

School Suggestions/Feedback Budget Reductions – February 2010

These are the items that were on the majority of the lists provided to date from the schools - most of the schools had some form or variation of these items.

Priorities:

- Keep classroom teachers and protect direct student services
- Let staffing cuts be the school's decisions
- Only look at supplement as last resort
- Continue to seek input
- Priority schools need support
- SROs are needed in our schools
- 10% cuts at schools would be almost impossible to achieve
- Schools need to know what's being cut in Central Office - those cuts need to take place first

REDUCTION SUGGESTIONS

Personnel

- 4-day work week - extend the day
- Early retirement for veteran teachers and replace with new teachers at lower salaries
- Cut all teacher workdays and make them furlough days
- Early Retirement packages
- Examine tenure laws
- Audit all central office positions that do not have direct contact with students
- Base Central Svcs support staff at schools
- Combine the jobs downtown/cut Central Services staff/put them back in classroom
- Cut executive perks, phones, travel allowances, salaries over \$75,000/\$100,000
- Reduce central office secretarial staff/combine Asst Supt positions
- Reduce central office staff to 11 1/2 months
- 1% reduction of all local supplements
- Combining support positions such as NCWISE, receptionist, treasurer, etc.
- Consolidate attendance clerk with records clerk at high schools
- Cut retired staff
- Don't fill any vacancies
- Eliminate hiring outside consultants
- Freeze employee conferences and travel
- End all stipends for extra duties
- Freeze salaries and supplements
- Furlough 1 day per quarter/use furloughs rather than cutting positions
- Look at Assistant Principals - no 12-month, stagger schedules, small schools no AP
- Look at job-sharing options for those who may want to take advantage
- Look at non-teaching positions and resources first
- Reduce all centrally managed programs
- Reduce clerical staff to 11 months or 10 and stagger schedule
- Reduce departments that do not impact schools directly, Risk Mgmt, Duplicating, etc.
- Reduce Instructional support and clerical before classrooms
- Salary cut of 1% of School Administrators and Central Office Administration
- School Admin staff should be 10 months not 12 and shift coverage months
- Ask for letters of intent from teaching staff by mid-February
- Look at positions that have multiple certifications
- Mentors for 1st-year teachers only
- Athletics - eliminate coaching and AD supplements
- Combine positions such as Testing coordinator, tech facilitator, counselors, media coordinators, curriculum enhancement
- Consider K-12 instructional team rather than several grade-level teams
- Consolidate Academic Coaches, Literacy Coaches and Mentors as 1 program or Eliminate altogether and let schools provide the support

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- Create team-teaching classrooms to reduce need for teacher assistants
- Cut media and technology
- Eliminate Academic Coaches in Tier 5 and 6 schools (higher performing)
- Eliminate all Itinerant personnel - Academic Coaches, Mentors, AVID, PBS, etc.
- Eliminate Behavior Support positions
- Eliminate Literacy Coaches
- Eliminate technology facilitator positions & have teachers' computer lab time weekly to teach IT
- Eliminate the "coaching" and instructional support - hold teachers accountable
- Make media position part-time, teaching technology
- Reduce AIG specific positions and ensure all teachers can teach AIG students w/in classrooms (differentiated instruction)
- Reduce Guidance Counselors at Elementary schools - can share 1/2 time
- Reduce or eliminate PBS program/staff
- Reduce special positions to part-time
- Share TA's or Reduce # of days per week they work
- Give staff, teachers, comp time off rather than "tokens of appreciation"
- Eliminate assessment teams
- Reduce RD&A department
- Evaluate SRO vs Off-duty (prefer SRO to off-duty)

Operations

- Cut the number of school days - go labor day to memorial day - close schools and cut staff time accordingly
- Automate the switchboard and "lobby guard"
- Consolidate central service buildings
- Evaluate Copier costs and contract/force bulk copying
- Reduce Courier service - does not need to be daily
- Go back to courtesy meals for students
- Reusable supplies for cafeterias (trays, etc) - use dishwashers, less paper products
- Require direct deposit and move to electronic check stubs
- Automate paper versions of progress reports
- Close buildings in off-months/1 month and reduce months of employment, salaries, etc.
- Cut material budgets
- Do not open or build schools including north Durham middle
- Don't engage in 3rd-party managerial services
- Eliminate food at meetings
- Get rid of extra copiers that are only there for convenience
- Keep the lights off - use only 1 or 2 lights in classrooms (Chapel Hill does this)
- Limit # of paper teachers/others can use
- Move PLC to Holton and some offices to fully utilize that space
- Reduce hours at building such as SDC or close completely for a year
- Return surplus materials to warehouse to try and redistribute to those that need - there is a huge disparity between the haves and have-nots
- Use collection agency to go after unpaid items, lunch money, textbooks, etc.
- Use PTA funds for the use of services such as opening computer labs/higher facility fees, etc.
- Vendor pricing -review and get better pricing
- Athletic travel distance limits
- Cut back on textbook options and adoptions
- Make sure materials are sized to correct schools
- Move to year-round calendar and close buildings during intersessions
- Stagger schedules so that materials can be shared more efficiently
- Stop feeding parents
- Use CTE students to help maintenance with work orders (landscaping, carpentry, technology, basic mechanical)

