

Community-Suggested Cost-Saving Measures

The district is facing a severe cut in funding for the 2010-2011 school year. We are soliciting suggestions from our staff and the community for cost-saving measures. The suggestions are listed by the representative group who submitted them.

If you would like to comment on the suggestions below or about district's budget issues, join our online budget forum "Budget Matters" by going to:

<http://forums.thompsonschoools.org/>

If you would like to make suggestions for potential district cost-saving measures, please email them to: info@thompson.k12.co.us. New suggestions will be added as they are received. As the list is long, duplicate suggestions will not be included.

Disclaimer: This list is unedited from what was originally submitted and reflects only the opinion of the individuals who made the submissions. This list does not reflect the district's direction or opinion. Items that cannot be reduced or cut due to legal requirements may be included in this list.

Facilities Services

1. Consider dropping GPS on our phones as each phone costs \$20 a month.
2. Consider four 10 hour days for service techs to save...costs to get to jobs and be more productive
3. Administration position cuts.
4. Management pay cuts.
5. Furlough time off
6. During snow day closures...why not keep the doors locked instead of allowing pools and gyms to stay open.
7. Could the district "define" the overtime and extra time of snow removal during the winter breaks and snow days? In writing would be great. Presently during snow days...snow crew is compensated ½ time while everyone else gets to stay home.
8. Four (4) day school week – no early out.
9. Eliminate luxury items (i.e. athletics)
10. Building use after hours ... charge more??
11. Department cuts have been minimal: office supplies, break room supplies, cell phones-disconnect
12. Why wouldn't a cell phone tracking system be looked at as a savings cost to do away with?
13. Time clock system / programming of usage be looked at a way to reduce cost?
14. Laptops for management ... instead of a little here and there
15. Consider paid busing (\$0.25 per ride conditional upon lunch program kids)
16. Fill the buses and drop the boundaries.
17. Think about 4 day week instead of Wednesday how about Monday so continuity is not broken.
18. I think our department is top heavy considering ratio of staff to management.
19. Divide schools in facilities according to staff resident location.

Teachers

Staffing

1. Cut Quality Performance Department and Systems alignment.
2. What is the Accountability/ Accreditation Department and is it necessary
3. Reduce technologists from 10 to 5-6 and have them "on call"
4. Small elementary schools could share a principal (under 275)

5. Secondary administration numbers should be reflective of the number of students in each building. We used to have one principal and one assistant principal in a middle school with 900-1000 kids! Perhaps, if the principal meetings on Thursdays were 1/2 day long, rather than a whole day and Principals were kept in the buildings more--we'd need fewer administrators in each building!
6. 6. Cut extra hours for psychologists, counselors etc.
7. 7. Rename the assistant superintendents and make them directors and give them a pay cut.
8. 8. SpEd staff downtown has done little to help out the buildings. Getting rid of the SpEd Data Technician was one of the worst things they could do. No one is looking over IEP's to make sure they are complete and correct so that when CDE comes in to audit we will lose a boatload of money because quite possibly IEP's are not done correctly. We lost a lot last year because of the Prior Written Notice forms that we were not using.
9. 9. Principals as first subs. Keeps principals and students connected - principals have the experience of certain classrooms/mixtures of students, etc. Students get some valuable time with the principal as well.
10. 10. Temporarily give up .5 sick days
11. 11. Cut administrative staff
12. 12. Cut elementary Spanish class
13. 13. Give furlough to all 12 month employees for 2 weeks during the summer and shut down the district. Furlough wages will be taken from top of salary and thus spread throughout the school year.
14. 14. Create additional incentives for Early Retirement
15. 15. Why do administrators, other than the Superintendent, need personal secretaries?
16. 16. Why do we need administrators who are between the Superintendent and our principals? Can't Dr. Cabrera deal directly with our principals?
17. 17. Can Dr. C. give back his raise? Make it a stipend like the rest of us.
18. 18. Eliminate some of the "top-heavy" departments at district level
19. Last year, the position of Director of Media Services was eliminated, supposedly to cut costs. At the same time, a new position of Director of Quality Performance was created. We desperately need a District Media Services (at least assistant) director.
20. If elementary planning time is cut, clearly the reason will be to cut specials teachers, since we won't need as many---not because people believe we don't need it. FORCE district to be transparent about this.
21. Look at psychologists---since they can't qualify kids for sped on discrepancy, and only do periodic triannual, or initial testing, do we need as many? What do psychs do? Could they take on more of the RTI duties?
22. Eliminate some AP and counseling positions
23. 23. Cut all instructional coaches and TOSAs that are not 100% funded from grants & put back in the classroom. The only TOSA position worth keeping is the TEA President!
24. Freeze increases to the extra duty contract schedule
25. Freeze increases to **all** district raises
26. Have administrators take a 3-5% cut in pay
27. Evaluate how all of the extra special education people are being paid, if they are not on ARRA funds, let them go.
28. Reconsider full-time librarians for smaller elementary schools – half time would be sufficient for most schools.
29. Committees (scale back number)
30. 31. Night custodians in small buildings to 3 times/week
31. 32. Limit sub days for specialists (OT, Speech etc.) to only long term absences
32. Seems to be a lot of down time for special ed transportation. In past years we have seen buses come 2 hours early and sit and wait. There are usually 2 staff on the bus-the driver and the aide. These people are paid to sit and wait. If they could be used in the classroom helping possibly we wouldn't need as many paras.
33. Cut mentors for new teachers, can get the same support from instructional coaches.

