

Wenatchee School District Board of Directors



WSD BUDGET BOARD WORKSHOP WENATCHEE SCHOOL DISTRICT OFFICE Wenatchee, Washington February 06, 2019 5:00 – 7:00 PM Agenda

Welcome & Pledge Of Allegiance

5:00 -5:30 PM

Budget Survey Prioritization Results

5:30 – 6:00 PM

Public Comments

6:00 – 7:00 PM

1) Budget Prioritization Process

2) Board Discussion & Development on Priorities

3) Next Steps in Preparation for February 12th Board Meeting

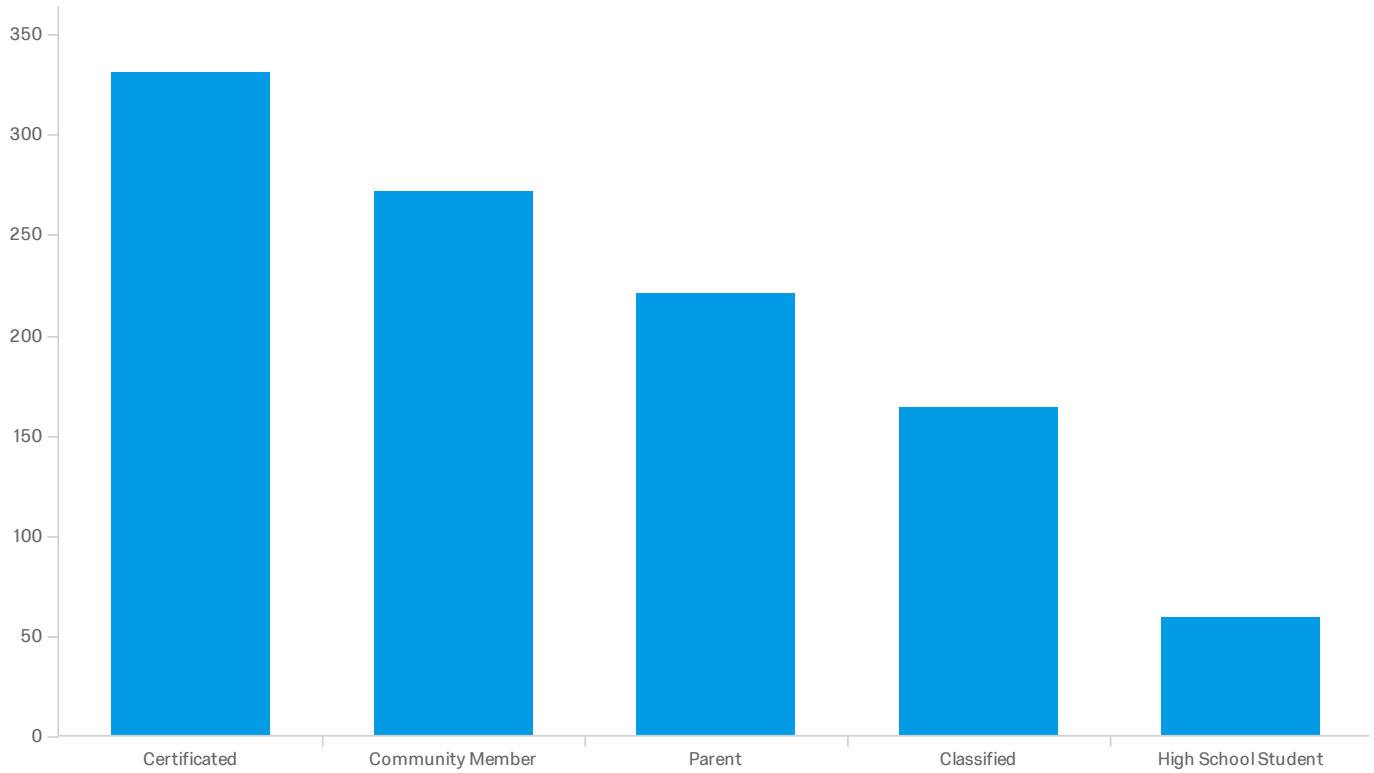
(See Reverse Side for Board Meeting Protocol)

2019 Budget Prioritization Survey Results

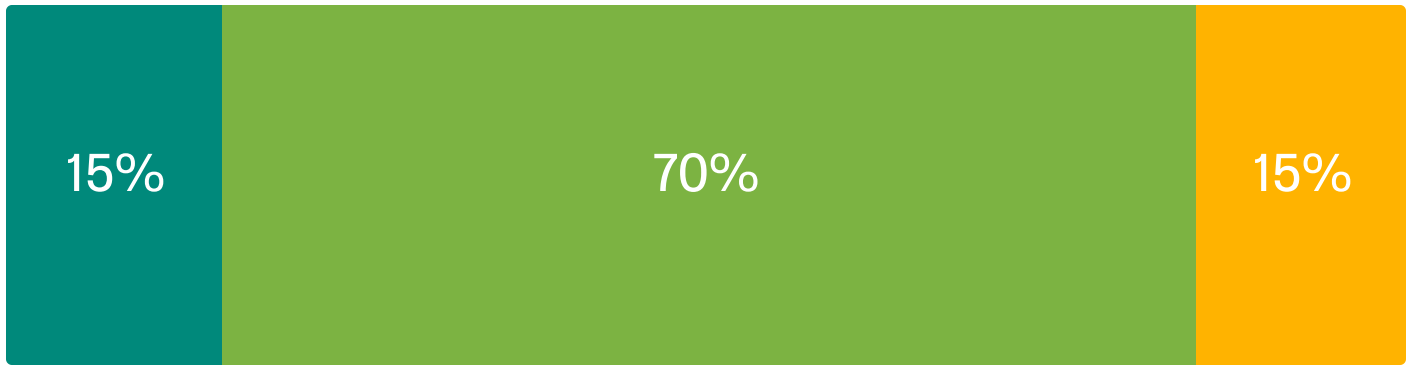
Wenatchee Schools 2019 Budget Prioritization

February 4, 2019 4:32 PM GMT

All Results



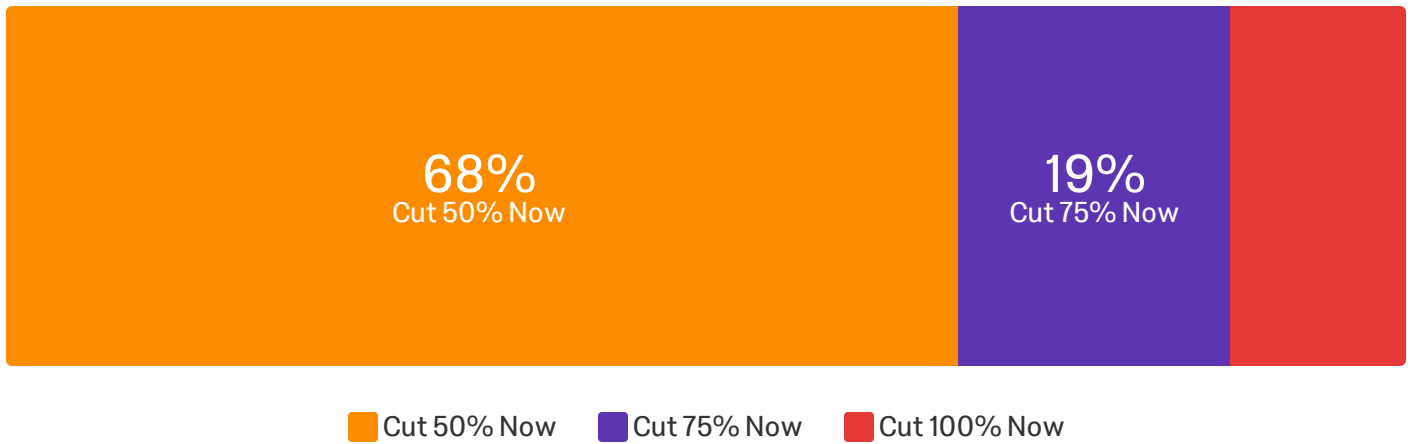
Budget Information



■ Attended a budget presentation ■ Watched the presentation

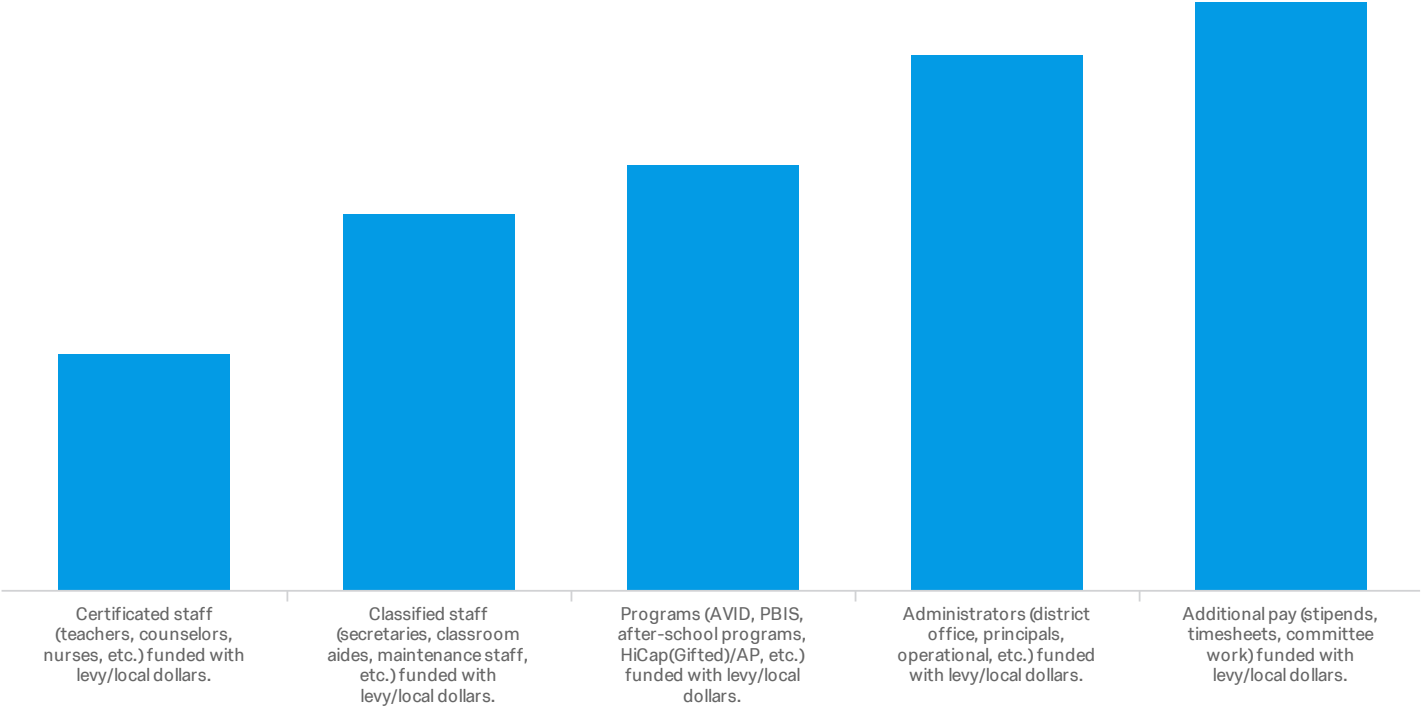
■ I have not watched the presentation or attended

How you believe the Wenatchee School District should approach this \$5.2 Million budget deficit?

