

Summary of Budget Suggestions – Online Submissions (over 1000 total on-line)

2.5.08 through 2.25.08 (Italics represent suggestions from 2/18 to 2/25/8)

Suggestions	# Recom
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I. Personnel

A. Benefits

1	Offer a cafeteria style benefits package	6
2	Cover the employee, not their dependents or limit number to one dependent	17
3	Offer spouses opportunity to drop one insurance, portion of savings to the district, portion to employee	24
4	Reduce health benefits, especially to part time employees	11
5	Employee contribution to medical and dental benefits	10
6	Increase the co-pay of insurance and add co-pay to Kaiser	3
7	Give teachers 9 sick days instead of 10 per year, and give teachers 3 personal days	
8	One holiday instead of two President's birthdays in February	
9	3 workdays during Thanksgiving break become non-paid days, taking 1/4 day pay a month	
10	Explore cutting medical benefits costs by allowing for the provision of "medigap" insurance	
11	Cap all recipient benefits to 100%, regardless of previous STRS or PERS years	
12	Eliminate all perks and additional benefits to the upper managers, superintendents and the incoming superintendent	
13	New hires would not receive health benefits for four months	
14	Eliminate the catastrophic leave bank	2
15	Allow staff to opt out of benefits for a small financial incentive	2
16	Do not pay for insurance benefits for July and August for employees that terminate in June	
17	Change the current district practices of how FMLA is applied (Working weeks vs consecutive weeks)	
18	10 month employees take vacation when students are off, eliminate need for subs	
21	Stop the practice of letting classified employees use vacation in advance	
22	Do not touch our benefits packages	

B. Early Buyout

1	Offer a minimal, yet compelling, early retirement incentive	88
2	Offer of paid medical and dental to retirees if they agree to substitute a specific number of days each year for free	4
3	Declare a permanent moratorium on all early retirement incentive programs	
4	Change the district policy on retirement dates	
5	Request STRS and the state legislature reinstate the "two plus two early retirement incentive".	4

C. Workday/year

1	District wide closure instead of furloughs, I.E. Spring break, Winter Break or August	23
2	Limit central office and all school site custodial staff to 11 months	5
3	Reduce central office staff in the summer	
4	Central office staff reduce work hours, with corresponding reductions in pay	
5	Reduce the work day for non-teaching positions to 7.5 hours or even 7 hours	
6	Administrators substitute in classrooms 30 hours (not consecutive) a month	2
7	Don't allow staff to come in on Saturdays/weekends for non-school activities	2
8	Stop out of control overtime	
9	Examine time off for both staff and children	
10	Put the entire district on a year round schedule/ no intersession	2
11	Offer non-classroom staff the option of working a 4 day work week or 80% contract	2
12	Flex Schedule Days --Work 4 Days Per Week (Alternate Schedules on Monday or Fridays)	
13	Offer more part time positions	2
14	Increase the school day an hour then we could shorten the year	3

D. School Site

1	Reduce amount paid to subs by \$5 or \$10 per day	
2	Eliminate the need for direct-service Adapted PE classes by 'training' General PE teachers	
3	Eliminate ALL reading recovery and ELST positions	3
4	Partner with community colleges to move more seniors onto their campuses for classes	2
5	2, 3, or 5% reduction in selected certificated position salaries	
6	Eliminate staff/principals on special assignment	6
7	Principals work fewer months/days in summer	8
8	Set a ratio of school site clerical staff to students	4
9	Eliminate the requirement of a Stull Bill Evaluation every two years for teachers with 10+ years of satisfactory evaluations	2
10	Eliminate senior speech pathologist position	
11	Eliminate lead speech pathologist position	
12	Remove/consolidate the co-principals, small school principals, and grade level VPs	39
13	Reduce 12 month and 11 month certificated positions to 10 month certificated positions	4
14	Redesign small schools: administrators-teach, teachers-administrative responsibilities-1 hour per day	
15	Consider utilizing students for office work/assistance in classrooms	4
16	Eliminate one of our counselors, one of our secretaries in the front office, and one of our custodians	
17	Reduce principals/vice principals days when students are not in session	2

18	Reduce need for visiting teachers	
19	Principal summer work optional	
20	Review need for "prep" periods of middle and high school teachers	
21	Eliminate/investigate intern programs	3
22	Supervising Admin. Assistants take care of the budgets and classified staff, Principals to supervise the teachers and work with parents	
23	Avoid cutting Paraeducator positions	
24	Eliminate over-formula certificated positions and administrator positions at school sites	3
25	Teachers take a non-paid vacation day, added to easter vacation or presidents day, christmas, 4th of July etc	
26	Teachers job share, make process easier	
27	Itinerate teachers work at home for prep save on mileage payment	
28	No subs for unessential staff	
29	Define safety/OSHA needs of amount of recess, noon duty, and other supervisions at schools for standardization	
30	Systematic review of positions & workloads	2
31	Eliminate sport coaches	
32	Keep the principals on the campus	2
33	Eliminate or reduce non essential teaching staff at school sites (parent liaisons, CELDT,etc.)	2
34	Eliminate or reduce non essential administrative staff at school sites	2
35	Use teachers and office staff for 'yard duty' and 'noon duty recess' instead of hourly staff	
36	Reduce salaries of higher paid school employees	2
37	Teachers with the lowest seniority should be let go based on the signing date of their contract, lay-off's should be done by the district--not by school site administrators	
38	Reduce the number of main secretaries at the small schools	
39	Create stipend for teachers to provide literacy, math, science support, eliminating centralized positions	2
40	Eliminate PE teachers at the Elementary, Middle and High Schools, have classroom teachers give up their preps periods to teach physical education	
41	Downsize all "extra" teachers who teach a few select students/ and or classes, coverage by classroom teacher	
42	Each school site submit the number of in-school resource and project resource teachers, evaluate	
43	Eliminate Elementary School Administrative Asst. I	