34. Have instructional coach meetings and trainings during the afternoon when coaches are released so the district is not paying for subs for coaches to meet.
35. Specials teachers go to 60%. Cut down excess planning and travel time while still allowing them to see all kids in buildings.
36. Cut PMI and mileage before cutting staff.
37. Really examine whether or not high schools need all their campus monitors
38. Too many Assistant Principals
39. Make the coach the literacy liaison. Then the liaisons do not have to be paid. Plus then the meetings can take place during the day instead of another after school meeting.
40. Cut extra days classified staff work as arranged to their contract (ex. para's, campus monitor, bus drivers, etc.)
41. Have high school teachers teach 6 classes each semester
42. Instead of using sub days to cover professional development, curriculum development, standards etc....use a couple of days in June and pay the involved teachers the amount equal to sub pay, or a stipend.
43. Examine district administration office staff duties and positions ... what can be eliminated? What can be combined?
44. If probationary teachers are cut, can newer principals / administrators go back to the classroom? Can newer District Admin Directors go back to into schools as principals? Domino effect backward, but may justify some pay cuts to help budget.
45. LIMIT the number of meetings during the day for teachers? Won't be able to require the meetings, but maybe compensation can come an alternate way. Say \$25 or \$50 cash (based on time spent outside contract) vs. paying for a \$120 sub?
46. Eliminate curriculum liaisons extra duty contracts

Buildings/facilities

1. Shut down buildings/electricity, computers in the evenings
2. Work to contract and cut building activities after school
3. Increase distance to busing routes
4. Maybe instead of opening Ponderosa Elementary School or close one of the smaller/older elementary schools will save on new hires for cafeteria, custodial, secretaries, etc., as well as utility bills and transportation costs
5. Consider a 4 day week - saves a lot in energy - utilities, bussing, taking food to schools, parents encouraged to schedule appointments for students on that "off" day so it can save on absenteeism as well.
6. Removing bulbs from those bright lights above the hall bulletin boards - they just make things fade anyway!
7. Do we still have aluminum recycling for money for the school? Is there anywhere to sell glass?
8. Leave hallway lights off and half of classroom lights off until students are in the building
9. Encourage teachers to take work home and shut down heat/ac earlier in afternoon - even 15 minutes over 180 days can save something like 45 hours
10. Thermostat settings? Could we run a degree cooler and encourage sweaters? Could we run a degree warmer and save some on AC?
11. Increase the cost to community members for building/facility use.
12. Start re-drawing the school boundaries now so that at least one elementary school can be closed after next year.
13. we could not use any air conditioning to save on utility costs.
14. Mandatory "lights out lunch" to save on utility costs.
15. No early release Wednesdays
16. Have an energy efficiency expert examine MVHS- we waste HUGE amounts of energy heating and cooling the building because the systems do not function properly (i.e. ultra hot upstairs classrooms and freezing ones downstairs, having the air for the cooling system come in on the roof so the air conditioning has to cool 110 degree air from the asphalt roof)