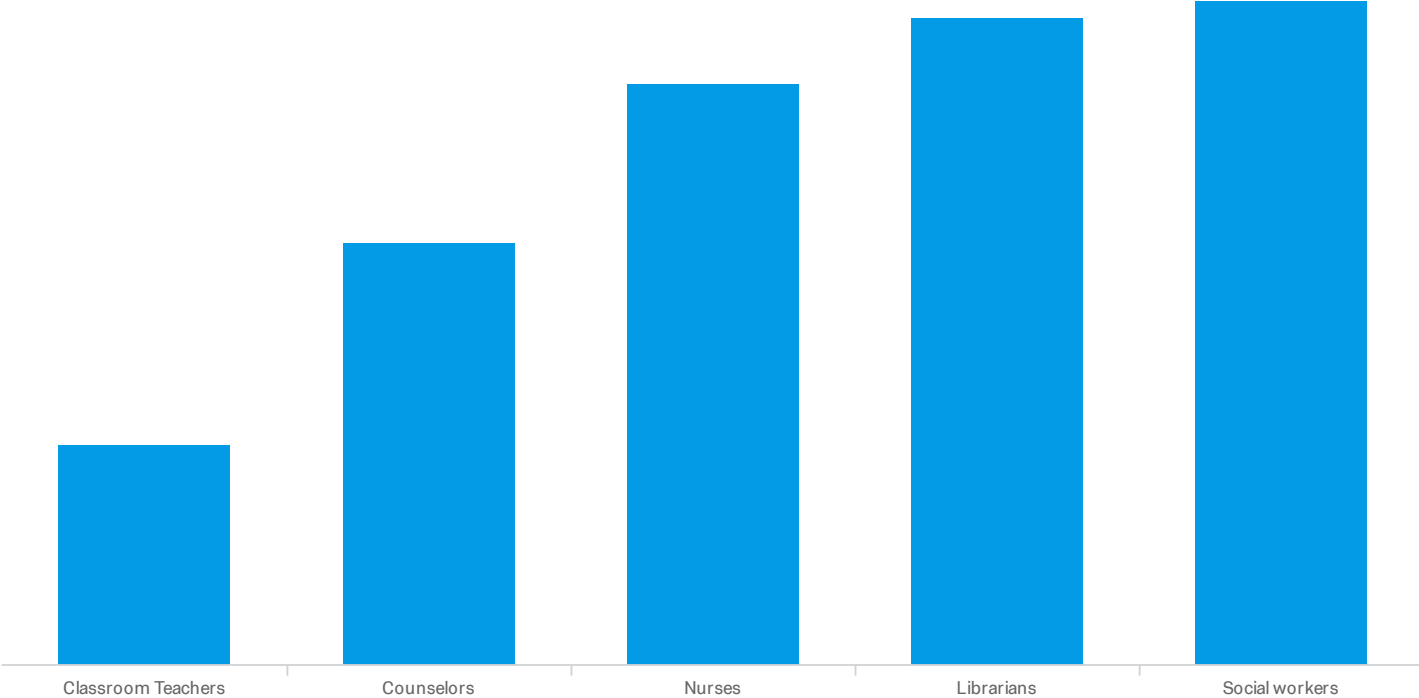


All prioritizations that show in the charts below are sorted by priority from left (highest priority) to right (lowest priority).

Budget Category Prioritization



Certificated Staff Areas



Certificated Staff funded Comments

Do you have another suggestion for areas to consider within Certificated St...

A nurses salary is a wasted expense, you could pay a Medical Assistant a fraction of that to do the same thing. There are no skills required to be a school nurse, it's all admin work.

AVID and other programs like that that are NOT required programs

Again, the staffing numbers required for the block schedule at the high school needs to be revisited. Those numbers need to be reduced before librarians, counselors and nurses!!!

All of these categories are indispensable for a safe healthy successful school.

All of these categories are indispensable to a safe, healthy, & successful school

All of these categories are indispensable to a safe, healthy, successful school.

All of these categories are indispensable to a safe, healthy, successful school.

All of these categories are indispensable to a safe, healthy, successful school.

All of these categories are vital to a safe, healthy, and successful school program.

All of these job categories are indispensable to a safe, healthy, successful school.

All the instructional coaches. A lot of money being spent for very little direct or even indirect contact/impact with sts. Coaches spend every Friday in 'meetings' at the district office. They are data pushers and organizers rather than coaches. Students really do not benefit not do teachers. The GLAD trainers also are an extravagance. It is a wonderful program we should encourage but having two full time employees dedicated to it for a district our size is not justified. Money would be better spent paying them a stipend to provide two trainings throughout the year.

All these categories are vital to the health and welfare of our schools.

All these things should be rated a 1

Do you have another suggestion for areas to consider within Certificated St...

As a cert staff we have to deal with a lot of our students with many different types of behavior and emotional ACE's (Adverse Child Experiences), kids are dealing with a lot more these days than we as children ever had to and need the support and strategies to help cope, COUNSELORS are an extremely important staff members we need as support and there case loads need to be manageable. WE NEED MORE. As well as MORE nurses, the health concerns than rising dramatically in the last few years and kids are more and more cases with ASTHMA, ALLERGIES AND DIABETES coming into our schools that you don't learn in a first aid class. We need their expertise.

As much as I appreciate the help building coaches and the GLAD coaches are not essential for student learning.

At WHS, the change to the block scheduling resulted in hiring more teachers. The district could change back to the other schedule to reduce classroom teachers.

BA

Being that certificated employees have duty free lunch and limit the amount of prep and before and after school time that they will have student contact, perhaps we need to rethink what the duties of the librarians, nurses and social workers are and they need to be reclassified as classified positions. The pay may need to stay the same but possibly like all classified positions, there is the "other duties as assigned".

Books

Change back to regular schedules at the high school and middle school so you need less teachers.

Classroom improvement

Coaches (instructional and GLAD) should be moved into the classroom. Any certificated staff that is working at the district office and is not currently in classroom should be moved into K-3 classrooms to keep small class sizes. Small class sizes in K-3 should remain a priority during budget cuts

Consider contracting with local service providers for Social Workers, Nurses, and Librarians.

Consolidate staff and students from tech center to high school and west side high school.

Counselors and Librarians are critical to our system at the elementary level as are Certificated classroom staff. Keep classroom staff fully funded so basic education needs of our kids can be met. Counselors and Librarians support that work.

Cuts to instructional coaches and glad trainers

Do you have another suggestion for areas to consider within Certificated St...

Do not cut teachers. We need teachers. While all of these are important, teachers should be the last priority for cuts.

Do not lay-off teachers during this budget adjustment, even if you do so hoping to hire them back if the legislature fixes this. If you do it will be VERY hard to get back the truly awesome teachers since other districts will snatch them up and you will make our district academically poorer because of it. Retain our teachers!

Every one of these positions are of the utmost importance to a school district and to supporting students. I think almost none of these should be cut except what can be absorbed through attrition and/or retirements. ESPECIALLY classroom teachers. Keep teachers. Students need to have classes where they can get the attention and help they need. All of the others support classroom teachers and, while incredibly important, the classroom teacher need is paramount. I think none of these should be cut but, if some must be, the classroom teachers should be last.

For the Social Workers position I believe that this might be an area to reconsider in regards to how many hours each social worker works at a school - for example, the hours that they are given could possibly be cut down to half of the amount they are currently working.

Full time Psychiatric specialist for each building

GLAD has not been mentioned in this survey. I would reassign all GLAD instructors to the classroom. Also, instructional coaches have not been mentioned in this survey. All instructional coaches should be reassigned to the classroom.

Get rid of social workers to fund daycare.

Given the social climate and the climate of education, these are equal, interrelated parts in a functioning district.

Have a full time social worker at school

Have enough control over your money to avoid staff worries about their way of life

Having a social worker in our building is new. We do not feel like the social worker is fully qualified/has the proper training and I have heard that is the same across district. Although the intention seems to be there, we haven't fully found a way to make the social worker fit our needs. If I could decide, I would recommend to save some money by not having social workers for every building (or 1 per 2 buildings). Maybe have 2-3 per district and save money for other needs.

Hi cap

Do you have another suggestion for areas to consider within Certificated St...

How can we answer any of this survey without knowing dollar amounts or percentages these departments represent?

I believe that all 5 of these positions hold an enormous role in our students education.

I believe that we have an obligation to our Certificated Staff to support them by keeping class sizes as low as possible.

I believe that we have too many certificated staff that do not work in the classroom. Instructional coaches, ELL specialists, HiCap teachers and others all factor in the number equation of how many certificated staff we have in ratio to students. I do not believe this is the best use of our money. I know they support the learning in the classroom. But sometimes they seem to have lots of time on their hands and not many tasks to complete. If they were in the classroom all day every day supporting teachers and students, I would value their positions more.

I believe that we should have a counselor in every building, and a qualified librarian in each school as well.

I do not believe that instructional coaches are a necessary position within our schools. Certificated teachers should be in the classroom making daily impacts on students. With our current budget issues, I believe that instructional coaches are taking large salaries for very little impact on student instruction, growth or impact.

I do not believe that instructional coaches are a necessary position within our schools. Certificated teachers, such as instructional coaches, should be in the classroom making daily impacts on students. With our current budget issues, I believe instructional coaches are taking large salaries for very little impact on student instruction, growth and learning.

I do not think it's critical or crucial for us to have instructional coaches. The direct impact they have on student learning as instructional coaches is not greater than if they were in the classrooms directly and daily instructing students. I do not believe we need to continue funding instructional coaches considering our current financial situation.

I don't care what I numbered them, we all need a full time nurse we need 1 counselor for ever 350 students. You need a teacher to have a school

I have heard of other districts utilizing a 4 day week to save money. Is this a consideration?

I just want to double down on the importance of funding counselors and nurses above the state allocation!

I now see that my prior comment about nurses belongs here. Please review if we could downsize nurse staff. Our teachers and counselors and librarians are critical!

Do you have another suggestion for areas to consider within Certificated St...

I think all certified teachers that WORK DIRECTLY with students on a daily basis should be the highest priority.

I think instructional coaches need to be considered.

I think this is a poorly worded question. I think you are asking "the state gives us a certain level of money for all these positions. What do you think we should INCREASE beyond what the state gives us using levy dollars?"

I want to see the WSD shift it's commitment and focus on what is best for students, the community, and taxpayers over the long term.

I would like to see us pay classroom teachers entirely with state dollars.

I'm not sure where Coaches and GLAD trainers fit into this. It seems to me that Coaches and GLAD trainers should go back into the classrooms if necessary. From what I have observed in my positions, these areas would be the first two I would look at. Is GLAD necessary? Maybe one coach per two buildings? Maybe no coaches until the budget settles down?

I'm very confused about the term "social workers". We have Social Service Specialists (SSSs) in the buildings that are bachelor level workers, most with little to no experience working in the schools. They are NOT social workers and we are trying to be clear in their title to not confuse WSD employees or community members. I feel this survey is VERY misleading. When reading this, people will think MSWs, as in a person with a masters degree in social work - which is not in place.

If kids are sick, their parents need to deal with them, it is their responsibility in the first place, not the school districts. Make the parents come get them and take them for health care at their expense, the district should not be a drop off point for non-existent parents.

If you do targeted learning classrooms (used to be known as tracking, but isn't if done properly), you can still serve kids' individual learning needs better without extra staffing. Heterogenous classrooms work for first-time-learned subjects like history and science, but better to do ability grouping for subjects like ELA and math, where faster learners are WAY beyond struggling students.

Instructional Coaches and GLAD trainers may need to return to the classroom to support the need with students. Keeping classroom size low should remain a priority, especially at the K-3 level. Other district office support may need to be reduced during this budget re-prioritization.

Intervention specialists should be lumped in with the classroom teacher as priority. The high schools new bell schedule this year also required many new teachers to be hired which now has put the district way over on teacher numbers- the high school should go back to the old schedule and those new teachers(positions) should be eliminated to help balance it back out a bit more.

Do you have another suggestion for areas to consider within Certificated St...

Is the GLAD program included in the Certificated Staff? There are certificated teachers teaching the classes and they take teachers out of the classrooms for the trainings which means additional substitutes needed throughout the district. Additionally, the curriculum coaches I believe are Certificated Staff and having them at each school seems a bit overkill when only a few coaches could come together and make the same decisions for the district as they currently do.

It appears that additional certificated staff were needed due to the change in the Wenatchee High School bell schedule. This change infamous due to the complete lack of thorough analysis and transparency of the high school principal and staff supporting this change. Fix the bell schedule to reduce the staffing. Since enrollment seems to be down across the board, it stands to reason that we need less certificated staff in the district.

It is my understanding the Wenatchee School District does not employ social workers. If this is a reference to the Student Support Specialist program with Children's Home Society, they are very helpful, but they are not Social Workers and do not have the same skill set and training as a Social Worker.

It seems like we should be able to fund classroom teachers salaries without Levy funds given the extra money being provided by the state

It seems to me that counselors and social workers jobs overlap significantly, couldn't they be combined?

K-5 instructional coaches

Librarians could be covered by a classified staff member who can check out books to students, at least at the middle school level where they don't teach other classes.

Make the librarians a classified position like almost all other schools in the state.

More kindergarten teachers make more of a difference than more people in the district office.

My highest priority is to have as many classroom teachers as possible. I believe that smaller class sizes are a priority and essential part of an effective educational system. I would prioritize having certified teachers in the classroom over support certified staff if our budget is cut.

NA

No

No, but it is nice to have the option. You could have used this option in your first two questions.