E. Central Office

1	Allow more staff to telecommute	
2	Trim/eliminate science, literacy and math department	9
3	Reduce and/or redistribute currently centralized instructional support jobs to sites	6
4	Resource teachers out of the district office and back into the classroom	19
5	Examine/eliminate resource teacher positions	6
6	Streamline/restructure the central office	3
7	Contract out IT services	2
8	Supplement loss of resource teachers with grad students or research faculty from nearby universities	
9	Allow as many non-benefit job shares as people want	
10	Systematic review of positions & workloads	
11	Review departments at the central office that do not have a direct link to the students	
12	Human resources department is overstaffed	
13	Eliminate or reduce non essential administrative staff at district offices	
14	Eliminate one confidential assistant position in the board office	
15	Do not eliminate Encore and Zangle support staff	
16	Reduce the board members' expenses	
17	Make some reductions in the VAPA program	
18	Check clerical staffs' ability to do their job	
19	Reduce administrative substitute's pay	

F. Managerial

1	Eliminate/examine the positions of Area/Associate Superintendents	23
2	Move assistant superintendent positions back to the Ed Center and reduce their staff	3
3	Consolidate/Eliminate layers of managers and assistants	24
4	Administrators and assistants function as test coordinators	
5	Cut salaries at the highest levels of administration and management	9
6	Too many upper level management positions	4
7	Make the School Board a volunteer (not a salaried) position	
8	Eliminate Chief of Staff	5
9	Eliminate Deputy Superintendent	2
10	Eliminate Special Assistant to the Superintendent	2
11	Reduce 12 month and 11 month management positions to 10 month management positions	3
12	Eliminate Government Relations	
13	Combining job responsibilities – temporary administrators/managers etc	
14	Reduce Area Superintendent staff to one Admin Assit II	3
15	Eliminate Executive Dir Instruction & Curriculum, have secretary run department	
16	New Superintendent can donate part of his salary back to the district or forego the extra he receives as he comes in to the district before he "officially" begins	2
17	Systematic review of positions & workloads	
18	Eliminate the leadership development director, transfer the responsibilities to the division responsible for teacher professional development	
19	Cut administrators that do not have student contact hours	

20	No administrator (principals, assist supts, assos supts, etc.) should make more than a teacher	
21	Eliminate "Buy Outs" of superintendent contracts	2
22	Return VPs to the classroom	
23	Cut the superintendent's salary, it's way too high/eliminate position	2
24	Re-institute student-to-administrator ratio formula	