17. Stop overwatering fields and campuses-we waste SOOO much water turning sprinkles on when it is raining.

Materials

1. Suspend Technology/Computer replacement cycle for a year
2. Put all curriculum adoptions on hold for a year.
1. Reinstate student fees
2. Cut down on the amount of testing that we give.
3. Encourage everyone to clean out cupboards and boxes and use up the extras! (worksheets, construction paper, etc.)
4. Encourage students to bring hand sanitizer - save on water, paper towels, and sewer use
5. Cut big ticket software purchases (SWIS)
6. Not purchase any new technology and just make do with what we have.
7. Eliminate all color printing everywhere in the district. Do not purchase color cartridges
8. Duplicate copies of professional books are often purchased for a school, when one should suffice. Check out like a library.
9. Stop purchasing new curriculum and assessments
10. Stop using paper at meetings
11. To help with saving money on paper, the elementary school send notes/info home with just the oldest child.
12. Stop buying new math manipulative that we already own. Each elementary teacher does not need 85 sets of tens blocks.
13. More "paperless" stuff – have the kids print out homework AT HOME.
14. Cut the number of copies per school- have teachers be creative about ways to teach and present materials. For instance, finding new ways to check for understanding of things like math facts.
15. More e-mail communication at all levels (including parents) to reduce the amount of paper

Other

1. Cut all professional development for a year, especially ones that require hiring of subs
2. Cut committees that meet during school hours and require substitutes
3. Cut DMI requirement----the consultants/teachers hired to teach/books---cost \$\$\$---- make classes optional not mandatory and not paid by district
4. Cut beginning of the year (1st week) expenses
5. Quit meeting us to death and give us some time on Wed for more plan time and use other plan time for teaching.
6. Cut ALL outside consultant services
7. While this may be small, I have an idea. <http://thesecomefromtrees.blogspot.com/> This website discusses "these come from trees" stickers. The idea is to stick them to paper towel dispensers around the school. This will make the students, teachers and staff more aware of the amount of paper they take. It even states in the website that one elementary school cut down their paper towel use by 29%! I imagine that may convert in to more than pocket change. And we will be a "greener" school/district this way! Anyway, the stickers are \$10 for 50 and \$18 for 100. I believe Loveland high could suffice with 50, but maybe it could be used district wide. It's just an idea, and it is very simple. Do you think that it could be of use??
8. Cut ALL attendance/district financial support to attend conferences - Administration, the Board and Teachers unless paid for personally
9. What programs/staff can be cut without impacting class size? It has been widely researched and proven that class size matters!
10. On the front cover of the Loveland Connection newspaper this past Wednesday, I was surprised to see that the Board absolutely does not want to cut textbooks! The middle

level Literacy teachers wanted to order a few sets of novels, rather than adopting a new textbook this past time--we were told "NO". We wanted to just order a class set--again, "No". My best ideas do not come from the textbook--they come from sharing with other teachers! We don't need any more textbooks--we have plenty of materials----We need to save people's jobs!

11. Do we need to look at extra curriculums? I hate to do that because at-risk kids need options like these, but out of all extra curriculums, what percentage of kids are truly at-risk, and what percentage have parents who could afford club sports/private music/etc.
12. Fee for transportation
13. Cuts at district. Do we really need so many coordinators for essentially building issues?
14. Do an audit of all positions in buildings, and make all principals account for how all special staff/office staff/ aides are being utilized. Do all TAG teachers work their full %, or do they have huge blocks without kids? In some buildings there are aides who have way more free time than any full time aide should have, or aides that principals have converted to help in the office, rather than what they were intended for. This isn't a \$\$\$ issue, as much as a way the workload for teachers can be helped, and a way to support RTI without adding on more \$\$\$, since it is mandated. (Paperwork part at least, as well as some basic intervention support)
15. My suggestion is to move those professional days where we have full day subs (like meeting for our new math curriculum) to those Wednesday days.
16. Unhappy with Administration and Board member seminars at the Broadmoor, etc.
17. Stop paying huge money for keynote speakers, no Rachael's Challenge or other presentations that are paid for other than from grant money. We've got enough experts in this district.
18. Increase athletic fees
19. Cancel all non-curriculum field trips---> Elitches, rollerland etc. if any are still going on
20. Table the idea of winning an award, focus on student achievement
21. Take the money out of reserves
22. Adopt State Standards as district curriculum-cut district committees
23. Give 5-10% of budget back.
24. Currently required to fill up the district vehicles after we use them and usually go to closest gas station (not the cheapest). If the Transportation people filled them up possibly the district could get a "deal" at a service station.
25. High school students use public transportation.
26. Go to "all" on-line registration in all schools for families almost all the work is in preparation for a walk-in registration day. Cut that out, and you could take a week off of my contract at the beginning of the year.
27. Stipend is less than sub pay.
28. Cut summer school or charge students more. Students should be responsible during the school year for passing the classes and if not then they can attend credit recovery.
29. Provide paper shredders for departments, it will cut down on the great need of garbage bags.
30. Discontinue payments of any sort to past superintendents and revamp any 'contract' we may have with them immediately if we are still paying their medical.
31. Examine cost of IB Diploma Program at Loveland High School. Can we "freeze" this program for 3 years?
32. Provide transportation to any currently enrolled IB Diploma Program students to Poudre High for the next few years and save the cost of IB in our district?
33. Examine cost of PYP and MYP IB Programs. Can we "freeze" this program for 3 years and get back on our feet financially?
34. Examine the cost of other initiatives in the district ... PEBC, LISA, Jr ROTC, CORE, etc.
35. Examine the cost of Acuity and Navigator? "Freeze" this initiative for 3 years.
36. Inform folks in positions funded by grant dollars that the position will end at the end of the grant term...Examine the need for the positions...what can be combined/eliminated.