Do you have another suggestion for areas to consider within Certificated St...

Perhaps you should contract with Confluence Health for medical and social support.

Please consider keeping the schedule at FMS. Our scheduled team collaboration benefits all students by providing a time for staff to focus on strategies to meet student needs. The quality of classroom instruction has grown because of the structured collaboration that focuses on instructional strategies, planning, creating teaching tools, and problem-solving for student behaviors and needs. This collaboration includes all of the above-listed positions.

Please don't cut specific certificated staff based on the categories--if you change the building schedules at WHS and the middle schools, you will solve the problem.

Please keep the daycare program.

Please keep the seven school nurse positions. If they are cut, the district will be at great risk for liability. Currently, with seven school nurses, we are able to be in our buildings two days a week. One full time nurse for every school is ideal, and is the recommendation of the American Academy of Pediatrics. The National Association of School Nurses recommends 1 nurse for every 750 healthy students and 1 nurse for every 225 medically challenged students. Seven nurses for 7700 WSD students is already under the national guideline. We would not be able to get to know children and families and would not be able to be as proactive with prevention and management of chronic life-threatening health conditions and overall school health, trainings and overseeing all the people whom we delegate health procedures to.

Please look at the district level Learning & Teaching staffing admin, cert, class

Put coaches back into classrooms. It seems like with latest curriculum adoptions in reading and math at elementary, the teaching is laid out. Experienced teachers in bldgs can mentor and partner with newer hires.

Remove mental health specialist from buildings and utilized counselors that bill to student insurance.

Seek outside dollars through grants.

Should not be looking at cutting staff

Stronger support of special education department and a certified and trained leader at the district office. Current leader lacks the skills

Take a "hard look" at per diems as the average per diem is \$315, so counting 402 FTE for BEA certs, this is an annual cost of \$3,928,746

Teachers should be the last to experience cuts. When you cut your teachers, you negatively impact your students.

Do you have another suggestion for areas to consider within Certificated St...

Tech Coaches

Technology Coach

The district has created too many positions regarding social services when DSHS -a state funded agency -and Catholic Family and Children's Services - a funded NGO - provide similar services. Not just duplicating jobs, but triple redundancy. Get rid of them.

There are other certificated teachers that don't work in the classroom that need to be considered. Instructional Technology Facilitators (Tech coaches) provide valuable support to classroom teachers. The tech coaches help with classroom instruction and tech support to help teachers teach using over 6000 devices we have in the district.

There are too many certificated staff not working directly with students. Coaches positions need to be reduced. GLAD trainers need to be reduced. Use staff for students!

There is a need for more Social Worker/Mental Health programs. I would really like to see a heightened alert on supporting kids having a hard time, allowing local mental health agencies to fully partner on this, and save money that can be used elsewhere perhaps. Catholic Charities, Children's Home and CVCH would love to get more involved. We have to get bullying under control.

These are all important.

This is a "Sophie's Choice" scenario. All of these roles are vital to providing good service to kids. We don't have enough of all of these positions already and to have to cut any of them will be brutal.

This question is mis-leading, as all play a near-equal role in support students, especially students who live in poverty and are non-white.

This question makes it sound like all classroom teachers are funded by levy/local dollars. If that isn't the case, exactly which classroom teacher positions is this question directed at?

Do you have another suggestion for areas to consider within Certificated St...

Unclear what category specialists, like HiCap, are in, but they would be #2. You may be aware that this area is experiencing what might be called a "brain drain" because the educational system here is so abysmal. I have highly educated colleagues leaving the area because their children are not receiving an adequate education. One of my peers noted that, instead of the once a week HiCap program we can barely fund here, in his new location their public HiCap program is actually 5 days a week, 4 hours a day. But perhaps that is the unspoken strategy - decrease enrollment in public schools by forcing better funded families to leave the area, home school, enter private schools, or enroll in a charter schools. No doubt this would solve the salary and health benefit problems that the presentation went on and on about. There seems to be a current line of thinking that investing in technology, instead of staff or traditional educational tools, is going to save us. Does anyone there actually read the research? Reading speed is decrease by approximately 30% on a tablet vs a book. Use of technology in the schools predisposed vulnerable individuals to dopamine-mediate attachment issues to technology that is akin to addiction. All markers of cognitive enhancement, except maybe playing Fortnite and Minecraft, are lower in pre-school and elementary level students when using digital inputs vs physical manipulables. So, yes, I have a suggestion. Purge your tablets and computers and invest in skilled, actual people to teach our children.

Use administrative dollars to create positions that actually interact on a daily basis with the students.

Volunteering at Mission View I see so much need for high risk students to be properly dealt with in the school setting, rather than just being sent home. But it seems there isn't the staff to deal with it.

We could really use a clinic connected to WHS and/or WSHS.

We do need MORE counselors in our schools.

We do still need to keep the focus on supporting our socioemotional issues with our kids (social workers, nurse, and counselors). Teachers received a fair raise and I believe I do not need as much side stipends, etc. Now we need to shift to funding the lattice of support.

We have too many teachers at the High School level and too many instructional coaches and too many District assistant superintendents. It is a must to reduce these numbers to free up some money.

We need them ALL in order to meet the needs of our students. In order to provide the education and support to create 21st century contributing members of society, we need small class sizes, counselors to help students grieve the loss of family members, parents who have been incarcerated, and other issues that hold a student back from truly engaging in their education while at school. We need access to skilled librarians who can instruct and lead children to high quality text as well as technology to access and analyze information for learning. Nurses keep our students healthy, and with diabetic students and those with seizures, it's not worth risking students' lives to decrease this position any more than it already has been. Social workers are a critical link between school and home that ensure the safety of our students at school and in our community.

We need to prioritize in the area as to what services the most students. With technology being a huge shift in the way we educate, funding a FTE for library seems silly

Do you have another suggestion for areas to consider within Certificated St...

What do they think are the needs of the students? They probably can tell you where funding should be prioritized.

While it's not ideal but you could switch to hiring classified staff in your libraries

Why not cut the positions that are associated with GLAD and the instructional coaches. Put more teachers with kids and less staff getting paid as teachers to work at the DO.

Why waste tax payer dollars on nurses and social workers?

With the present climate, how can you cut counselors?

Would love to see a nurse a every school, every day and we truly need social workers.

counselors/social workers high priority in order to assist students and families.....including SAFETY

more counselors needed with so much mental health issues

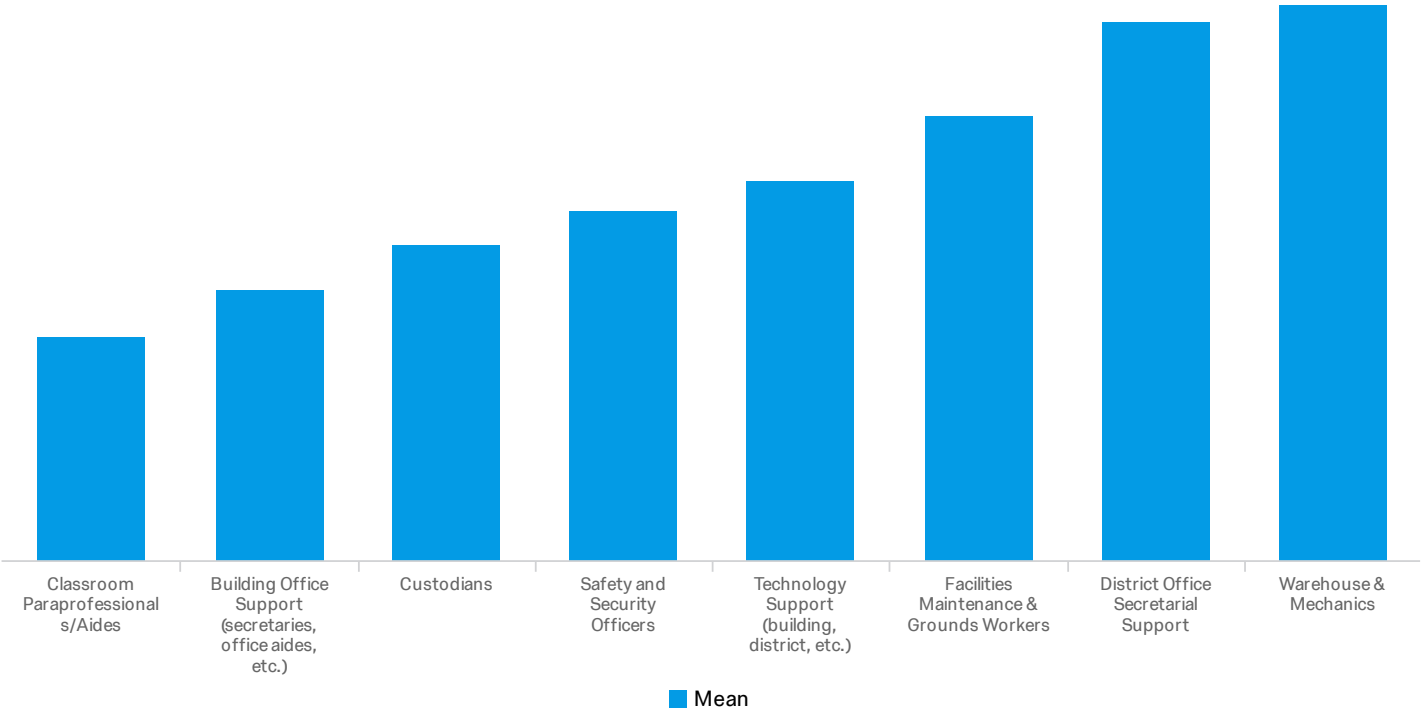
no

none

para-educators

we need full time counselors for 6th grade!

Classified Staff Areas



Classified Staff Comments

Do you have another suggestion for areas to consider within Classified Staf...

We consider all of our classified staff as our value partners in helping our students

Abogantes de familia.

After School Program Staff (Priority = 4)

Again, I think that all of these areas are important but, we need to take an overall look and see if we are heavy in any areas and to see if there are ways that we could get more bang for our buck. There are areas in all of these categories that could either be pared down or used more efficiently.

Again, many of the positions at the district office do not make sense and do not need a secretary...

All of these jobs are important to the district working smoothly but priority should be placed on those directly interacting with students and working with learning and moving outward from there.

Classified staff are a valuable part of Wenatchee School District. Some classified staff who work one on one with specific students may be able to be doubled up possibly. Also, the impact of those para jobs is not felt by all employees equally. It is hard to justify a full position for so few students.

Classified staff should not be part of this survey. Their contribution is vital to keep the enterprise functioning smoothly but I have not idea which type of work is relatively more or less important. My rankings mean nothing. This question is definitely best answered by the Superintendent.

Classroom paras need to be reduced. Some schools have abundance of volunteer parent support in classrooms, and others have little. Paras should be assigned to schools with historically low parental support. Schools have always depended upon parental involvement, and there are definitely some schools in WSD where paid paras are not necessary and are redundant.

Conducting the business you are mandated to do, these jobs are nearly all equally important. Focusing on the kids, adequate support is essential. Keeping them safe makes for a learning environment they want to attend. But you still need to keep buildings clean, maintained, busses need to run, materials need to be ordered and distributed. Poorly presented question. I did note you put the administrative positions first, suggesting they are more important. Yet again, administrator bias. Here, I have to rank them all. I could assign the administrators all the same value and that was okay. Interesting.

Consider outsourcing facility maintenance, grounds, and mechanics... even custodians.

Do you have another suggestion for areas to consider within Classified Staf...

Consider school size when allocating funds.

Consolidate or cut Classified staff from tech center to other locations.

Direct services to kids need to be maintained at as high levels as possible at the elementary level. Classroom teachers cannot do it alone. Technology support is critical in our tech-based world. So much of what we do in our classrooms is based on technology. Without that support and we will be "dead in the water".

Do we need additional funding for the remainder of these positions? Spend our dollars wisely.

Does the district office need all of the additional titles that are made up and funded to really make the DO run? It seems like we continue to have titles added along with the funding for positions that were never once needed.

Each of these positions play a key role in our students education. To label them as less important is very difficult.

Food service the workers are the lowest paid

Have the Paraprofessionals help out the buildings secretaries.

How can we answer any of this survey without knowing dollar amounts or percentages these departments represent?

I don't know if the ranking is as important here as looking at the usefulness in individual buildings. Paraprofessionals and secretaries are important....so ranked fairly high. However my observations in different buildings would make me believe that some are not very busy.

I have heard of other districts utilizing a 4 day week to save money. Is this a consideration?