II. Instructional Support

A. Curriculum

1	Hold on International Baccalaureate Organization until there is money to make it happen	
2	Sacrifice supply budgets to ensure that arts & music programs stay intact	
3	Consider the cost of providing the bi-lingual programs	3
4	Review non-essential instructional programs	
5	Add one year to each textbook adoption cycle, where possible	16
6	Mandatory Departmentalization of team teaching grade level subjects in elementary	
7	Reduce number of teacher-edition texts	2
8	Stop producing Literacy/Math Modules for the elementary grades	2
9	Streamline the method for distribution/re-stocking of Elementary Science Kits	
10	Delay the purchase of new textbooks	3
11	Please stop buying new programs, i.e. Reading	3
12	Eliminate district assessments	
13	Reduce/Eliminate field trips	7
14	Give teachers and communities field trip information and decision power	
15	Scrutinize supports provided secondary academics and/or athletics	
16	Mandatory that students are 5 years old by September 1st before entering kindergarten	3
17	Complete the benchmark assessments on line	
18	Keep cuts away from students/curriculum	21
19	Cut number of football games per season	
20	Implement district-wide student attendance campaign with rewards and incentives, inform parents cost of missed school	4
21	Equalize elementary and secondary schools funding	2
22	Enforce consequences for students who are severe discipline issues	
23	Centralize resources for literacy and math supports	
24	Eliminate duplicate flyers for siblings	4
25	Provide remote access content and curriculum so coming to school physically isn't necessary at least once per week	
26	Implement complete, state of the art computer and technology labs in K thru 8 schools	
27	Implement a plan for return and/or payment of textbooks	3
28	Reduce funds/charge fee for athletics	5
29	All middle and high schools run a "period" day program, rather than the more expensive "block" program	
30	Suspend/Review/ Eliminate Suspend all district-wide testing and test development	6
31	Dump Standard Based Report Cards	8
32	Temporarily suspend Academic Saturday School and tutoring	
33	Eliminate district mandated curriculum (math modules, units of inquiry) and the associated trainings for all schools above a specific API score	
34	Independent study is a great way to generate funding	
35	Have grades affected by absences on report cards to reduce absences	
36	Give the responsibility to the department chairs at the local schools	
37	Put Aides in the jobs for EL testing/support, not teachers	2
38	Combine curriculum departments (i.e. science, math, social studies, etc) into one office with one program manager and a resource teacher for each subject with shared clerical staff	
39	Eliminate freshmen sport programs	
40	Eliminate libraries	3
41	Eliminate construction paper and laminating supplies	
42	Eliminate music, poetry and dance	
43	Every school from elementary to high school should have a library with a certificated teacher librarian and library technician	2
44	Cut the sports programs and keep the music and PE in schools	
45	Leave what little music and physical education classes in the schools alone	
46	Look at low ADA days historically and consider closure there, going to a modified year round schedule for all eliminating 2 tracks	
47	Change the enrollment date of kindergarten from December to September	
48	Get rid of pull out programs like Literacy Support Personnel and Reading Recovery teachers	2
49	Shorten the number of prep days	
50	No additional funds for teachers to buy books, use abundance of guided and shared reading books in classes	
51	Consider reform that will allow children to progress through middle and high school based on meeting standards, not based on completing a year of attendance	
52	Keep students in a junior high setting until the CAHSEE is passed, then overlap high school requirements with ROP and junior college	
53	Assign TIIBG money to every school on a per child basis	
54	Continue to purchase replacement texts & materials, instead of buying brand new versions of the same	
55	Do not mail notices of tests to homes use school newsletter	2
56	Reduce the amount of redundant paperwork parents are required to complete at beginning of each school year	
57	Required all teachers to be on a computer system for grade submission	

58	Wait until the new superintendent decides on his approach to literacy before wasting any more paper	
59	Ask teachers, and paraprofessionals what are they willing to give up at their school site	
60	Eliminate all school activities (middle and high school) that require paying staff members or substitutes	
61	Reduce Developmental Report cards	
62	Benchmarks -do not reflect the average class.	
63	Provide reading contracts for each incoming class and math skills to complete prior to the first day of school	
64	Restructure PE for life-long fitness activities	
65	Combine some of the alternative programs to cut down on personnel and administrators, i.e.,Mt Everest	
66	Eliminate Spanish language enrichment program at Sunset View Elementary and Jerabek Elementary	
67	Close IMC temporarily	
68	IMC only open 4 times a month	
69	Cut back to two report card periods in the year	
70	Return to the centralized structure to support departments, e.g. Math, EL, Literacy, parent support	
71	Operational meetings should be centralized	
72	Stop letting teachers take what is purchased for classroom with district funds when they leave the district	
73	Keep IMC open	
74	Charters pay for the district's Charter Oversight department	
75	Implement a quality assurance program at all schools with quarterly eval by parents to rate the teachers in the classroom and the principals at each site	
76	Purchase used textbooks	
77	Cut librarians, use library techs	
78	Create a district-run virtual school entirely on-line to increase ADA	
79	Develop marketing plan to repatriate those students who have dropped out of the system to reclaim their ADA	
80	Use textbooks in the classrooms, but give students paperbound workbooks for home	
81	Eliminate the elementary school band program	
82	Make librarians part time position	
83	Push state and nation to combine to just 1 accountability report per school	
84	Parents bid to get their kids into the more popular classes	
85	Re-format the Science dept. cut down to a few people, adapt the current text to what is needed by the state, and get rid of the costly materials that so often go unused	
86	Science teachers begin a green movement at school, talk about paper waste	
87	Assign English Language Support Teachers (ELST) a minimum of two schools in order to conduct EL professional development	
88	Sat school mandatory for all students who need to make up absences to recoup ADA	
89	Why are we educating so many students over 18 who are not on track for graduation?	
90	Use only textbooks on CD	

B. Extended Day/Intersession

1	End Extended Day Reading and Math Programs	3
2	Reducing or cutting all after school programs for k-8 grades	
3	Eliminate one or both year round school intersessions	13
4	Limit the number of sites for summer school and cut back extended day	4
5	Assign only one administrator to intersession/summer school	10
6	End intersession in the winter and spring	2
7	Students who fail should have to attend summer school at their neighborhood campus	
8	Use funds set aside for Intersession/Summer School to provide hourly Extended Day Reading Program throughout the school year	2
9	Eliminate summer school	29
10	Summer school should only be 3 weeks four hours a day for one credit	
11	Allow principals to restructure Intersession	
12	Offer summer enrichment programs for a fee	
13	Stop wasting money on summer school curriculum writers	
14	Reduce the scope of "6 to 6" ("Prime Time")	
15	Charge for summer school	3
16	Spend some of the summer school salary, instructional materials and maintenance expense by offering EDRP and EDMP throughout the school year	
17	Consolidate and expand 6-to-6	

