. I would like to see them in our buildings and get a feel for what is going on in the district and not look at us as just a number on a budget sheet.
98. If personnel cuts, IA's or administrators that are not necessary.
99. Reading Intervention
100. Staff should be required to take math/writing training during the summer.
101. Math training.
102. Switch to low flow water spouts and toilets.
103. Ask PGE for energy efficient bulbs for all.
104. Stick to fundamentals.
105. Stop spending dollars and staff for testing grades K-2.
106. The number of days where our kids are out of school is excessive. It's ridiculous. Now is the time to rein all of those days in and keep our kids in school as many days as possible.
107. Keep materials that are basic for teaching and learning.

**3. Knowing that the projected General Fund shortfall is estimated at \$30 Million or 10%, how much of this amount do you think should consist of sustainable reductions (that is, they would carry over into the 2012-2013 and beyond budget years)?**

1. 50 - 75% **13**
2. Cut days/weeks from the school year. I think this would send a very strong message to our community and elected officials that we cannot educate our students at the current level of funding. **9**
3. 100% All reductions should be sustainable. The State will do nothing to make things better. This means that if something is funded through an external source, Nike grant – proficiency, it should be eliminated. **9**
4. As much as possible. **8**
5. 0 - 25% **7**
6. 5 - 10% or half the projected shortfall. **6**
7. No clue what this even means. I do think that the burden of cuts should rest with a larger community than just the BSD. Cutting days seems to me to be the fairest and the cruelest way to reduce the budget. I have been a parent for 31 years, a teacher for 15, school board member, community activist. I've been through many cycles when horrendous cuts have devastated public education. I've also seen communities rise up to support its schools and children. **6**
8. Cut staff development days – embed activities into staff meetings. **5**
9. Keep fall but get rid of spring conferences. **4**
10. Eliminate TOSA teachers, computer and reading specialists. Anything to keep classrooms small. **4**
11. Cut high school transportation. **3**
12. 80% **3**
13. Specialists – library, music, PE. Certified library media specialist at each Beaverton school. Minimum half time library aide at each site. **2**
14. Some of the cuts should come from a shorter school year. **2**
15. 4-day work week with extended days to equal our 5-day work week. **2**
16. Counselors and intervention specialists: have one or the other but not both. **2**
17. I can't name an actual amount, but I definitely think that it does not need to be 100%. Those cuts also become permanent and can destroy programs and practices. **2**
18. Collaboration opportunities made available to teachers should be cut. I consider almost every minute of every meeting I have attended as staff development in the last 2 years to have been a waste of time.
19. Less than half
20. Focus should be on what the least impact is on student achievement.
21. High School athletics could charge more fees.
22. If we had a list of programs or more information regarding current expenditures, it might be more helpful.
23. Cut out the 8% guarantee at the PERS Tier 1 plan.
24. 90%

25. Look for opportunities for BSD students to produce documents, tech support, etc. (Gain skills, reduce costs).
26. Sustainability is important but not 100%.
27. We must continue to work on closing the gap by offering small groups direct instruction in extensions as an RTI. I noticed on Jerry's budget video link that he said \$6,200 dollars translates to one additional student. However, it is not physically possible to increase a class by just one. For example, in an elementary school if there were four 3rd grade classrooms of say 28 students and there was one staff reduction at 3rd grade, the 28 students will have to be distributed among the remaining three classrooms making a class size increase of 7.6 students per classroom.
28. Be cautious of cutting programs that will end up costing the district a lot more money in the long run without steady maintenance.
29. Keep core/elective teachers but cut all specialists.
30. Other than ramping up efforts to reduce waste, recycle trash and conserve energy, I don't believe we have anywhere else in our schools to cut.
31. Community support (internships, career related learning to reduce class load.
32. On-line systems in BSD to compete with OCA.
33. Transportation – purchase a few less new buses per year and possibly ask more "magnet" school parents to provide their own transportation.
34. With our unpredictable budget I feel that we need to take things one year at a time. If we only focus on sustainable cuts and the budget improves things will get added back anyway. I would also caution against cuts that might be made to save money now and if things improve would not be such as cuts to insurance benefits.
35. As much as is realistic to still run a successful school district.
36. I think this needs to be addressed at each level.
37. Work with local businesses such as Intel, Nike, Fred Meyers, Costco, etc. and work with them to help our students succeed.
38. What gets cut doesn't come back.
39. Instead of paying for all of a staff member's family health insurance, we only pay for the staff member and ask insurance companies for discounts.
40. Not able to answer and unfair to ask. We do not have anywhere near enough information to make this type of determination based upon the little information released at this time.
41. Could staff development days be at a different location or all staff from all schools meet in one building.
42. We need to brainstorm ideas over creative methods to save money. Just at our staff meeting at McKinley we came up with great out of the box ideas.
43. All but 10% should be sustainable cuts. Get real and make the hard choices now. We are not getting anymore money the next decade. Do not cut school days. Look at programs. Consolidate where you can and eliminate when necessary. Close buildings and conserve resources. It's going to be a painful process but true leadership is about making difficult decisions.
44. We need to send a strong message to the public that the reductions we make are not sustainable.
45. Reductions should be made in development of new curriculum materials.
46. Elementary cannot cut anymore teachers.
47. Shorten each trimester by a few days.
48. Eliminate old equipment like overheads and give everyone a Document Camera.
49. Eliminate TAG.