I hope that budget cuts does not begin to cause buildings to not be taken care of.

I think continuing to create programs to teach kids work ethic can be put in place to support some of these positions in terms of Teacher's Aides or Secretary Aides, or even facilities, grounds, or custodial aides for credit could be beneficial for those interested.

I think that the nursing department should have paras to support buildings when nurses are on personal or sick leave. When they are gone, there is no sub. The office absorbs the responsibilities.

Do you have another suggestion for areas to consider within Classified Staf...

I think the district office needs to cut back at all levels

I'll say it again....they are all important

Is it really cost effective to have all of these roles be filled by District employees as compared to outsourcing?

It just seems like there are a lot of personnel. What are their duties? Obviously, it's not sustainable.

Keep the ones who keep the school running.

Let classified staff take days off without pay. It would save money and it would reduce staff turnover

Maybe look at itinerant Tech support that can go to each building as needed vs. having staff assigned and housed at a building all day because Tech issues seem to be itinerant anyway

NA

NO

Need armed security guards at every school, and daycare.

Not replacing as people retire. Custodial staff could clean classrooms on a rotating basis rather than daily. Could student parttime jobs after school do basic cleaning duties at a much cheaper rate?

Officers, kids shouldn't be helping cross pedestrians

One on one paras should be reduced. Use the paras in the classroom and for supervision but it is ridiculous to spend the kind of money you see in a special education classroom with five adults and 8 kids.

Para pros are being over utilized to work with our lowest struggling students. Trained certificated teachers should be working with our lowest students.

Please keep paraprofessionals/Aides at all levels. The level of instruction and learning improves for all when paraprofessionals/Aides are available.

Please keep those people who most directly serve students as the top of the list. All of these are important but, if some have to have cuts, it should not be those working directly with students.

Do you have another suggestion for areas to consider within Classified Staf...

Priority needs to go to classified working with students.

Really examine the effectiveness of the hours for our para pro staff to make sure that they are making the best use of their time and help throughout the day. Maximize student interaction and take away "prep" para pros for copying, etc... to save money.

Recess Paras full time

Reduction in classified positions puts more burden on certificated staff when they have to pick up the slack.

Remove any extended contracts - beyond what is absolutely required to do the job

SPED Para

Safety and Security should have funding and support from the city and county.

Some of the maintenance positions seem interchangeable or duplicate. Could they be combined?

Technology should allow administrators to do more of their own work - directly - without having as many secretarial support staff. That has happened in business, it should happen in education.

The Buildings Must Be Safe and Clean Inside and Outside

The classified staff that provide daycare services are very important to single parents and working families.

The custodians in some buildings should be allowed to do some of what the facilities guys do. I glued a strip of laminate on a counter one day and fixed a toilet another day and our head custodian told me that they could file a grievance if I did that again. That's silly. If people in our building already know how to do something, why waste time and money filling out more paperwork to have it done. Also, some of the grounds work around the schools could be completed by less workers or with custodial staff or with teaching staff who want to teach students a trade by gardening, etc. They don't always need to send out to maintenance guys at a time to do a job. Two guys don't need to be riding in the snow removal truck unless you consider that a safety concern for the driver, but I know several other snow removal companies that only have one person in their vehicles when they are cleaning off parking lots, etc.

The daycare program is really important to us.

Do you have another suggestion for areas to consider within Classified Staf...

The number of health conditions among children is increasing, even if enrollment is falling. We must have adequate classroom paras and office staff for the school nurses to delegate medical procedures to. These students have a right to have their medical needs met by the school district.

There are too many people in the district office and not in the classroom.

There are too many secretaries at the District office. Not everyone needs their own

There is a multitude of employees that fall under Classified Staff, what about all of them?

Use of part time MA's (Medical Assts) to assist nurses with duties that does not require an RN to perform.

We consider all of our classified staff as our valued partners in helping our students.

We consider all of our classified staff as our valued partners in helping our students.

We consider all of our classified staff as our valued partners in helping our students.

We consider all of our classified staff as valued partners in helping our students.

We consider all of our classified staff as valued partners in helping our students.

We consider all our classified staff as valued partners in helping our students succeed. We prioritized these based on proximity to direct student service.

We consider all our classified staff as valued partners in helping our students.

We do not need any additional security officers. I have not been presented with any information, by the district or the nation at large, that security officers in schools have ANY positive impact. In fact, much research points to security officers playing a vital role in the school-to-prison pipeline, as they disproportionately target males and people of color for punitive action. Personally, I have never been able to call on a security officer in a time of need, and have no idea how I would even accomplish that. I fail to see their purpose here.

We need another resource officer (real police officer), not more security.

We need more security help and toss up with #2 & #3

Do you have another suggestion for areas to consider within Classified Staf...

What IS warehouse and mechanics?? Seriously, you need to show this survey to a non-school professional before putting in job titles that ONLY you know! I put in a number but it is meaningless. You silly prompts would not let me move forward!

Which administrators at the DO walk out of the building at about 3:00 or 4:00 each day? Maybe they don't need so much secretarial support. As a teacher, I'm often at work til 5:00, plus take my work (planning, grading) home on the weekend.

Why does all the supplies we order have to go through the warehouse process? Could we save money (and sanity) in making this process more efficient?

Why not outsource mechanics and facilities maintenance?

With over 6000 devices in the district Tech support is extremely important to keep all of them running. Without the support many devices would just sit on a shelf if they don't get fixed.

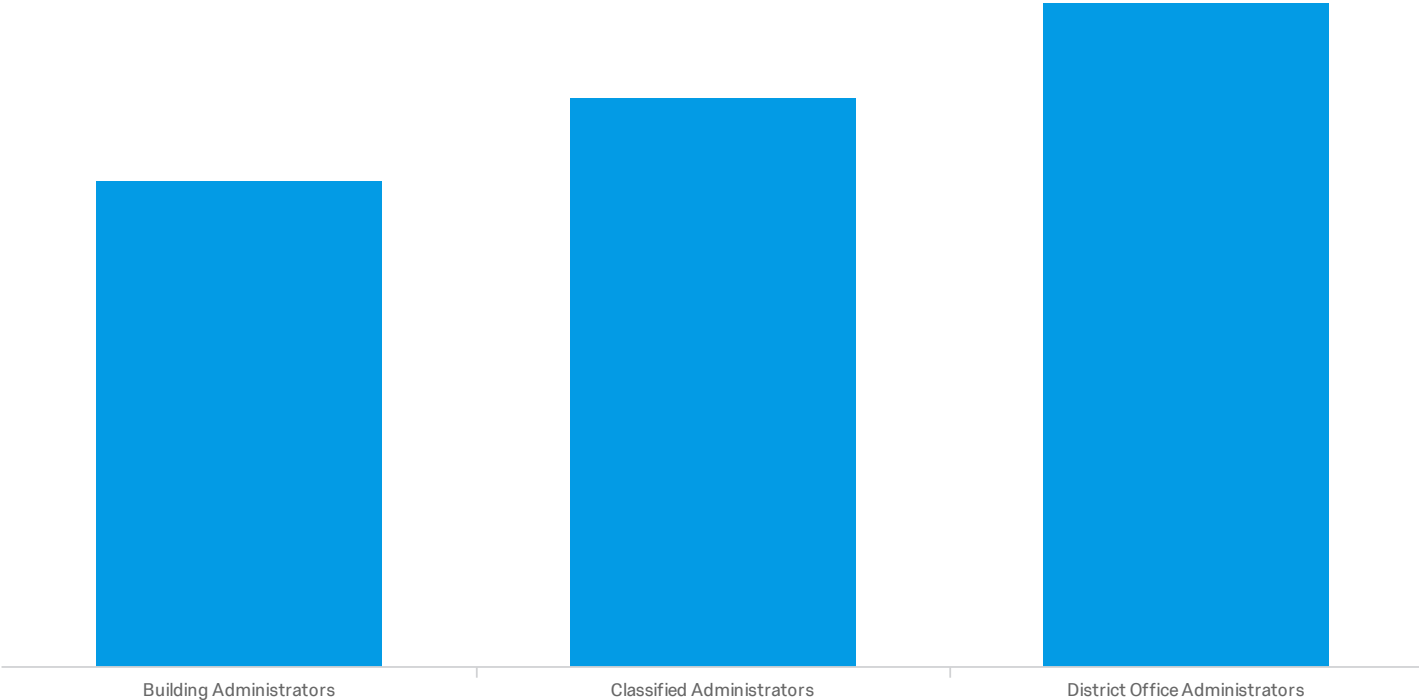
With the large number of students on IEPs and 504 in the gen ed classroom, the use of paras are absolutely essential to assure accommodation and modifications can be met.

You need to pay your people who do shit more money than people who sit behind a desk

no

none

Administrator Areas



Administrator Comments

Do you have another suggestion for areas to consider within Administrators...

no

We value all these areas but we are prioritizing based on proximity to student services

A more compact level of administrators. Assistants, assistants to the assistants etc.

Administration appears to have been given 8% pay raise last fall. Seems important to cap WSD administration salaries and benefits as their salaries have increased significantly over the last many years.

Administrator budgets should absorb the largest cut in funding.

Administrator for WVTC should be replaced by more competent staff

Administrators are going to be taking on numerous additional duties, do not cut them any further.

Administrators are often highly compensated compared to teachers and other education professionals. I am not sure that administration should be compensated at such high levels.

Administrators are valuable for helping student behavior and increasing parent interactions at the elementary level.

Administrators should not need additional funding. The contracted amount they are paid should be more than sufficient. In the public sector, a salaried employee is expected to put in the extra time as needed with no additional compensation. From the public's view, your administrators are over paid already.

All of these categories are vital to student services.

All of these positions address above are EQUALLY important. We need District office admin as much as we need building admin, and Classified admin.

All of these positions are highly valued but have been prioritized based on direct proximity to student services.

Do you have another suggestion for areas to consider within Administrators...

Are instructional coaches considered administrators and funded with local dollars? If so, the position appears to have little direct value in the classrooms, so should be considered for elimination.

Are there too many administrators?

Classified employees work many extra hours doing Admin/Teacher work without proper compensation or recognition, yet they are necessary for the students to advance. Take care of them.

Combine the technology departments

Cut a few positions at the district office!

Cut more admin like superintendants

Cut more top end administration staff, or push them back to being the teachers they were hired to be.

Cut out the assistants at elementary schools.

Cut technology and tech center

Cut the number of administrators

Districts cannot function without classified staffing.

Do we need 1.5 administrators at Elementary schools; we we need an admin position at district level for PBIS, AVID, etc.?

Do you really need three GLAD coaches? It seems like a waste...

Don't know exactly how this would work or if it would work, but possible teacher/admin split positions (with reflective pay bump)?

Each administrator who is added seems to add duties to the staff/faculty working beneath that administrator. I would have no problem seeing extra administrators (deans and assistants) shifted to help with Classified and DO administrative duties.

Elementary Assistant Principals

Do you have another suggestion for areas to consider within Administrators...

Facilities update

Fewer admin

Find grants if any to apply for to help with some of the costs.

Focus to be n STUDENTS first

For the level of competence that the district gets, administrators should be funded last and least compared to staff working in the trenches every day.

Furloughs for administrative staff should be considered.

Get rid of a few. Don't make jobs for those that really should be fired.

Get rid of the levys and learn how to budget properly. Greed Greed Greed

Hi cap administrators

How can we answer any of this survey without knowing dollar amounts or percentages these departments represent?

I believe we have too many administrators at the district office level. I believe the positions could be combine or duties assigned other places and save money this way.

I don't feel that I can truly prioritize this list. I see high value in all three groups of people and we need all three to function on a daily basis.

I have heard of other districts utilizing a 4 day week to save money. Is this a consideration?

I know that my opinion will not be the popular one, but I would like to see us start at the top with Admin at the District office and trim/combine positions. We have a tendency to "create" positions for people. We need to stop that and I believe that for a small District, we are too top heavy. What is a Communications officer?

I think all of these are important, but some may be able to be reduced.

Do you have another suggestion for areas to consider within Administrators...

I think that all of these areas have value. I think that the high school is a little heavy on administrators. The district office has made efforts to reduce.

I want you to consider how many students will be impacted.

If student numbers within the classrooms continue to rise and we are wanting to best educate our students, we need to have staff to support that within the classroom

Instructional coach positions should be eliminated in a situation of budget/financial crisis. They should be placed back in the classrooms.

Is the GLAD program included in the District Office Administrators? There are certificated teachers teaching the classes and they take teachers out of the classrooms for the trainings which means additional substitutes needed throughout the district.

