

SUGGESTIONS FROM BUDGET COMMITTEE WORKSHOP						
		Weighted Value	Implemented	Not Viable	Poor Return on Investment	Reconsider
<i>For Immediate Consideration</i>						
1	Decrease energy usage by reviewing heating, cooling, and all other energy usage; set thermostats to 68 degrees for heating and 72 degrees for cooling; install low-wattage light bulbs at all sites through the district; set electrical systems like lighting and air conditioning at all schools to turn off at night, weekends, and breaks	63	X			
	<i>Comment: Need to enforce; it does no good to say keep doors closed and still finding doors open.</i>					
2	Teach the Positive Action program from the manual without purchasing consumables that support the program; eliminate all consumables; have students use journal format instead of workbooks for social studies and keep only one master set; eliminate science consumables because teachers do their own experiments	63				
3	Re-introduce S.A.V.E. program at schools not currently using it; not turn all the lights on in classrooms and offices; lights in school hallways used only on rainy days	55	X			
	<i>Comment: Motion detectors where applicable (example: bathrooms).</i>					
4	Increase efforts to get attendance up: Follow up with parents sooner for students with attendance issues	37	X			
5	Decrease paper usage by increasing electronic communication, including intra-school; one public copy of meeting notes posted in staff lounge; eliminate hard copies of Power Point presentations	32	X			
6	Go "green" and go paperless everywhere possible	32	X			
7	Eliminate professional development day for Leadership Team or get corporate sponsorship	31				
8	Reduce the number of employees for whom the district is paying benefits if they have a spouse also working in the district and receiving benefits; give employee a stipend for not being fully covered for benefits by the district if they are covered by a spouse	28	**			
	<i>Comment: Reviewing and reducing costs for employee benefits.</i>					

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	<i>Comment: Stipend for anyone with dual coverage to forego our benefits.</i>					
9	Increase efforts to get attendance up: SARB parents after three absences	23	X			
10	If district cannot afford a Golden Handshake incentive for retirement, offer employee-only medical coverage for employees who have 18 years of service in the district for two years	22				
	<i>Comment: Put all retirement incentives as a possibility</i>					
11	Get an energy audit done by SDG&E	22	X			
	<i>Note: Francis Spoonemore, Director of M&O, reports this is currently in progress through SDG&E for the entire district. A complete audit was last completed two years ago.</i>					
	<i>Comment: Solar programs?</i>					
12	Mandatory recycling of paper, cardboard, aluminum, Styrofoam, plastic shopping bags (which Wal-Mart will redeem them) and return them for money to be used by the school	21				
	<i>Comment: Need to look into a contract for recycling - little effort in recycling at the elementary schools. Again need to reinforce recycling, maybe with a rating as to which school can save the most.</i>					
13	Actively solicit corporate sponsors	21				
	<i>Comment: Especially for sponsoring events, i.e. employee recognition, extra programs for kids, assemblies for kids.</i>					
14	Reduce work year for administrators by 5 days; administrators take a 1, 2, or 3% salary reduction	20				
	<i>Comment: Only reduce the work year for administrators by 5 days; not the salary reduction.</i>					
15	Reduce or eliminate the need for subs for teachers doing DAIT visits; reduce or eliminate all requirements for teachers to be out of classroom requiring subs; hold in-service on days/times when subs are not needed; pay subs for actual time rather than by minimums	19				

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16	Eliminate use of small refrigerators/microwaves in offices/classrooms as they are not energy efficient	19				
17	Offer 2+2 Golden Handshake <i>Comment: Offer some type of golden handshake to keep our family here.</i> <i>Comment: Put all retirement incentives as a possibility</i>	18				
18	Decrease water usage; perhaps replacing ornamental lawns and replace with drought-tolerant shrubs and ground cover; install low-flush toilets; do a district wide check for leaky faucets/sprinklers/water fountains <i>Comment: In the future, as things die or change, then try this.</i> <i>Comment: Do not replace shrubs - use native plants as we plant new.</i>	18	X			
19	If 2 % raise is accepted, make it effective January 1, 2008, instead of July 1, 2007	18	**			
20	Eliminate Safe & Drug Free Advisory Committee and funnel funds into core curricula <i>Comment: Is this Categorical funding?</i> <i>Response: YES, this is funded with federal dollars.</i>	18				
21	Offer to potential retirees an incentive to retire at the end of this school year by matching their current health/dental benefits for up to 2 years <i>Comment: Put all retirement incentives as a possibility</i>	17				
22	Cut back on supplies; ask for parent/community donations; purchase small pencils used at golf courses; instead of supplying all students with basic supplies, just give them to students who haven't brought their own	17				
23	Reduce or eliminate BTSA requirements; instead provide new teachers support at their site through mentor teachers <i>Comment: Could university provide BTSA instead of district?</i> <i>Comment: Even though funded by state, with sub shortage, costs more when BT's are off site.</i>	17	**			