C. Professional Development

1	End workshop days for schools with high APIs	2
2	Stop the off-site Professional Development	21
3	All out-of-state travel and recruiting should be eliminated	2
4	Eliminate attendance at conferences and seminars	5
5	Stop renting Marina Village, etc. for trainings sessions move these sessions to District Facilities	11
6	Freeze all district trainings until new Superintendent determines direction	
7	Video segments from the Literacy department could be placed online for universal access	
8	Reduce/eliminate teacher staff development days	13
9	Literacy and math supports assigned to areas in 6 week cycles with clearly defined expectations	
10	Teleconference instead of travel	
11	Reduce/ Eliminate BTSA program	6
12	Reduce the amount of subs for Prof. Development, and abolish the use of subs for on-site P.D.	5

13	Use staff to provide training and stop hiring out of district "experts"	2
14	Add a new income stream by creating our own CEU training	
15	Teacher professional development in summer at teachers' expense	3
16	Use minimum/staff development days for staff development	6
17	Utilize online tutorials	
18	Centralize Professional development	
19	Eliminate all the departments related to professional development	
20	Conservatively assess travel and attend conferences	
21	Use Birney Elementary as a Professional Development Center for the district	
22	Literacy, Science, Math, and Social Studies could provide training to clusters or sites	

D. OCILE

1	Review OCILE programs for scaling back, charging fees for 6th grade camp, elimination	29
2	Make OCILE Program optional	
3	Charge schools fee for voluntary OCILE participation	
4	Eliminate OCILE Programs until the budget crisis is over	3
5	Do not cut OCILE	2
6	Charge other school districts to attend our 4th grade ocile	
7	Eliminate 6th grade camp	2
8	Reallocate personnel from these three facilities to schools or the district central office	

E. Single School Calendar

1	Schools choose go to a 4 day week, increase student minutes and teacher hours per day	17
2	Do away with year round schedule, use single calendar for all schools and offices	33
3	Consider longer day 4 day week for secondary if it would save money	
4	Cancel the last day of school if it falls on a Monday like in previous school years	
5	Year round schooling to maximize use of campuses	3
6	Modified year round calendar, same start/holidays, 3 weeks at Christmas, 2 weeks at Easter and all schools finish by July 1	
7	Have Evening High School from 3:30PM to 9:30 PM Monday through Thursday	
8	Split sessions of 3 1/2 hours in school, no lunch, teacher prep between sessions, student independent learning for 3 1/2 hours daily	

F. Class Size

1	Elimination of class size reduction	3
2	Increase Class size in K-3 from	6
3	Class size could change but be consistent across the grades	
4	If class size increases, reinstate the instructional assistants back into the classroom	
5	Limit the number of students to 20 in K-3	2
6	If class sizes are increased, ALL schools should keep a full-time administrator	

G. Magnet/VEEP

1	Reduce/eliminate VEEP and Magnet programs	18
2	Recalculate Magnet funds to give equity to the poor VEEP schools	
3	Rescind choice applications from students who are out of district	
4	Consolidate VEEP bus routes, keep VEEP	

H. GATE/Seminar

1	Freeze GATE funds to teachers	
2	Address waste in GATE Dept	2
3	Eliminate or reduce Seminar program	4
4	Increase the size of seminar classes to 25/30	9
5	Do not fund GATE Seminar higher than GATE cluster	
7	Eliminate the GATE program and suspend all certification courses until further notice	
8	Postpone seminar classrooms until the 4th grade	

III. Business Operations

A. Food Services

1	Cafeteria staff ratio calculated by how many students eat at site	
2	Audit the food service system for families who do not qualify for free lunch	6
3	Use paper trays instead of Styrofoam trays - cost and ecologically effective	
4	Charge more for school lunches and breakfasts	7
5	Save on personnel by making a breakfast and a lunch for each student and let them all eat for free	
6	Use District's Food Service for catering	
7	Go back to washable plates, and utensils, instead of disposables. Use student workers to clean	2
8	Replace free brown-bag lunch with buffet line to reduce food waste	
9	Allow private industry to have a portion of the school lunch market, take a cut from their revenues	4
10	Eliminate food services fliers	
11	A significant amount of unserved cafeteria food is thrown away/taken home on a daily basis	2
12	Reduced lunch form says to complete only one for the entire family, but both my children are required to turn it in.	