Keep funding our assistant principals at the elementary level. They are a critical part of our system.

Maintenance & Operations Building Has a lot of Expensive White Collars Running a Few Blue Collars.

Make cuts to their benefits package. It is ridiculous.

Maybe the top dogs (eg. Jon DeJong) should give back some of his recent pay increases.

Maybe we could reduce the Assistant Principal position at the elementary level.

More people to help students directly is my preference if cuts have to be made.

NA

NO

No, but ad bldg seems to be top heavy with administrators, while teachers struggle to pay for classroom expenses.

Please allow our administrators to collaborate with staff during regularly scheduled collaboration times. The opportunity to include administrators has enriched collaboration designed around student needs and instructional practices.

Do you have another suggestion for areas to consider within Administrators...

Please keep the daycare program.

Possibility of reducing coaching teaching positions. Have those teachers in the coaching positions move into the classroom and take the place of retiring teachers.

Principal get a pay cut to save daycare.

Principals set the tone for the building. You have to start with the top and make sure that you have quality leadership. DO NOT MESS with the leadership in our schools. Although I have only had kids at Newbery, Foothills, and WHS I have been thrilled with the leadership at the schools.

Priority should be on those actually in schools with direct interactions with students.

Recent union negotiated pay increases with a known budget shortage. Are we working off the assumption of fewer jobs through attrition with more pay for those who remain. Future negotiated pay increases will be wanted for additional responsibilities once staff's are cut.

Reduce the amount of administrative positions at the district office level.

Reduce the number of GLAD trainers

Rid the system of these overpaid, over compensated and under worked administrators! A bunch of wasted \$\$.

Schools can't run smoothly without all of these. All of these are important for teachers and student success.

Sports

Suggestion - Maybe Vice Principal salary could be looked at and modified to be a little lower and it could be considered to be more of a position where experience is gained.

The last thing we need is more top-heavy administrative appointments with large six-figure salaries. Allocate those monies elsewhere or don't fund anything related to administration.

The question above is a tough one... my answers are honestly too close to number...

There are far too many administrators at the district office.

Do you have another suggestion for areas to consider within Administrators...

There are too many high paid positions "created" at the district office that are not needed.

There need to be cuts. When cutting budget, it should be a top down approach. Administration can live with a cut across the board and still do their job, students' education is greatly impacted by cutting your teaching and programs staff.

These are all exempt, salaried managerial positions. They do whatever (and however long it takes) to get the job done! The concept that excellence or extra effort requires extra payment is foreign to private sector managers. No stipends should be paid to any management position.

They make too much money that could go to keeping some classroom teachers who are not gonna have jobs next year. Keeping the building up and running, and kids fed should be the upmost importance.

This is a very difficult list to prioritize as in many respects the value of the position is based on the INDIVIDUAL and not the job title.

This one is really hard all of this programs are very important.

This question is poorly presented. You are mandated to provide the education, mandated to have safe buildings and get kids to/from school, mandated to feed them, mandated to provide SpedEd for kids with an issue. What you fail to explore is consolidating more tasks with each individual, reducing the number of administrators. Why do we need a dean of students at the high school when we have multiple assistant principals? One example there.

This was difficult all these individuals deserve additional pay.

Too many district office administrators and too many tech center administrators

Use admin interns at buildings to support principles. Limit number of assistant principals.

We are egregiously overloaded with administrators. According to the budget presentation, their salary allotment went up 65% between the 17/18 and 18/19 school year. In WHS alone, we have at least five administrators, which is utterly unnecessary. We do not need this many administrators, especially paid at this obscene price.

We don't need so many assistant principals at all levels.

We have always had too many people at the DO.

We have too many District Office Administrators that make an absurd amount of money.

Do you have another suggestion for areas to consider within Administrators...

We highly value all these categories and have prioritized them based on proximity to direct student services.

We value all administrators, but we prioritized based on direct proximity to student service.

We value all of these areas but prioritized based on proximity to student service.

We value all of these areas. We prioritized based on direct proximity to students.

We value all of these categories, however we prioritized based on direct proximity to student service.

We value all of these. Our ranking is based on direct proximity to student service.

Who is paid the most? Why? Which administrators are the most important? What are their duties? Could they be combined with others?

Why bus students that live within walking distance to a school. You could probably save \$500K if you didn't bus students across town.

Why does the tech center have a director and a principal? What are other admin. positions being over covered? How many 'assistant' positions have been created the past several years at the DO so the the supervising administrator does next to nothing? How effective are the vice principals at two different schools? Is that an adequate use of funds for an admin, compared to the amount of work they do/sts. responsible for. Should be looked into.

Yes, let's look at middle school sports? Who besides coaches runs those programs? IF you are trying to save money have intramural sports but stop the bussing. At 7th and 8th grade levels it is ridiculous to bus students to Moses Lake. Or anywhere for that matter! Just play hard, learn new skill and rotate players. Your tax payers do not want to bus 14 year olds to other towns after school!!!!!!

You need to under pay your district workers and over pay your building administration, and classified administrators. They have to deal with 2,200 kids every with half of being shitheads, they deal with so much more problems than the district people sitting behind a desk typing on a computer

administrators are overfunded to begin with

how can you expect to keep a school running with no lunch room attendants, no one to trim the bushes we have, or most importantly the bathrooms. who will fix them?

Do you have another suggestion for areas to consider within Administrators...



i Think it's important to look at each category and make sure we are not administrator heavy. And remember what the purpose of education is.

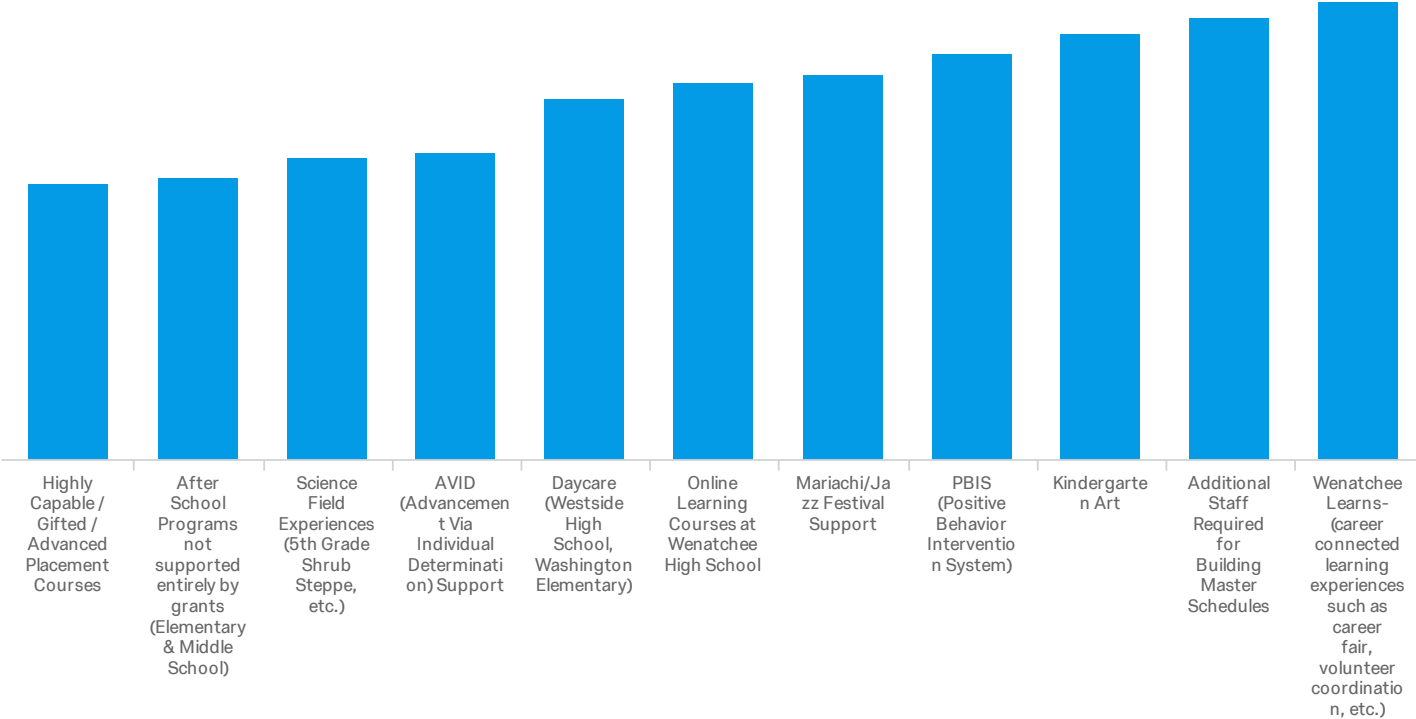
no

none

reduce DO Admin

special programs & special ed directors should be funded under their specific programs as a priority if it is one

Program Areas



Program Area Comments

Do you have another suggestion for areas to consider within Programs funded...

AP courses are more important than highly capable and gifted courses at earlier levels. All students, not the just the most successful (and often the most affluent) need to opportunities. this is based both on what I know of research evidence and my own experiences. Gifted programs were fun but until AP classes not really a positive impact for the price tag. AP classes though give opportunities to explore and help students be college bound and successful in college. Other opportunities for identity and career exploration are also important for healthy adolescent development. The PBIS website said it had links but I could not see them so I am not accepting it as evidence based though it actually may be. I have no idea what the kindergarten art program is but as a developmental psychologist I can be pretty sure that emergent literacy, numeracy, and programs to promote kids being bilingual are more likely to be really important.

AVID strategies can be integrated into regular classes; it doesn't need to be a separate program.

Academics -- preparing our children to become functioning adults ready to fully participate in our economy and civic life -- is the central mission of our district. I hope we remember to center those priorities.

After school care at Washington is a good program. If needed, increase the monthly payment beyond the \$210 to make it work.

Afterschool care programs are very helpful to working parents! Corinne does an *amazing* job at Washington, very well structured

Block schedules

Building collaboration time for teachers in the middle schools should be a priority! Please keep their master schedules intact.

Can we figure out how to build better connections in the community to help fund, support, carry-out some of these programs. There is a lot of money and support in the valley that I feel we can harness. Isn't Wenatchee Learns supposed to be doing some of this?

Change the high school schedule. It is a train wreck.

Community would most likely donate to support mariachi/jazz...

Create opportunities for the ones struggling a bit or not having support in their environment

Do you have another suggestion for areas to consider within Programs funded...

Cut PBIS and hi cap totally

Daycare and field experiences should be the top priority for funding.

Daycare at Sunnyslope. YMCA this year does not provide the same quality and tenderness previously offered. The staff are rude and insensitive. Just babysitters.

Daycare at Washington Elementary is an absolute life changer for me. Being a single parent this allows me the opportunity to make sure that my child is well cared for by Mrs. Corrine. She is the best daycare that Wenatchee School District has.

Daycare at Washington is a program that creates revenue for the district why even consider cutting it? Great benefit for both students and parents. WSEL is a program that loses money and does not benefit students or many district parents.

Daycare is essential to our family and the safety of our children. We are working parents and depend on this program along with other families trying to support our children. The daycare personnel are amazing and while there are 2 other options for daycare, they don't even come close to the level of care provided by the WSD daycare program. Please do not cut this program!

Don't get rid of daycare, We are both working parents and need the early drop off and aftercare. Why punish people that are working hard and teaching their kids how to be responsible.

Don't cut funding for HiCap kids! These kids often don't get what they need. Keep their education strong. PBIS seems to be rather ineffective. That's an easy cut.

Early Learning

Eliminate running start and Valley Academy

Even if only temporary, it would be nice to see our community come together to support Afterschool programs, Music festivals, and Art programs. Other than AVID, my top choices are the programs that strive to benefit ALL students. The other programs are important but could be sponsored by community organizations.

Find more grants If daycare gets cut most families will look elsewhere in town and most programs are full. Daycare is Early Learning too!

For goodness sake, how about some more programs to waste more money. You reap what you sow. This is ridiculous.

Do you have another suggestion for areas to consider within Programs funded...

Fund those programs that impact the most kids directly in the classroom.

GLAD has not been mentioned in this survey. I would reassign all GLAD instructors to the classroom. Also, instructional coaches have not been mentioned in this survey. All instructional coaches should be reassigned to the classroom.

Get rid of Wenatchee Learns and Block schedules! Waste of teacher Time and money!!!!!! We're paying teachers to teach two periods a day sometimes less.