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- Charge fees for the use of our services such as opening up computer labs, etc./higher facility use fees
- Cut down on janitorial support and maintenance/Eliminate Service Solutions contract
- Cut fleet services - drive personal cars
- Place moratorium on construction projects
- Cut DPS water bottles, teacher gifts, parent gifts, all the PR items (notepads, pens, etc.)
- Close the Staff Development Center for a year
- Examine buses versus vans and contract transportation
- Transportation - eliminate "choice" transporting/create community stops
- Transportation - eliminate the "vans" and have people at their base schools
- Transportation - evaluate EC bus transportation
- Transportation - move to 3-tier bus system
- Transportation - re-evaluate bus capacity

Programs

- Don't start new programs
- Eliminate retreats, "be our guest", "kitchen tables"
- Eliminate technology initiatives - put on hold
- Get Businesses to adopt a school to help pay for classroom supplies
- No more "new/different" schools
- Provide matching incentives for schools and teachers that go out and get individual grants
- Return to neighborhood schools
- Review all software and eliminate
- Eliminate Aesop sub calling system
- Allow for more combination classrooms between grade levels based on students' abilities
- Assess ISS and policy to alternative
- Athletics - reduce # of sports/travel
- Athletics - reduce or eliminate at middle schools, other "optional" sports
- Athletics - require parents to help with costs
- Athletics - same sports at all schools/shorten seasons
- AVID program
- Before/After school care - combine sites or eliminate
- Eliminate special areas (art, music, PE)
- Combine low enrollment classes and have larger classes with HQ Teacher and Assistant
- Consolidate small or AP high school classes at 1 school or via video conference tools
- Cost of SAT online
- Curriculum offerings review to concentrate on core and mandatory
- Curriculum review and centralize specialized classes at 1 location or go online NCVPS
- Cut 8th-grade new high school credit classes
- Cut Museum of Life and Science contracts
- Cut out the science kits or combine supplies so less kits needed
- Eliminate Depot
- Determine program needs that may be school specific & cut in schools that don't need
- Dissolve relationships with outside groups such as New Schools Project that make demands w/out providing resources
- Don't get EnVision supplies
- Electronic report cards
- Eliminate Class scape
- Eliminate Academy of Reading and Math
- Eliminate AVID affiliation
- Eliminate consumable workbooks for social studies and science, math, etc
- Eliminate Destination
- Eliminate Double-Dose
- Eliminate Ed Trust contract
- Eliminate field trips

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- Eliminate PreK programs
- Eliminate Renzulli
- Eliminate strings
- Eliminate Voyager
- Engage in more university resources for tutoring, internships
- If course is not greater than 60% capacity then cancel the class
- District Accreditation
- No new high school classes
- Offer languages & other classes via NC Virtual Public High School
- Only print report cards for those that can't get on-line
- Reduce CAPS funding
- Reduce funds for library materials and computers
- Reduce IB program and focus on world languages to cut costs
- Restructure CTE programs
- Retest only graduation or promotion required courses only
- Shorten kindergarten day and then use K teachers to remediate students in the upper grades (just use 1 bus to get K students home)
- Stop changing curriculums
- Suspend or Eliminate math matrix
- Textbooks - on-line
- Train teachers to do the job rather than buying "programs" to fix students (AOR, Voyager, etc)
- Eliminate Channel 4 (at least survey as to use)/use ads to generate revenue
- Eliminate Connect-Ed
- Eliminate Benchmark Assessment or limit #
- Eliminate the writing test 4 times a year
- Eliminate Unit Assessments - eliminate and keep benchmarks as priority
- Testing - eliminate non-state mandated assessments
- Assistant Principal staff development
- Don't repeat professional development for new and veteran teachers - they need different things
- Eliminate Aspiring principal's academy
- Ensure required staff development is essential for school staff (different schools have different needs)
- Have schools provide staff development within the school buildings
- Eliminate PD360
- Staff development - automate, eliminate travel costs