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24	Make summer Reading First trainings optional, especially for veteran teachers; eliminate Reading First training and work through curriculum with grade levels at either staff trainings or at grade-level meetings.	17				
25	Turn off sprinklers in areas where there is no vegetation; replace all unnecessary landscaping that requires watering or at least replace with drought-resistant plants <i>Comment: Done over a period of time.</i>	16	X			
26	Employees pay for dependent health benefits; offer HMO free to employee and family but have a payroll deduction toward the cost of PPO for employee and family; employee pay toward dental and/or vision insurance; charge \$100 for the PPO and \$50 for Kaiser <i>Comment: Employee-only paid HMO or PPO with option to add dependents at a cost</i>	16	**			
27	Relieve Accounting department of responsibility for First Years/preschool programs by hiring an accountant using categorical funds received for these programs	16				
Suggestions For Consideration Later						
28	Eliminate all district-paid cell phones except for cabinet members	15	**			
29	Return teachers on special assignment to the classroom; limit teachers on special assignment to no more than one per site	15				
30	Reduce/eliminate some district-mandated assessment tests such as math and language arts benchmarks, summative, theme skills tests, etc.	14				
31	Eliminate middle school benchmark sets for each class	14				
32	Ask outside vendors to help the district reduce its expenses by giving discounts or suggesting ways to help district save	13				
33	Vote down 2% raise with a district commitment to restore increase during better economic times	12	**			
34	Grounds keeping biweekly instead of weekly	12				
35	Reduce cost of administration at Community Day School by opening up 2 additional Opportunity classes at schools that do not have the program	11	**			
36	No curriculum adoptions until California's budget is in better shape	11				

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37	Print on both sides of paper in all duplication	10				
38	Increase outside printing jobs to bring in more revenue	10				
39	Increase employee attendance, especially when it means hiring a substitute	10				
40	Increase class size reduction numbers from 20 to 24	10	X			
41	Eliminate ELD Coaches; reduce all coaches	9				
42	Reduce School Library Techs to half time and have teachers check out books to their own students	9	**			
43	For teachers retiring this year, increase their base salary by 4%, effective June 30, 2008, giving them their highest possible salary to base STRS retirement benefits on (this assumes a 2% COLA for 2 years if they stayed)	8				
44	Give teachers within 2 years of retirement a half-time contract with full service credit; wherever possible team these teachers together to free up a classroom for a teacher on layoff	8				
45	Eliminate bottled water and electric coolers for employee use	8				
46	Reduction of assistant principals at middle schools will result in more student suspensions,	8				
47	Require site custodians to take vacation when office staff take their time off	8				
48	Reduce Maintenance staff to coordinator, secretary, painter, plumber, and electrician; subcontract all other specialties	8				
49	Reduce administrators for categorical programs in proportion to categorical program funding	8				
50	Designate only one child per household to bring home school/district notices	8				
51	Increase work day/year for Grants and Foundation department to bring more revenue	8				
52	Eliminate Edusoft if it's costing money	8				
53	Offer certification programs at the district instead of requiring conference attendance	7				
54	Cancel Employee Recognition event and have principals and department heads give out awards	6				
55	Bring in representatives from STRS and CalPERS for employees considering retirement to calculate the difference between leaving at the end of this year or waiting 1 or 2 more years	6				
56	Replace coaches with a lead teacher at each grade level for Language Arts, Math, and Technology	6				
57	End the practice of reimbursing employees for TB tests since they are a condition of employment and are offered free through county run-clinics	6				
58	Consider eliminating K-3 class size reduction	6				

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59	Put controls on copying machines at school sites that set maximum quantities for each teacher; send more copying to district print shop; use half sheets for short memos; be exact with number of copies made/ordered to reduce waste	5				
60	Limit homework packets and consider homework objectives/plans instead	5				
61	Increase efforts to get attendance up: Provide a flu shot program for students and increase ADA	5	X			
62	Turn down air conditioning at Ed Center (conference rooms too cold)	4				
63	In air conditioned areas, keep doors leading to outside closed	4	X			
64	Increase employee efficiency; monitor doing personal things during work time, especially if employee is claiming overtime	4				
65	Cut back on expenses associated with Employee Recognition event; move event to school	4	X			
66	Generate revenue by: offering summer camps, renting facilities, parent grant-writing groups,	4				
67	Pioneer and Farr Avenue elementary schools—make one a K-3 and make the other a 4-5	3				
68	Reduce school week to 4 days, 10 hours a day	3				
69	Maintenance overtime (incentive for working faster)	2				
70	Eliminate multiple administrators in support departments	2				
71	Reduce staffing in staff development	2				
72	Replace coaches with a lead teacher at each grade level for Language Arts, Math, and Technology	2				
73	Reconsider full inclusion for SPED students; combine caseloads for RSP/SDC teachers to equal 28; add another aide or add two aides per teacher, reducing the need for teaching positions	2				