Goes as deep with cuts here before touching anything to do with the traditional classroom

Has the new board looked hard at the true costs versus reimbursements for programs?

Hi cap dollars should not be cut

HiCap and AVID are extremely important programs for kids from poverty! The kid least likely to learn at school each day is a smart kid from a family without resources. It's an equity issue. Also, gifted kids' parents pay taxes, too, and their kids are often underserved allllll day long. That makes them homeschool, and not vote for levies. As for kinder art, they probably get enough of that, or at least they should/could in the classroom.

Honestly, where is the lottery money going? It specifically says for education!

How can we answer any of this survey without knowing dollar amounts or percentages these items represent?

I believe the daycare programs are extremely important and offer working parents a realistic childcare option. This was key in choosing public school over private for us

I did not realize until tonight that valley academy is affiliated with the school district. Since funding is so critical, I hate seeing it allocated to a hybrid program that assists home schooled kids (now at the expense of the average district student?)

I do not think Wenatchee Learns is a good use of funds. We need to focus on KIDS in the CLASSROOM first, before we can think about getting the community involved in what Wenatchee School District is doing. To me, Wenatchee Learns is a neat idea if there is extra money floating around for things like this. There is no extra money. Let's put money where it really is going to make a difference, with kids. This should not be a priority, it is very expensive and, frankly, not very useful.

Do you have another suggestion for areas to consider within Programs funded...

I don't think that the Washington Elementary Daycare should be joined with Westside Daycare. I think that they should be separate. You shouldn't cut a program that is doing good at one location and not so good at another. You should cut out the location that isn't doing good and keep the one that is doing good. I also heard that most of the people that use the Westside daycare are the college students. If the college is wanting to use the Westside daycare for them, then they should put a daycare at the college and have the college fund it and not the Wenatchee School District.

I feel strongly about keeping Washington daycare as this program generates funds for the district. It provides a service to students and parents of our district. Unlike Westside Early Learning Center. It is unfair that it was categorized both of these programs together.

I feel very strongly that Washington's Daycare program should continue it's funding and be a priority. It's making money and is a supportive influence for many families and children. You will not find someone as dedicated and caring as Corrine Cox. It's unfortunate that the survey groups two daycare's together when they aren't generating the same funds or profits.

I have heard of other districts utilizing a 4 day week to save money. Is this a consideration?

I think Wenatchee Learns is important, but might need to be tabled until we pass out of this budget crisis.

I think day care is important at Westside, but not Washington. I am a AVID supporter, but the 2.0 GPA bar is too low.

I understand that there are many within the community that wish to do away with the schedule at the high school but the schedule we have here at the middle school level is highly functional and allows much-needed collaboration and prep time. This team time has made it possible for me to meet with teachers outside my subject area and discuss strategies to help all students be successful within the school day. Please please please do not get rid of the 6 period days at middle school. Teaching science in a 45-minute period was beyond tough and nearly impossible to complete and discuss learning from a lab in one day. 65 min periods allow me time to not only teach science and the scientific concepts but to get to know my students more as a person as well.

If kids want to participate in afterschool activities like sports cheer and funds need raised it should be up to the kids and their parents

If the daycare isn't covering the costs of the program and/or at least breaking even, then that should be considered to be cut altogether. For what is charged, I can't imagine that we aren't breaking even.

In general, I think the focus needs to be supporting the education of students during school hours rather than extending the school funded experience beyond the usual school day. If students using Online Learning Courses are not counted by the State as District students, then students who are counted as such by the State shouldn't be the ones to suffer this expense.

Do you have another suggestion for areas to consider within Programs funded...

In regard to building schedules, please keep in mind that there is a difference between the high school and middle school schedules. Middle school schedule changes had to occur with limited or no hiring in order to be cost neutral. This has allowed for regular collaboration and development of the professional learning community model that is a highly effective and research-based.

Individual schools should support their own scheduling issues within their budget.

Is choral music included in the jazz/mariachi category? Choir departments should also receive funding if they need it.

It is important to offer opportunities available to ALL students that helps develop artistic and scientific opportunities that often are not available in the classroom when there is so much stress on the basics and meeting standards. Such programs help encourage children's love for learning and exciting while strengthening their developing brains and educating the whole child, which will result in being able to meet standards. It will also help parents wanting to keep their children in Wenatchee schools and not look at other schools like charter schools.

It seems like "Highly Capable / Gifted /Advanced" courses is a bit redundant with "AVID". I think AVID could be reduced. Also, Wenatchee Learns is expensive, and that could be reduced.

It seems most of these programs are a low priority meaning they are not necessary for basic learning.

It seems you could fix the budget shortfall just by cutting the additional staff required for building master schedules.

It was my understanding that the Washington Daycare program was removed from the Daycare category. Please confirm. My above prioritization of this is based on the EXCLUSION OF WASHINGTON! Should not be lumped with westside school and was rectified. Contact number is 509-859-7811 or email Kamphaus.cory50@gmail.com

I'm not sure what funding has to go for PBIS since it is a positive behavioral model. And I'm not sure what good Wenatchee learns has done. Or what funding it needs. And AVOD should be available for everyone if we're funding it.

Kids need experiences, field trips help with that, many students do not even leave Wenatchee because of lack of family financial struggles, let provide a classroom outside of our school, buildings....outside, nature, etc....

Let's focus our resources on maintaining quality employees that directly impact our students, rather than programs. We have too many programs, that require someone to run them and the staff to support the program. We get too spread out and don't do them well. I do not think that Wenatchee Learns is a good use of funds. Not like now, when times are tough.

Do you have another suggestion for areas to consider within Programs funded...

Levy dollars should be for education, not extra after school programs, nor should levy dollars fund daycare issues. This is again a parenting problem, not a tax payer problem. If parents want these extra programs, they can fund it themselves.

Maybe the school should start making parents pay the school for students school supplies for the year. This way every student has the same learning material, and give teachers a chance to invest in the companies that supply the school with materials.

Money should be allocated towards the golden apple band or other musical/fine arts programs

Much of the Wenatchee Learns, AVID and PBIS activities could be "embedded" and "integrated" in current school classes and/or offerings; or perhaps advisories or similar structural changes that could incorporate these functions; learning to work smarter and more effectively v. just "adding more addons"

My concern is that if you cut programs such as AVID, AP, and Science Field experiences, they will be gone forever. The less attractive our district is to a variety of students, the lower the enrollment will be which will cause more budget woes.

NA

Nice to see bias in the music programs. Again, I get to pay nearly \$400 a kid to join and play in GA Marching Band, but the district funds Mariachi? Wonder why that is.... Why does the district ignore excellence and focus so much funding on the underperforming segment? Yes, there is a mandate from Leave No Child Behind but you sacrifice excellence to tout mediocrity. And still I sit here wondering why we are doing this when slide 6 of the presentation showed a nearly \$25 mill increase in funding over two years....yet the very liberal school board continues to cry about a \$5 or \$6 mill shortfall? Just not getting it. Yes, you are getting less levy money but overall you get more. Did I miss something here?

Our building master schedule has been the driving force in teacher collaboration/collective efficacy and given us the time to intervene/extend learning based on individual student needs. This has directly translated into higher student achievement across the board.

Our high school son has benefited greatly from the block schedule at Wenatchee High school. I also believe that the middle school schedules has greatly enhanced teacher's ability to meet student needs

Our schedule has allowed me to collaborate with my colleagues more often and to meet the needs in more timely and effective ways. It is the thing that is MOST important to me because of the positive impact it has on student achievement (academic, emotional, social, etc.)

Our schedule we have at Foothills is amazing and the difference it has made in students success is incredible.

Do you have another suggestion for areas to consider within Programs funded...

PBIS is not a particularly useful program and most staff will tell you that at the elementary level it just doesn't work and at the high school level is not really needed to be that sort of "branded" system; they could easily run interventions and disciplines without the PBIS branding and restrictions. It also costs a ton at little perceptible benefit. It would be an easy cut to make. Wenatchee Learns is also one where most of the duties could easily be assumed by the Career Center, GEAR UP, or other existing staff. I struggle to see how it actually supports learning directly since most of those duties are easily absorbed by other groups, or already carried out by them. Please DO NOT cut HiCap students' funding. If anything, increase it. These students frequently are ignored and overlooked since they easily meet standards. Please keep those students being challenged and given a full education. As for the schedule, I am fine with saving the money by having the schedule change, but not at losing teachers. No teachers should be lost or eliminated since high-quality staff are too hard to get back. If the schedule is cut, savings should be through attrition, etc. but not result in losing staff.

PBIS seems really ineffective and it seems like it ties teachers hands from doing what they know they need to do to make the class safe and a place to learn. It is also absurdly expensive. I doubt many would miss it.

Please consider keeping the master schedule at Foothills Middle School. It has greatly enriched the quality of education and teaching for all.

Please support the Jazz and Mariachi Festival

Remove Valley Academy

Seems that we are spending a lot of money on things that are not essential

Should the taxpayer have to fund daycare? These children should not be having children!

Some of these areas are very expensive. I think the board needs to look very carefully at whether they produce increased student results. Some are "nice" to have versus "need" to have.

Strengthening our connection with WVC should be looked at: College in the high school classes are cheaper through WVC than the universities. Before cutting WestSide Early Learning center there needs to be a conversation with WVC who received a grant and put other money towards the childcare. The responsible action here would also find a place with the resources and ability to run the early learning center and take care of its employees who are now WSD employees. Talk to Chelan Douglas Child Services Association.

Take out Wenatchee Learns, PBIS, and Highly Capable

Do you have another suggestion for areas to consider within Programs funded...

The AVID program has had the greatest effect on student learning and graduation I've witnessed in over two decades at WHS. This is a nationally recognized, research-based program, and it has provided better professional development for me than any other PD I have received in or out of the district. Also, we need to continue to challenge students--all students--to enroll in advanced coursework. An abundance of research shows this to be a benefit to students and a major indicated of future college on-time graduation.

The Middle Schedule is working so well...Please keep this!!!!!!!

The after school daycare is essential for working parents. It would be very disruptive for it to end.

The benefit of having additional staff to support master scheduling has been one of the greatest benefits I have seen in my career in education. I have worked for several districts in 5 different States and have benefitted from collaboration time more than in any other district. The pay-off to students is unbelievable. I have become a better teacher, which provides me the resources for students to become better.

The block schedule is an immense expense for no proof or data it benefits students. On the contrary it has negatively impacted our students and many others we know. It makes scheduling and school much more stressful and creates real problems getting the necessary classes for graduation and college. The Wenatchee Learns is also a complete joke and waste of all funds. It was only created to pass the last bond.

The building master schedule at the middle school MUST stay funded. I have been in education for 25 years and have NEVER had one single thing push my craft as an educator as much as our schedule. The collaboration time with my colleagues has single handedly changed my craft in ways my students can see on a daily basis. It has made me a master teacher.

The change to a high school block schedule resulted in significant increased in certificated staff without evidence-based improvement, especially for low-achieving students. Returning to a traditional schedule is a clear choice to both reduce budget expenditures and support students academically.

The dual language program

The highest priority should be on programs that affect the highest proportion of students.

The middle school schedule is critically important to me. It has allowed our team the time to create assessments and, commonly score, and plan for instruction and intervention.

The middle school schedule with collaboration time has proven to be hugely beneficial to the staff and students of FMS. The ability to provide additional support to struggling students, opportunities to better align curriculum with standards, improve instruction through collaboration, and differentiate based on individual student needs has greatly improved student learning.

Do you have another suggestion for areas to consider within Programs funded...

The scanners/tardy kiosks are a waste of money and resources that could potentially help save money.

There should be cuts at the high school level with the block schedule. It is expensive to have that many staff. The whole process was sketchy.

These are all equal to me. I do not like prioritizing them.

This is a hard and nearly impossible task.

This is a hard list to complete. How do we rank Kindergarten Art and Daycare? Both are obviously needed and are a priority to people who use them and need them.

This section was hard because all of these programs are very much needed. Where is all of the marijuana growing funding going, I will have to review and determine why we do not have some of those taxes coming to our schools.

Too much focus on the gifted and advanced placement, they have the parent support. Need to target the at risk.

Washington Day care is not funded by any Levy. Self sufficient pd by the parents.

We have too many programs funded for people that I feel can be done within the building. When we fund these extra people, its for the entire district and it is hard to connect with them have the goals met

We need something either in addition to or besides PBIS.

Wenatchee Learns might benefit from more in the way of business funding, if that is a possibility.

