

SET B

Cut Health Aides

This concept would cut or reduce the 9 health aides that are partially funded through the Medicaid program. These are part-time positions with no benefits.

Estimated Savings: **\$20K**

Pro/Con and Data

For

Savings of nearly \$20,000
Medicaid is reducing reimbursement significantly
Other: _____

Against

Health Aides are a vital part of the schools and would create a much larger role for the nurses who (we only have 1.5 FTE to cover the entire district). Secretaries, principals, and nurses would have to continue the work of the health aides. This would seriously impact their work on other items. Student health-related issues could "fall between the cracks". Availability of student information is limited (HIPPA). This is not a significant savings for eliminating an entire group of part time employees.

Other: _____

Cut/Reduce Food for Meetings

This concept would reduce or eliminate food at meetings such as principals' and staff meetings, Coordinating Council, School Board, PLC, accountability, late start days,etc. The Food Service Program prepares over 80% of the meals.

Estimated Savings: **\$35K**

Pro/Con Data

In many cases, the work continues during the meal. It can be difficult for people to go to alternate sites then get back in time. Others claim that meals help "bring people together physically and emotionally". Others argue that "it is the person's responsibility to feed themselves" especially during their typical breakfast or dinner meal. Currently, much of the food is prepared at a reduced cost by the Food Service program. When the bill is paid, it helps the Food Service budget.

For

Staff/Board/Accountability can provide for their own meals prior to or after meetings. A partial reduction may be possible: i.e. no breakfast for meetings starting 8:00 am or after or ending by 6:00pm.

Other: _____

Against

If we ask people to take time out for meetings during meal time, they should be provided a meal. Benefits of eating with each other and the camaraderie it creates is often overlooked. If participants are released to get their own lunch, it is difficult to get them back to the meeting in time or makes lunch break last longer.

Some of these meetings are for volunteers (i.e. accountability and school board). They are volunteering their time and the least we can do is feed them

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<p align="center">Eliminate District Vehicles</p> <p>This concept would eliminate District vehicles other than student and maintenance use from the fleet and may cause: (examine one or more)</p> <ol style="list-style-type: none"> 1. Mileage reimbursement for travel related to school business (i.e. .30 to .50 Cents/Mile) 2. Vehicle allowance similar to other Districts/Municipalities (Car allowance \$250/mo) 3. Employees would not be reimbursed for mileage while working on school assignments- Itinerant employees (nurses, administration, psychologists, speech therapists) would be seriously impacted. <p>Estimated Savings: Variable</p> <p>However, Option 1 and 2 above will not create any savings but potentially increase costs. The only real savings is to direct all employees to drive their personal vehicles with no reimbursement for business related travel. This could be between 200-600 miles per month. Impacted employees, without any reimbursement, would have annual net salary reduced by \$3,000 per year. The \$3,000 per year reduction by 15 impacted employees would be a significant savings.</p>	<p align="center">Pro/Con Data</p> <p>The District currently reimburses .30 per mile if a vehicle is not provided. The Federal rate is .50 per mile for 2010. Employees accepted these position with mileage or transportation provided. This may be considered a contract change. Currently, to the best extent possible, (other than late night returns) district vehicles are kept on school property.</p> <p align="center">For</p> <p>Administrators and itinerant staff need to drive their own cars, not ones supplied by the District, and should not be reimbursed for expenses. This would create significant savings.</p> <p>Other: _____</p> <hr/> <p align="center">Against</p> <p>Gas is bought tax-exempt and is much cheaper than a private person filling up at the station. Our fleet is fully depreciated and serviced by the bus garage mechanics. With either the mileage reimbursement or allowance, this would be an added cost to the District, not a savings. It is assumed that this would be eliminated as well. Other employees drive district vehicles, including teachers and school administrators, on school business. District staff development/travel vehicles would also be eliminated.</p> <p>Other _____</p>
<p align="center">Cut Copier and Paper Costs</p> <p>This suggestion is a combination of various submissions of paper and copy savings ideas to reduce paper, copier and color copies.</p> <p>This concept is all inclusive for paper cost reductions, cost of color copies and copy machines.</p> <p>Estimated Savings \$5,000 for 10% cut in paper Estimated Savings \$20,000 for 10% cut in copiers</p> <p>Running copies or printing on both sides of the paper only saves the cost of 1 piece of paper. It still uses the toner or counts toward the copy count.</p>	<p align="center">Pro/Con/Data</p> <p>Copier leases/maintenance contracts account for approximately \$180K for the District.</p> <p align="center">For</p> <p>A 10% reduction could add up over time. Individual student copies are not needed on every assignment. Helpful for the Environment.</p> <p>Other _____</p> <hr/> <p align="center">Against</p> <p>Copies and paper are essential to teachers and students. Teachers are already limited and are needing more of this resource, not less. Cost savings are relatively small on a 10% reduction. Leases are based on a minimum amount of copies and not all copiers are at the limit. The limits are set so that it may not be feasible to reduce the limits as copier overages are very costly.</p> <p>_____</p> <p>_____</p>

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<p align="center">Reduce ALL Staff Salaries Back to Fall 2008 Levels</p> <p>This concept would have ALL staff take a salary cut of approximately 2.38%. This would put salaries back below the 2008-2009 levels. It also would spread the percentage cut over all segments of employment. (Administration, Certified and Classified).</p> <p>Estimated Savings: \$540,000</p>	<p align="center">Pro/Con/Data</p> <p align="center">For</p> <p>Spreads the savings percentage equally among staff. (Dollar amount is obviously not equal.) Significant savings are possible with this concept.</p> <p>Other: _____</p> <hr/> <p align="center">Against</p> <p>Local cost of living is not equal to the Denver/Boulder index. This is a significant decrease in staff salary. Once you go "backward", you seldom can catch up again. If this concept is added to other cuts or increase in employee expense, this would have a serious negative impact on staff.</p> <p>_____</p> <p>_____</p>
<p align="center">Eliminate or Considerably Reduce Training/In-service that takes staff out of buildings or uses "outside" speakers</p> <p>This concept would eliminate or have staff training only after hours, weekends, or breaks. It would eliminate or reduce out-of-district speakers. If the certified staff "flex" days were impacted, this could save over \$130K per day.</p> <p>Estimated Savings: Sub Pay \$5K - 8K Estimated Savings: Speakers \$1,500-\$5,000 Estimated Savings Reduced Flex Days \$130K per day reduced</p>	<p align="center">Pro/Con/Data</p> <p>Training utilizes resources (time+money). If we no longer provide some central training, would the District be able to continue the effort to unify our school district?</p> <p align="center">For</p> <p>Promotes our own speakers for professional development. Would eliminate/reduce the need for substitutes and would keep teachers in the classroom.</p> <p>Other: _____</p> <hr/> <p align="center">Against</p> <p>Staff Development is very important and flexibility of scheduling and speakers promotes best practices and information on how to make our profession better. Staff tends to resist working weekends/nights and vacations. If certified days were reduced with the proposal, certified staff salary is seriously impacted. Would reduce our training opportunities to support staff with current achievement initiatives.</p> <p>Other: _____</p> <p>_____</p>