

Feedback Themes	Reason this Theme Emerged	Plans to Address Needs - Spring 2025	Funding Source	Cost
Time to plan with Team/Content Areas	Over time, the added responsibilities of tier 3 intervention, special education and 504 paperwork, planning with new curriculum, etc	No Board Action Required: Allow each campus principal to provide 1/2 day subs for core content teachers twice in Spring Semester for team and content planning support Consider converting one additional staff workday to virtual workdays (February 17)	Sub Costs in the current 2024-25 General Budget	No additional
Intervention Support at Elementary	Due to loss of Campus Intervention Positions in 2024-25	FTEs available, No Board Action Required: Allow each elementary campus to hire two paraprofessionals (aides) and each secondary campus to hire one paraprofessional to assist with intervention support in the Spring of 2025	Funding Source: *2024-25 General Budget <i>Spring Semester Only</i>	\$176,000.00
Special Education Support	Due to increasing individualized needs of the Special Education population and program enrollment growth	FTEs available, No Board Action Required: Add a section for ECSE at South Add a section for Life Skills at West	Funding Source: *2024-25 General Budget <i>Spring Semester Only</i>	\$68,000.00
Class Sizes	Enrollment Growth beyond projections	FTEs available, No Board Action Required: JRE - 3rd Grade JRE - 4th Grade Hilltop - 4th Grade Hilltop - Kinder JRE - Kinder (in progress) JRE - 1st Grade (in progress) ASE - Life Skills Aide & ECSE Aide	Funding Source: *2024-25 General Budget <i>Some Full Year and Some Spring Semester Only</i>	\$375,000.00
Additional Compensation	No percentage raise for the 2024-25 school year; only a one-time supplemental payment approved last June	Requires Board Approval at a future board meeting: Consider allowing a portion of the revenue from the enrollment above the demographer's projection to fund an additional one-time supplemental retention payment in May 2025.	Funding Source: *2024-25 General Budget <i>One-Time Only to be paid in May as a Retention Supplemental Pay</i> <small>Require Signed Contract 2025-26 & No Resignation prior to 1st Day of School</small>	\$560,000
DEC (LOCAL) - Leave Policy	Offer additional leave days to support personal health and well-being, accommodate bereavement needs, and provide greater flexibility for requesting consecutive days off.	Requires Board Approval at a future board meeting: - Consider providing 2 additional local days per year to each staff member (from 5 to 7 and would be effective for 2025-26 school year) - Consider providing 3 days of bereavement leave for immediate family (would be effective upon approval) - Consider adjusting the maximum number of days from 3 to 5 for consecutive leave allowed (would be effective upon approval)	Sub Costs in the General Budget	No additional
			<i>*Funded by enrollment above the demographer's projections and additional savings developed during this fiscal year - after paying fund balance back</i>	