Wenatchee Learns needs to be reviewed

Wenatchee Learns, PBIS director, GLAD, some coaches could go with little impact.

Wenatchee learns seems ineffective - I would get rid of it. I also don't think we should be funding the additional teachers' salaries that have been required under the new block scheduling. This is frivolous. I would prioritize evidenced based effective programs.

Wenatchee learns would be much higher if it had worked as as it was projected - as is, no benefit

Do you have another suggestion for areas to consider within Programs funded...

WestSide Early Learning Center is a great program and WVC has worked hard to acquire grants to support this program. I would hope the WSD is in conversation with WVC and they are looking into quality a program like Head Start that would have the resources and know-how to continue the quality of the program and support the staff working there as well.

What IS: #1, 2, 3, and 9? You need more detail? You have written your questions for folks who work in the school. Seriously, AVID? What does that mean? Why didn't you detail it in your 2nd question?

What are the tangible success criteria for these programs and how many students do they impact? That would be helpful in determining which are the most necessary and where the biggest return on investment is. Those are the programs that should be fully funded.

When it comes to the WestSide Childcare Center, where is Wenatchee Valley College in this discussion? As they fund most of the childcare, they have grants for it, etc. Why have they not been included in this discussion as well as the possibility of merging it with headstart?

Which ones are the most popular? Which ones reach the most students? Which ones can do their own fundraising? If necessary, can you cut each by 5%?

Why is the tech center not on this list? If it were, I would rate it at #1

Why is there an afterschool daycare? Is it at least partially funded by the people who use it?

Why would PBIS and AVID be on this list when the amount of money that should go to this program should be marginal. Again, how is the GLAD program not included on this list. I would imagine that the GLAD program within our district costs much more than many of the other programs on this list.

Do you have another suggestion for areas to consider within Programs funded...

Working in a building where additional staff were required to build our master schedule, I can say for a fact that this has allowed my content and grade level team and myself to work at a level that would never work without the schedule as it is today. By being able to collaborate daily, we are able to see the needs of students much faster and can work together to create interventions when needed and create extension activities when we want to extend the knowledge. It would be a disservice to end the AVID program. There is evidence that shows that students in the AVID classes show better test scores and class grades than those students who in the same demographics but are not in the program. It gives students and especially parents the support needed when helping students make decisions that go beyond high school and into their college career. It would be a shame to cut this program and create more barriers for students when we want students to succeed. One might argue that this only benefits a small number of students, and to that, the answer should be to add more students to the program and market the idea of post-secondary education to all students, especially those students who are of Latinx descent. A program that can affect the 100% of our Latinx (and 50% of the district population) students can be a powerful tool and it would be a shame to lose this program. Here's the thing, if AVID is a program that loses funding, the district is making it harder for those students who would be in the program or be given the opportunity to be in the program to have options for post-secondary education. Below is the WSD mission. "Our mission is to: Personally know and encourage students as individual learners and recognize their academic, citizenship and co-curricular accomplishments; Assist students to learn and apply essential skills and values to be contributing community citizens with a global perspective; Challenge students to continually stretch and grow while working with family and community as active partners." Programs like AVID allow us to do those three things.

jazz program yes it needs funding along with orchestra but mariachi no. it has so much funding already. it gets special funding and treatment from other places such as the PAC giving mariachi free concert time but charging for the other school programs. I was the bookkeeper at the PAC so I know this for a %100 fact, mariachi gets enough

more after school free programs at all levels.

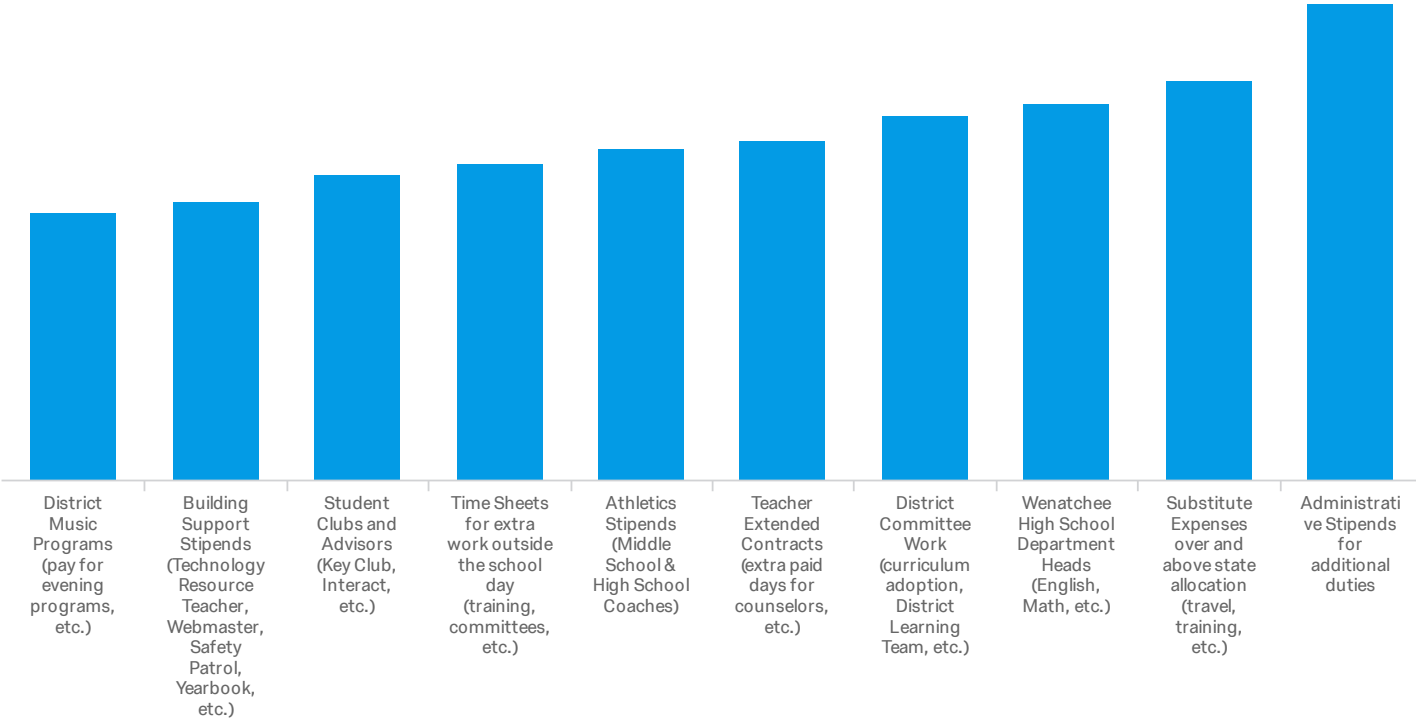
no

no

none

outside tutoring programs

Additional Pay Areas



Additional Pay Comments

Do you have another suggestion for areas to consider within Additional Pay...

focus on AVID and additional counselors/social workers

A decrease in pay for administration and athletic director would be nice

AVID - Building schedule overages

Additional days for mandated paperwork. IEP's, COSF's, Evaluations, etc.

Administration is already overpaid and receive much better benefits. Any cuts should start there and they should be the last to receive any additional funding/pay in the current budgetary climate.

All the extra teachers required to carry out the block schedule. Over 1.5 million dollars (and that's only the obvious figure-doesn't include teachers being paid to 'teach' Academic Support, and 90 minute classes to 10 or fewer sts. Certificated teachers not teaching students; instructional coaches, GLAD trainers. Extra administrators at the DO level and building level.

Although athletics is a high priority, I believe we could eliminate "C" teams and save money at the MS level as well as the HS level.

Any additional pay should be for full time teachers

Any conferences, trainings that are during the summer, should be time sheeted.

Anything that is related to student programs should be a priority. Yes, I am a teacher and should be paid for my duties. However, I think it would be crazy to cut programs that are good for kids. Clubs and sports are what keep our students at the schools engaged. We need to keep those things at the front of our mind. I would rather go without extra pay. Thanks.

Anything to help ALL students improve their whole-child wellness and learning. So by ALL, I mean district-wide programs that help every kid "get better" emotionally and academically. Not just struggling learners, but including gifted kids, too. Not just athletes or artists, but all kids.

Approve funding for daycare.

Do you have another suggestion for areas to consider within Additional Pay...

Are nurses in the building support group? I don't think this service is necessary or well utilized. Maybe this is an area of funding that could be reduced.

Art for kindergarten

Arts after school programs.

Change the HS back to the six periods and not the block schedules. Integrate the Tech Ctr courses more in line with the HS so that students have better and more seem-less options.

Coaching beyond regular season

Continue free meals for all students

Cut admin salaries and positions more. Stop cutting vital functions like custodial

Cut teacher coaches to half time in classroom and half time coaching OR cut the number of coaches in half.

Cut tech center

Cut the block schedule, it wastes teachers Cuts to all teachers who currently do not directly teach students: trainers, instructional coaches, and academic support teachers Cut unnecessary administrators Cut wenatchee Learns

Cutting out the instructional coaches and putting them in classrooms.

District Office Budget

Education professionals (e.g., teachers, administrators, and support staff) in the Wenatchee School District are currently properly compensated. No additional pay is needed at this time. Please do not increase pay, there are other areas in much more need in the district.

Eliminate Wenatchee Learns

Evaluate if the additional pay is necessary. Do the teachers need as many subs as they have, can clubs have fees that cover the teachers time? Increase fees for sports.

Do you have another suggestion for areas to consider within Additional Pay...

Funding the art classes

Give it to the cafeteria workers for better food!! Your food is shit and unhealthy asf

Having extracurricular activities and supporting staff financial to help provide students with positive and educational opportunities especially maintaining student enrollment numbers.

He notado un excesivo gasto de materiales en las aulas. Se deberia limitar o desaparecer el uso de papel, y promover mas el uso de internet Tablets, etc, en el aprendizaje.

Health related positions, contracts or stipends. i.e. additional funding for nurses, counselors, social workers.

Hi cap needs more funding

Hi-Cap and more help for advanced kids

HighCap and AP programs to increase academic oppurtunites for students at school, as well as tutoring and additional aide programs for students struggling in school to give them more oppurtunities to succeed.

Higher pay for more high quality teachers.

How about let's cancel some clubs/programs that get more funding than they're worth. Some clubs you half to pay for to participate and avidly be in the club. Activities like that should be kept. Sports should also stay because they bring in revenue from tickets and concessions. Yes they may be pricey for gear and uniforms but it's essential for the high school experience. Programs such as AVID and DECA are a waste of money because they cost a lot of money for little experience that isn't very useful. Scholarships are available with and without AVID making the class useless.

How about reducing the amount of the stipends especially for sports instead of cutting the program.

How can we answer any of this survey without knowing dollar amounts or percentages these departments represent?

I already pay nearly \$400 a kid for them to play in the GA Marching Band. The cost for an Athletic activity is.... \$10. I also get the privilege of buying an instrument, for another couple hundred dollars. Reading this, it appears that the district is ready to charge me more. By the way, you never addressed how the total income goes up (slide 6) but you are screaming about having to cut \$5 mill.

Do you have another suggestion for areas to consider within Additional Pay...

I believe TRT's could be replaced/supplanted by our new tech coaches. Websites are a low priority when positions serving kids are being cut.

I believe getting a rock wall at WHS would help increase money. Not only would we charge students to have access to the wall (like we charge for after school weight room use), we can also charge for family/staff night and charge that way. We may spend money but some is allocated to fixing up the building anyway but we could easily pay it back with other opportunities like a silent auction for naming rights on routes for the climbing walls. Just an idea!

I believe the number of staff at the high school required for the block schedule is a main reason our district is overstaffed. Other schools have said it is too expensive to implement. Those additional teachers should be the first to go.

I feel the extra stipends that come to Certificated staff is done during school hours which then is a double dipping situation.

I fully believe that any person working directly with students (coaching, directing, etc.) and the stipends attached to those positions should take priority over everything else.

I have heard of other districts utilizing a 4 day week to save money. Is this a consideration?

I really think all of these programs have equal importance and I feel that maybe they should all have a certain percentage reduced in their budgets. I am personally impacted by half of these programs and I would be willing to take a pay cut or work within a smaller budget. We have worked very hard in this district to put these programs into place because of how they have impacted student learning & growth.

I suggest we skip the remaining math meeting in March to help save money!

I think it is very important for the social-emotional health of our students to have clubs, athletics, and music programs.