B. Transportation

1	Incentives for kids to stay in neighborhood school	27
2	Student pay a bus rider fee	24
3	Arrange the bus routes like UPS does and only make right turns and save millions in gas	2
4	Recalculate each bus route's estimated time to void intentional overtime by drivers	2

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5	Combining special education students on other students' buses	3
6	Eliminate voluntary busing	4
7	Reduce busing costs	2
8	Charge transportation fee for 6-to-6 students who do not have IEPs or 504s	
9	Utilize alternative fuels to reduce all transportation costs	2
10	Smaller buses (vans) if there are fewer than 5 students	9
11	<i>Invest in yearly bus passes instead of tokens</i>	
12	<i>Eliminate bussing</i>	12
13	<i>Revamp transportation/buses only for special events and for transporting special needs students</i>	2
14	<i>Vanpool for staff</i>	
15	<i>Take a close look at the bus schedule</i>	2
16	<i>Drastically reduce bus fleet</i>	
17	<i>Replace Buses every 8 years, instead of every 5 years</i>	
18	<i>Eliminate free busses for parents of bussed students every time we have an evening event</i>	
19	<i>Cancel routes that service less than 25 students</i>	
20	<i>Eliminate all late activity buses</i>	
21	<i>Restructure Safety & Training Dept. & Scheduling Dept</i>	
22	<i>Eliminate Transportation Supv. position for Safety & Training, instructors under Bus Ops Supervisor</i>	
23	<i>Reduce all employees to 11 month positions</i>	
24	<i>Middle school and high school students pay for the bus for any field trips</i>	
25	<i>Increase the cost of field trip buses</i>	

C. Utilities/Resource Conservation

1	Coordinate a district-wide study for payment on recycling metals, plastics and paper	2
2	Use alternative forms of energy to save money and generate revenue	10
3	Mandatory recycling of paper, bottles and cans to create revenue streams for the district	12
4	Ask staff who are reimbursed for mileage to voluntarily donate/reduce amount of mileage/transportation reimbursement	
5	Decrease our use of paper by doing more electronically/ <i>auto dialer</i>	13
6	Timers or on light-sensitive monitors for heating and lighting	7
7	Incentive to reduce electric/heating/cooling bills by 10-15%	
8	Remove personal refrigerators, microwaves, coffee pots, etc. , from classrooms and offices	3
9	Conduct utilities audit and see where plants are using atypical amounts of energy resources	3
10	Shut off the huge water tanks, bypass with small on demand water heaters	
11	Stop building new schools	2
12	<i>Sweep, rather than flood lunch arbors on a daily basis</i>	
13	<i>Cut down on the amount of copies made, have students write</i>	
14	<i>Energy savings – review the pilot last year where we saved a lot of money</i>	
15	<i>Set a standard for the temperature in the classrooms</i>	
16	<i>Turn off computers & lights when not in use</i>	3
17	<i>Save energy by eliminating all vending machines in all schools</i>	
18	<i>Timers for water systems and drip irrigation watering can be done at night, no gardener needed to watch</i>	

D. School Closures/Consolidations

1	Close all small elementary schools under 250, use sites for central office staff, lease property or sell property	46
2	Eliminate small high schools	10
3	ONE high school in Clairemont	3
4	Make CPMA a neighborhood magnet, and include the former Kroc students, instead of opening new Innovation school	
5	Close Mission Bay High School	
6	<i>Cancel funding to K-8 school \$19m</i>	
7	<i>Close Crown Point Elementary, move staff currently located at Mission Beach Center and sell the property</i>	5
8	<i>The Mission Bay and former Decateur Elementary campus could be sold to raise revenue</i>	3
9	<i>Redraw boundaries, low enrollment elementary schools should close and add the enrollment at neighboring elementary schools</i>	4
10	<i>Property currently housing Sixth Grade Camp can be sold and bungalows used for the Old Town and Balboa Park Programs can be used as locations for district meetings and professional development.</i>	
11	<i>Lease Mission Beach Elementary school to pre-school</i>	

E. Purchasing and Supplies

1	Sell off surplus items at schools	
2	Board and central office handle and control the spending more effectively	3
3	Better use of Procurement cards to shop for best prices and reduce budgets	
4	Take procurement cards away from Principals, one card per site	
5	Reduce/eliminate dollars spent on food for parents, Board Members and teachers at meetings	6
6	Business cards created and printed in our own departments as needed	
7	Elimination of the District Cell phones	5
8	Examine resources for purchasing technology items	
9	Disable use of all IKON color copiers/printers, replace with Black/White copiers/printer	
10	Do away with making us purchase an item through the contracted store if we can get it cheaper elsewhere	4
11	Purchase supplies in bulk for all schools, distribute to individual schools	
12	<i>Save on paper, print out weekly or bi-weekly attendance/enrollment reports</i>	

13	Ask parents to donate items used for school i.e., a ream of paper	
14	Accountability for wasted materials; paper, tape, laminate	
15	Have a "School Supplies Drive"	2
16	More efficient cost effective copy machine program	
17	Keep all printing in house	2
18	Review and streamline the use of procurement cards	
19	Review school equipment purchase and use policies (copiers etc.) mandated by the District	2
20	Provide schools with the authority and autonomy to go outside the District for maintainance and equipment	2
21	Students print documents at home to save on printing costs	
22	Use one supplier increase purchasing power	
23	Head custodian order the supplies at the small schools	
24	Examine IKON contract for copiers	
25	Decentralize purchasing system and let sites cut out the middlemen	