50. Partner with Tri Met for HS and MS.
51. Make short term cuts.
52. I think that teachers should have the opportunity to vote on what is reduced each year.
53. I know the proficiency program is funded through a grant, however, couldn't there be a different grant to help? I think priorities need to be changed. Proficiency is NOT a priority.
54. I think the question of how much we should carry over is less important than the question of what programs should be cut long-term and what can be cut short term?
55. It seems like we are always having the same discussion about another budget shortfall. Could we put more into a surplus fund when the economy improves.
56. I think very little at this point. The budget cuts need to be made in areas where the kids are least affected, not most affected.
57. Spread it out so more programs can survive in case the budget starts to improve.
58. Spend what we have. If more monies become available then we can put back in place the cut items in an order to best meet the needs of our students.
59. It is not sustainable to cut staff.
60. None of it if it means we can live without it forever. Make the public aware of what they are losing. Get rid of sports for a year, no more band, no field trips, no fundraisers. Cut days of school, teachers adoptions, TOSA's. If BSD keeps asking staff to do more with less and for less compensation, I wonder how people will react when the central support offered by the district is additional work for the sake of data mining and central control to govern all decision making.
61. Stop supporting eSIS. Not worth a penny.
62. Get rid of daily 5 in first grade.
63. Get rid of Easy CBM.

#### 4. Other Input

1. Consider closing option schools. Students can be served at our outstanding comprehensive schools. Option schools have a reputation of exclusiveness and privilege which is divergent from the district's stand on inclusiveness and diversity. Many of our comprehensive school students would benefit from the influences of our option school students. Transportation costs would also be saved if the district closed some of the options schools. Close option schools that are based on programs in the 5 comprehensive schools; ACMA, ISB, Health and Sciences. They are redundant and offer programs at comprehensive schools. Example: holding a Diploma program at ISB is duplicating what is available at the larger high schools. **4**
2. We need a quick legislative solution to allow curriculum dollars to be spent on schools and staffing. **2**
3. Post a timeline of when budget decisions will be made like last year.
4. BSD gave NWRESd its video collection. Due to budget cuts, the ESD is no longer providing access to these materials as of 10/31/10. How do you intend to make them available?
5. Teacher training should be done internally.
6. Our voting public needs to be aware that PERS was obtained by our hard work, salary freezes, loss of plan time and our money input.

7. Don't start new programs. Do training in how to teach standards with what we have. Junk in one school is a treasure in another.
8. Hold off on proficiency.
9. While collaboration is a good thing, it is a luxury. Collaboration is just more "plan" time.
10. Move some teachers around. Take some of the dynamic educators from one school and move them to others to see if they can make a difference.
11. How does the state distribute revenue from the large districts in the metro area?
12. Could we offer an alternative health plan to employees that covers disaster only? Let's say the district is paying \$1,000 a month for an employee's health premium, and they switch to this disaster only at \$100 a month. The district would then pay that employee 66% of the savings, and keep the other 33%. So the employee would get \$600 more dollars per month in their check, and the district would save \$300 overall.
13. Why not foundation funding like in Lake Oswego?
14. Has anyone suggested offering an incentive to take another year (or longer) off for maternity leave? If the District were to cover more time than FMLA currently does, I would definitely stay out longer.
15. School lunches? Do kids really need more than 2 choices everyday?
16. The District Office needs to back and support principal suspensions and discipline.
17. In order to raise more funding for school, you can collect new books and old books to sell to students.
18. More incentives for saving at the buildings/departments.
19. I would like to see us approach a serious bottom up budget that we attempted last time and failed. I would like to see clearer communication to the public and in return identify better structure to their input time. I think we need to take a look at our technology options for our electives, especially language and technology courses. I would like to protect PE in elementary but cut down on it in middle and high school. I would like to center our efforts on required subjects and evaluate the time used to provide for other services not required. I think we need to approach this downturn with some of our savings, some days and some staff. Also need to consider fundraising efforts.
20. Building a sustainable model of delivering services. Invest in technology and long term cost savings. Protect classroom staff, class sizes. Change the focus to "data proven" rather than "promising". Early college HS = great results and cost savings to District. Need to rethink sustainability. We need to articulate a long-term model that focuses on data proven priorities aligned with the Strategic Plan, deletes non-priorities, invests in technology and efficiencies, maximizes community partnerships and use of volunteers and continues to explore alternative funding sources.
21. The focus of our work should be on meeting the needs of students as outlined in our strategic plan. I hope the process of making budget reduction decisions will be data driven. What efficiencies can be made? How can we look to the community for resources to help make the educational programs whole?
22. We need to protect the individualized academic progress of each student. We care about our students and our staff and I hope our budget can reflect this. I believe class size does make a difference and I would like to protect the size of the class for the purpose of providing the best academic atmosphere for the students. We should keep our class sizes from growing any larger. I believe specialists at the elementary level are a valuable component to the whole child and would like to see these classes still offered. Our comprehensive middle and high schools need to be protected to serve the greater population. I would like to see at least a fourth of it sustainable in preparation for future



shortfalls until we are out of the economic decline.

23. Because we put student learning first, we treasure this and will resist easy solutions that reduce student learning time – even if that means larger class sizes. We will deal with employees fairly and share information as early as possible. We should try to prioritize sustainable cuts in the anticipation that even economic recovery will neither fully nor quickly restore funding. We need to continue to have adequate support services to ensure our schools are safe places. We value innovation for efficiency and we will not cling to old ways of operating when new opportunities for efficiency emerge. Living up to contractual commitments in bargaining agreements. Technology improvements to maintain student grading/reporting systems.