I think technology is extremely expensive and not sustainable. Also, the district should poll community members re the declining enrollment. Why are parents choosing to homeschool or use private schools? How can the district bring these parents back and access these dollars? Can the district work with the private schools, so they can get some of the dollars back? Personally, I think many parents would use Valley Academy of Learning if the facility was nicer (windows!) and had a playground. I have 6 children who could potentially be in the WSD, but they are not.

I think that any additional pay that directly affects students during the day should be a priority. Teacher Extended contracts fit into this belief because those teachers are usually working to affect students. Athletics may need to be cut back so we can afford to provide services to the students at school.

Do you have another suggestion for areas to consider within Additional Pay...

I think that we have spent more time on pay and no time on what is best for the students. If the pay has produced any improvement in anything that relates to the students I am unaware of it. If I'm not mistaken, the purpose of schools is to educate children.

I thought the point of this survey was to identify where to SAVE MONEY due to the state underfunding rural areas after following the Supreme Court's mandate to fund all schools equitably. You do not give enough details under some of these categories to know what the jobs entail? What is AVID in the first question? Last question: what TYPE of training and committees? 3rd from the bottom: what is Key Blub, Interact and what the heck is etc.? You need to be WAY more detailed if you expect educated answers!

If each teacher gave up 5 of the additional 25 days they get paid, it would solve the whole budget issue! I hope this is being considered!

If we went to State Health Insurance for Certificated staff, Would that be a savings to the district? That may be a way we can cut some costs if that is less for the district.

In general I would like additional pay to go to people directly interacting with students

Incentives for new teachers to seek out mentorship and training.

Instead of cutting at the number of stipends that are given out can we look at how much each stipend is and cut that amount. An example is high school coaches make a lot of money and other school districts pay all coaches the same.

Instructional Coaches and GLAD support

Is the GLAD program included in the additional pay? There are certificated teachers teaching the classes and they take teachers out of the classrooms for the trainings which means additional substitutes needed throughout the district. Additionally, the curriculum coaches at each school seems a bit overkill when only a few coaches could come together and make the same decisions for the district as they currently do.

It is all important for students!

Do you have another suggestion for areas to consider within Additional Pay...

It is interesting that you make the end user take a tedious, highly technical, jargon-filled presentation created not for families but for bureaucrats, and then expect that we can pull out suggestions for a category that was not explained, examined, defined, or discussed in the presentation. Your presentation might have been great for board members but in no way prepares the average adult, who is typically pandered to at a 10th grade reading level, for the questions that you are asking, if they even actually watched the presentation in the first place. An intelligent observer could be forgiven for assuming that you slapped together a CYA product, which will most probably be ignored because a) the data cannot meaningfully map on to the financial realities we are navigating under these circumstances and b) because financial, power, and territorial priorities of individual political stakeholders will trump the expressed needs of families as a matter of course. Seriously, do you think we are all idiots out here or are you just hoping we are?

It seems to me, that we could eliminate the need for contract extensions and stipends and go to a strictly time-sheeted basis for duties and hours worked above and beyond basic contracted hours, days, and responsibilities. This would allow the flexibility to pay strictly on an as-needed basis.

It's unfair to put paraprofessionals and technology support / maintenance positions in the same category - as some directly service students and many do not.

It's important to note that ASB should be considered as building support as student government is a Washington State requirement at the secondary level. Without a stipend position, how will you be able to meet that requirement?

K-5 building instructional coaches.

Keeping the money close to the kids and the people/programs who work with kids directly would seem to be the best use of funds.

Kindergarten Full time para

Limit the amount of 'additional' duties, travel, trainings, etc. to cut down and the additional pay.

Money should be allocated towards the golden apple band and other musical/fine arts programs.

More incentive for teachers to teach after school.

Move pay From a high paid member of the school district to spread across the lower levels

Music programs, Band Choir, and mariachi

Do you have another suggestion for areas to consider within Additional Pay...

Music to me includes the drama/theatre programs.

N/A

NA

No administrators should need any additional pay, THEE NUMBER ONE PROBLEM for any school district is they are to top heavy on the administrative positions!!!!

No extra days for librarians

No, get rid of the levys and stop wasting money

Not at this time.

Not sure on the funding source, but if they qualify, reduce/cut Family Advocates, Wenatchee Learns (M. Wilson position) Instructional coaches and Librarians.

Nursing/Social Workers/Counselors

Our administrators put in way more time than teachers do. It's ridiculous how much extra pay teachers receive. Don't get me wrong, some of them are very deserving, but most of them are not. We read about other schools how teachers are supervising the lunch room, supervising after school and our teachers can't even supervise before/after school for 15 minutes a few weeks out of the year.

Our tech coaches have become invaluable and have largely replaced the need for TRTs in much of the district. Webmaster is a lower priority.

Para's or other teachers working with behavior kids getting paid more if I'm being blunt.

Para-educators are a vital part of our education curriculum and should always be funded for the students.

Please do not get rid of the daycare program.

Please keep teacher pay as it is. I have worked here well over 20 years and this is the first raise of substance I have ever had...I have two kids in college and desperately need the money for my kids continued education.

Do you have another suggestion for areas to consider within Additional Pay...

Please keep the current schedule at Foothills Middle School The current schedule allows for better student intervention for both academic, emotional, and behavioral growth. Please consider keeping the collaboration time for teams. The quality of teaching, building student relationships, and administrative communication effectiveness all benefit from this structured collaboration time. This schedule also allows our counselors to communicate with staff about student concerns and provides an opportunity to identify and address the needs of our students and their families as a collaborative team. Instruction has also improved due to the structured time to plan, develop, and share best teaching practices with colleagues.

Professional development should be cut back, teachers should be required to find the professional development on their own time and not at the expense of the district.

Put teacher-coaches back in classrooms

Reduce the number of academic coaches. Use them to reduce class sizes and help students.

Resources to provide mental health teachings within the school. Teaching about sexual abuse, depression, anxiety

SECURITY

SEL supports for students K-12

School security measures extended to parking lot, grounds on an increased basis.

Seems that there is confusion in the payment model about whether teachers are professionals wherein many of these roles would be expected duties paid via basic salary versus teachers being hourly workers nickel and diming the District for every additional piece of effort expended. I would favor treating and paying teachers as professionals with the expectation that many of these tasks would be just part of the job and as such paid for in the basic salary.

So far, no. I am very uncomfortable with how these questions are posed. I feel like I am being put on the spot, these questions pit us against each other.

Special education programs

Spend less on social provided programs. School lunches, district funded special programs

Sports and music are important, but should be endowed through outside funding if at all possible.

Do you have another suggestion for areas to consider within Additional Pay...

Tech coaches have replaced the need for TRTs High school dept heads not LIT dept heads.

Tech coaches have replaced the need for TRTs Webmaster not current priority Department heads are assumed a priority at WHS, not team leaders

Tech coaches have replaced the need for TRTs. Webmaster not a priority now. Department Heads is assumed to mean at WHS, and not Team Leaders.

Tech coaches have replaced the need for TRTs. Webmasters are not a priority. Department heads assumed at WHS, not team lead.

Tech coaches have replaced the need for TRT's. webmaster is not a priority . Department Heads meaning high school staff not LIT team leaders

Tech coaches have supplanted the need for the TRT. Webmasters are not a priority at this time.

The Art Program

The dual language program.

The number of days teachers are out of the classroom seems excessive. High School students have commented on going through a school day with only substitute teachers. They also have commented on having substitute teachers several days in a row although from different classes thus not on sick leave. Obviously sick leave may be critical, however, committee and similar meetings need to be extraordinarily important not just critical to take the teacher out of the classroom.

The practice of additional pay for additional duties beyond the basic contract is unique to the world of public education when the duties are within the established scope of the position. Arguably coaching is within the scope of a PE teacher. They don't have to take papers home to grade every night. Their afternoon/evening "planning and grading" work is coaching. But being responsible for 15 to 50 teenagers for a Friday night trip to Yakima is beyond. So yes extra pay is warranted. Club Advising is beyond the scope of a teaching job. Most of the work listed above falls within the scope of a professional educator and falls in the real world category of "other duties as assigned!"

There are too many assistant superintendents in the District Office. Also, the benefits package should be the same for teachers and administrators.

Time spent in district committees in not used effectively. Huge waste of resources.

Do you have another suggestion for areas to consider within Additional Pay...

Training for substitutes/Paraeducators and extra stipends for Paraeducators working with high risk students (violent students, students who are non verbal and require extra care like running after them, students who require diapering, etc.)

Travel/transportation stipends, district vehicles for administrators; Limit/have \$ and usage limits for out of district travel and training and subs for administrators and certs.

WHS Mentor Program

We are in this mess because of the new teacher contract (salaries and benefits) - don't give them a single additional dime

We feel Technical Coaches have replaced the need for TRTs. Webmaster is not a priority right now.

We need to get bare bones basic and fund where the most kids are impacted--academics in the general ed program and the work it takes to plan for and impact that program. If we are not able to fund basic ed in the classroom we should not be funding athletic programs and clubs.

We need to take a "hard look " at all the per diem days. It is my understanding that the average per diem is \$315, so counting 402 FTE for BEA certs, this is an annual cost of \$3,928,746.

We should explore intramural sports in middle schools to save money.

What about late start Mondays? Is this something we can get rid of and save dollars?

What true effect is Wenatchee Learns actually doing to enhance the educational experience for our students? Is there a way to make this program more efficient or effective at one or two specific targets, rather than a broad mission?

Work based learning via CTE classes.

additional health promotion, parenting/family support to help kids be successful.

after school programs

co-curricular sports

Do you have another suggestion for areas to consider within Additional Pay...

eliminate C-team coaches at middle and high schools

maintenance and custodial funds to maintain the buildings we work in. (above administrative extra funds)

music classes

music department

no

no

none

pay to play sports???? extras like bonuses etc

programas despues de la escuela

school safety officers for middle schools and both High schools

suspend a portion of professional development funds for a period of time.

teachers are expected to do far more with little pay... It's disappointing

they are all important

vocational programs!!!!

we don't need English

who helps to find and write grants?

End of Report

Additional Pay from Levy / Local Dollars			Cost
			\$ 4,427,000
	Extra & Co-Curricular Stipends Linked to Slide #18	\$ 1,840,000	
*	Administrative/ Bargaining Stipends	Included above	
*	Teacher 6 Per Diem Days	\$ 955,000	
*	Longevity Stipends (WENEA & Admin)	\$ 480,000	
	Majority of Substitute Costs (Net Cost) - Certs	\$ 510,000	
*	Leave Buybacks	\$ 145,000	
*	Overload Pay	\$ 100,000	
	Time Sheets/District Committee Work	\$ 275,000	
	Teacher Extended Contracts over 180-day	\$ 122,000	

Include Salary & Benefits

Stipends <small>Linked to Slide #17</small>			Cost
			\$ 1,840,000
Athletics	(Middle School, High School Coaches)	\$1,031,000	
Administrative/Bargaining Stipends		\$ 113,000	
Learning Improvement Teams		\$ 266,000	
Building Support	(i.e. TRT, Webmaster, Yearbook, Safety Patrol, Camp Counselors, etc.)	\$ 126,000	
Student Clubs & Advisors		\$ 108,000	
District Team Leader		\$ 29,000	
Department Heads		\$ 40,000	
WA Kids		\$ 19,000	
District Music Programs		\$ 108,000	

Include Salary & Benefits

Programs			Cost
			\$3,000,000
	PBIS		\$ 281,130
	AVID		\$ 442,750
	HiCap		\$ 250,000 Staff at Elementary. Also includes H.S. Advance Placement.
	After School Programs		\$ 250,000 for Columbia Elem, Mission View Elem, Orchard M.S., Pioneer M.S. New for 2018-19
	Science Field Experiences		\$ 74,000 .400 Cert, Timesheet Class. Help, Supplies & Materials. Working on refining expected costs for 18-19.
	Wenatchee Learns		\$ 154,500
	Daycare-Washington Elementary	\$(64,000)	Program direct revenues exceed costs. Provides contribution to overhead.
	Daycare-Mission View Elementary	\$ (2,000)	
	Daycare-Westside H.S	\$ 85,000	\$ 19,000 Program direct costs exceed revenues.
	Kinder Art		\$ 32,000 Art instruction for Kinders administered by local museum
	Mariachi/Jazz Festivals		\$ 21,000
	On-Line Learning		\$ 25,000 Estimated Net Cost. Estimate 2.0 student FTE for 2018-19. Working on identifying additional offsetting revenue.
	Building Schedules		\$1,450,620 Additional Cert Staffing. Very rough estimate. Working on more concise estimate.

Include Salary & Benefits