F. Physical Plant Operations

1	Custodial department seems a little top heavy need more workers not more supervisors	6
2	PPO staff work weekends as a normal work day	
3	Reduce costs by negotiating out of existing URS consultant contracts in Facilities	
4	Audit all contracts for outside consultants	2
5	Allowing outside bids on maintenance work	6
6	Landscaping assistance from parents	2
7	Landscape school sites weekly or less	2
8	Cut BSSIII's, and up, an hour a day allowing cleaning staff to keep jobs	
9	Audit inefficiencies in maintenance for task time allocation	2
10	We Do not need mobile-maintenance, in custodial-dept	
11	Review/Phase out Custodial Operations Supervisors positions	12
12	4 day, 10 hour a day work week for Landscapers, Laborers, Custodians	
13	Maintenance reduce charge for Request for Service at the school sites	
14	Eliminate janitorial employees, each grade takes care of their own classroom janitorial chores plus some more of the surrounding classroom/school areas	2
15	Eliminate facility maintenance personnel; farm the school maintenance needs to Junior college trade schools	
16	Decrease trash pickup days even if additional dumpsters are needed	2
17	Cut out the night janitors, teachers clean for 20 minutes after school	
18	Inventory stockpiled equipment, furniture, supplies at all sites, refurbish, redistribute, recycle, sell	3
19	Have mobile maintenance go to a site once a year	
20	Review the maintenance and repair policies	
21	Keep schools secure and clean	6
22	Eliminate Most of Custodial Management and Put Custodians under Site Principals	4
23	Get rid of or reduce the fleet of maintenance vehicles	
24	Across the board cut in all departments of PPO	2
25	Teachers set the trash outside the door, dust the classroom window sills	
26	Start training in minor electrical and maintenance for all BSS	
27	Do not outsource any type of construction type of work that staff can do	
28	Stop replacing perfect fences	
29	Create a business complex at each district-owned unused site and lease to individual companies	
30	Free up valuable surplus land and build affordable housing and parking structures	
31	Hold 2 "parent work" days per year for campus clean-ups	
32	Give gardeners a rain day	

G. School Police

1	Eliminate School Police use SDPD	2
2	Why maintain cars for those school police officers that are dangerous drivers?	
3	School police cover several schools	2

IV. District Initiatives/Programs

A. Attendance Intervention Center

1	Close Attendance Intervention Center	7
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B. Baldrige

1	Eliminate Baldrige Dept	19
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C. Ethics

1	Eliminate the Ethics Department	20
2	Eliminate SDUSD Fraud Hotline	5
3	Consolidate Ethics & Baldrige under HR Dept	

D. Family Friendly

1	Eliminate Family-Friendly Schools initiative	9
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E. Counseling/Guidance/Nursing

1	Smaller schools share resources such as nursing services	
2	Eliminate guidance counselors, counselor's assistants	3
3	Re-evaluation of cutting school nurses who enable students to remain in school, effecting ADA	2
4	Hire more health techs to decrease very expensive counselors and nurses	
5	Have itinerent nurses to do paper work and screenings	

6	Allocate counselors based on drop-out rates, incidences of school suspension, CPS and SARB involvement, and poverty	
7	Reduce the number of counselors at small schools	
8	Eliminate "new" state funded secondary school counselors	
9	Utilize technical schools/colleges to provide required health screenings, etc.	
10	High school nurse part time	
11	Eliminate head counselor position at high schools	

V. Special Education

1	Special ed teachers into their own classrooms instead of co-teaching	3
2	Cut spec. ed teachers without subject areas credentials/ require core credentials	2
3	Cut Special Ed Administrators	9
4	Eliminate Exec Director of Spec Projects position and move person to Exec Dir of Spec Ed	
5	Eliminate the position of special ed site-based/program resource teacher	
6	Eliminate senior psychologist position	
7	Eliminate lead psychologist position	
8	Examine school psychologists position and reevaluate the tasks, time and salary	5
9	Bargain to eliminate recent 20% raise for psychologists and 12% raise for speech pathologists	
10	Cut Special Ed	3
11	Consider professional development for all special ed. personnel	
12	Reduce caseload size for Speech Language Pathologist so we can provide staff development and training	
13	Parents utilizing Spec. Ed outside their district pay for transportation	
14	Move Diagnostic Resource Teachers back into special education classrooms	4
15	Charge Parent Advocates for special education for copies of all school records and test protocols	
16	All schools should have DRTs instead of special education administrators.	
17	Eliminate Diagnostic Resource Teachers	3
18	Reduce education center special education personnel	2
19	Evaluate resource specialists/special ed teachers time and student load	11
20	Expansion of Pro-ACT training to include all classroom teachers, paraprofessionals, administrators, counselors and DIS personnel	
21	Review special education assistants who leave early on their school's minimum day and still get paid for their time	
22	Review need for Aides for special needs kids	4
23	Why does the STARS program have day class teachers without caseloads acting as resource teachers/administrators	
24	Work groups for the special ed dept, including budget workgroup	
25	Systematic review of positions & workloads	5
26	Spec Ed Teachers obtain support via email and from IMC	
27	Reduce all special education resource teachers to 10 months	
28	Conduct a thorough investigation into the special education funding earmarked for direct support to students but conveniently re-routed to offset the workload of central office managers and administrators	3
29	Assign certificated Special Ed employees to provide services directly to students	3
30	Replace vocational rehabilitation counselors with special ed student's case managers	
31	Why are there so many teachers assigned to the Del Sol campus with so few students enrolled?	
32	Why are we paying the Del Sol principal as a 12 month program manager ?	
33	Why is special ed paying for the Principal/vice principal positions at Tierrasanta Elementary, Polinsky and Lindberg Elementary?	
34	Use employees for IEP interpretation, instead of contractors	
35	Consolidate the aides as well as the resource teachers	2
36	Students who need one-on-ones can go to the same school and aides can be two-on-one or three-on-one	2
37	Children who have no ability to learn and have major physical difficulties should be institutionalized	
38	Investigate need for special day substitutes, use only when critical	
39	Review special day classes	2
40	Charge fee for speech therapy services	
41	Contract current school psychology interns to conduct Special Ed evaluations	
42	Revisit delivery of Special Education services and transportation	2
43	Eliminate Vision Therapy	
44	IEP's reviewed by a third party before being approved	
45	Eliminate the position of Executive Director of Special Education	