37. We have so many pieces of technology equipment in the school district, new and old, using various amounts of power. There are 547 printers and copiers on our network. I made a chart of just 4 models of printers in the District, with their total quantity of 89 printers, estimating the cost savings of turning them off at night, including weekends. By just turning off 89 of the 549 printers and copiers in the district at night and on weekends, we could save approximately \$5,198 in annual electricity costs.
38. If the District were to change the policy of fully paying for insurance for each employee, at \$427 per employee each month, times 12 months, at 1700 employees, which costs the District about \$8,710,000 per year -- so if the policy were to be changed, and the District's cost of insuring employees were only partially funded as some school districts do, such as \$300 per employee toward insurance, that would be \$2,500,000 saved per year, and employees could select District insurance or be able to use their spouse as primary insurer and District secondary, if desired, and folks like me who can't afford District insurance for a family -- only having one child that counts the same as a family of 5 -- could still, as I must do, seek outside insurance from independent insurers. I have great health insurance for my 16-year-old through HumanaOne, for \$89 per month. I would not mind paying \$127 more a month for my personal District health insurance if it meant all the faculty and staff positions throughout the District could stay in place and fill the needs of our students.
39. As a budget cutting strategy, I feel we should discontinue payments of any sort to past superintendents and revamp any 'contract' we may have with them immediately if we are still paying their medical for them.
40. Year round school
41. If there are to be positions cut at the buildings the proportionate amount should be whacked from administration. The 10% cuts in budgets must reflect FTE as well as paper and other line items.
42. The board should determine whether philosophically they should cut as far away from the classroom or not and make it public.
43. At BHS we had over 700 students with 1.5 admin and .5 AD. We are now at 623 and have 2.5 admin and .5 AD. Some administration can be cut.
44. Charge money for SOARS? Or up the price.
45. Charge for bussing kids to athletic events.
46. Charging for a parking pass at the high schools.
47. Charge universities for each student teacher we take in the district
48. "Tickets" -- if a student is seen littering, they can receive a ticket with an associated cost. Same with unsafe driving in the parking lot, smoking on campus...
49. Have two schools in the same building on a "split schedule." E.g.: BHS goes the first half of the day and then Loveland High the second half. You would have to eliminate early release Wednesdays to do this and get in the seat time...
50. Ferguson High School... meet at the ad building?
51. Is anyone writing grants for anything at the district level? If so, is this person being productive? If not, why is he/she there?
52. Do not spend sub money aligning the curriculum to the state standards when the national standards are going to be coming out later. Wait.
53. Don't pay for SRI. Acuity is more valuable
54. Cut Kid TV until our finances are in better order. It really only reaches a few kids.
55. Have heard from more than one person that there is a whole department in the admin building devoted to trying to get some national education award. I believe that we need to retain quality teachers instead of reaching for awards.
56. Cut back on building focuses that require extra money for training and implementation
57. Get rid of Service Pins
58. Put 1/2 FTE from data analysis back into the classroom