VI. Fee/Revenue Generation

1	Sell school naming rights	2
2	Generate revenue through local celebrity fundraisers (Chargers players, film stars that live in San Diego, etc.)	3
3	Encourage/increase school fundraising efforts	10
4	The creation of program grant teams for each specific program	4
5	Expand partnerships with local businesses/organizations to develop endowment/funding	5
6	Allow advertising on District property (Billboards, signs, banners)	8
7	Employ additional grants department personnel	3
8	Area Superintendents' staff fund raise and write grants	
9	Hold a huge garage sale	2

10	Require parents to contribute pencils/paper/school supplies	23
11	Charge for duplicate W-2's	
12	Require parents to pay a nominal school registration fee	3
13	Charge a small tuition to students who take more than four years to complete high school	
14	Charge fee for the 6-to-6 programs	3
15	Enforce payment for vandalism and destruction of school property	
16	Employee pay for the travel costs, can use the travel cost as a tax deduction	
17	Reexamine the cost of rentals for school site use	9
18	Lease classrooms to community senior programs	
19	School bus advertising to generate revenue	3
20	Personnel to verify residency claims and allow out-of-district students to enroll for a fee	
21	Sell parking spots to generate revenue	
22	All sites to complete and submit the Reimbursable Activities Log to the Mandated Cost Unit	
23	Collect the owed San Diego Tax refund money	
24	Solicit major corporations to adopt a facet of school operations i.e. supplies	3
25	Rent out school auditoriums for private events	2
26	<i>Student council sell pencils and supplies, instead of SDSU supplying</i>	
27	<i>School board help with grant writing there are lots of ways to support programs that the schools need</i>	
28	<i>Students pay for repeating a course</i>	2
29	<i>Funds in an account to accrue interest</i>	2
30	<i>Parent donations to district</i>	4
31	<i>Ask for donations for school supplies, involve parents</i>	5
32	<i>Approach vendors to obtain donations of services and goods for students and staff</i>	5
33	<i>Hold all star sporting events to raise money for schools</i>	
34	<i>Establish a foundation for the district</i>	
35	<i>Ask deep-pocket donors in San Diego to adopt a school, i.e. Moores family</i>	
36	<i>Use Mission Beach parking lot to charge for beach parking. Contract with a parking company to charge summer parking rates</i>	
37	<i>Raise rates for charter or for profit schools that use district land</i>	2
38	<i>Review the average daily attendance at each school</i>	
39	<i>Rent out the school sites during the summer</i>	
40	<i>Increase success of school foundations</i>	
41	<i>Collect fee upfront for fingerprinting for employees not yet hired</i>	
42	<i>Charge minimal fee for fingerprinting and TB testing services</i>	
43	<i>Charge for uncleared absences, habitual truancy or non-attendance</i>	4
44	<i>Charge fee for resource instruction/music/sports programs</i>	
45	<i>Charge fees for rental for Farmer's Market/festivals/parking at school sites</i>	2

VII. General Suggestions

1	Recapture excessive carryovers from school's budgets	
2	Do not mail semester report cards for middle school, send home with the students	2
3	Implement a hiring freeze, promote from within and move people around if necessary	5
4	Examine Return to Work Program for injured employees	
5	Abolish the longevity compensation at the end of each calendar year for all employees	
6	A 2% reduction in salary for all employees	
7	Mandatory across the board 10% time and pay reduction	
8	Develop a more collaborative relationship with SDEA and CSEA	
9	Stop paying classified staff for unused vacation in excess of 326 hours	2
10	Examine how the County of San Diego does business	
11	Electronic W-2s and pay stubs	3
12	Utilize local media to inform parents of budget cuts, save money on mailing	
13	Pressure the Governor and Legislature to find money for the schools	7
14	Set up a school-based cost savings committee and possibly involve the school's PTO	
15	Close IMC- Teacher/materials center, return staff to schools, lease building	2
16	Sell off real estate assets	9
17	Stop reclassification of positions that result in huge pay raises for those "favorite" employees	
18	Hold on all pay raises, reinstate retroactively when budget crisis ends	8
19	<i>Job responsibilities, salary and title should reflect position change i.e. downgraded position</i>	
20	<i>Eliminate moving employees with poor performance reviews form one department to another</i>	
21	<i>Develop Budget review committee</i>	2
22	<i>Contact Governor</i>	2
23	<i>Utilize money being spent on the war</i>	2
24	<i>Reduce the number of students that are being SIPed to The Charter School of San Diego</i>	
25	<i>Negotiate contract earlier with the union to avoid so much confusion</i>	
26	<i>Move pay day to the right by a day, days, week</i>	
27	<i>Eliminate the 5% that bilingual employees get</i>	
28	<i>School north of I-8 should not have more than schools south of I-8</i>	
29	<i>Go back to 1/2 day kindergarten</i>	4
30	<i>Why are schools being forced to spend \$3000.00 on a school website just so that the district can send out emails quicker ?</i>	
31	<i>We can afford to pay for hundreds of breakfasts to honor our new school superintendent, theres some money you could have used</i>	
32	<i>Take same steps taken in 2003 to avoid teacher lay-offs</i>	
33	<i>Use a Profit Recovery service</i>	
34	<i>Please make this list of suggestions available for viewing on-line</i>	2

35	Increase inter- and intra-departmental collaboration and communication to reduce redundancy	
36	Simplify and consolidate forms/emails/newsletters	3
37	Consolidate database programs	
38	Obtain student input on cost saving measures	2
39	Survey school principals and ask them what departments they find to be the most responsive, effective and efficient	
40	Cut expenses at the top administrative levels	
41	Review the various departments with added employees during the last 10 years for time and personnel	
42	Review those who currently have a pink slip and continue to work in the same position	
43	Review positions currently held by retired personnel collecting STRS and a paycheck which should go to employees currently working in order to save positions	
44	Investigate use of district property/facilities for record retention	
45	Incentivize schools to solve problems at the classroom and/or school level rather than spending oodles on mediation from central office	
46	Eliminate all use of consultants, retirees, etc., use money to save current employees from having to be cut	
47	Review large departments/programs to streamline services	4
48	Review and possibly eliminate staff travel	
49	Use district land to build facilities that can be used by the public (rental of the facilities will generate revenue)	
50	Scrutinize the legal expenditures of the district	
51	Mandatory recess supervision, and presence at lunch times for administrators	
52	All district certificated and classified take a nominal and temporary salary reduction, e.g., 1/2 % for one school year	2
53	Enforce existing laws against illegal immigration	
54	Require receipts for staff meal reimbursements	
55	Put a limit on how long a person has to submit mileage reports	
56	Intra-District travel/mileage to deliver paperwork or personally review some paperwork is unnecessary	
57	Many of the expenses seem to be coming from top-management	
58	Eliminate the use of drug dogs on campus if SDUSD is paying	
59	Run the school system as if it were a business	
60	Conduct district audit/benchmark study	2
61	Use Delivery Services Driver in Mail Services to deliver pay instead of US mail	
62	No more 411 (information) calls...use the Yellow pages	
63	Position reduction and/or elimination, make sure ALL the time and labor goes with it do not pass the work on to someone else	2
64	Dismiss staff members who are paid for a particular amount of hours who are not working those hours	
65	Create a Parcel Tax--similar to "Measure J" in Lafayette School District Northern CA	
66	Institute job sharing	
67	Review OUT OF CLASS positions	
68	Where are the California Lotto funds ?	2
70	Simplify/modernize Ed Center by selling part of land and rebuilding	
71	Analyze the "district office" budget prior to Bersin removing hundreds of thousands of Title 1 dollars from each school site.	
72	Reward teachers, departments, and schools (a bonus of some type) for saving money and giving it back to the state	
73	Reduce Deputy Superintendent budget	2
74	Eliminate (not reduce) ALL of the non essential central office pet projects	2
75	Impose the vehicle tax	
76	Print no more bilingual general papers please	
77	Investigate employees who use SDUSD time & Materials while performing work for second job	
78	Outsource more jobs so the district does not have to pay for health and retirement expenses	
79	Spend time training teachers while they are in college	
80	Eliminate the Building Committee at the Ed Center	
81	Audit all time & labor reporting for abuses	
82	review need and enrollment profiles of charter schools to determine if neighborhood schools are better options	
83	Take back the 6 winter break days of OSS unit members	
84	Managers certified in in Lean Six Sigma (LSS) provide oversight to various district projects	
85	Illegal aliens pay for/contribute to education	