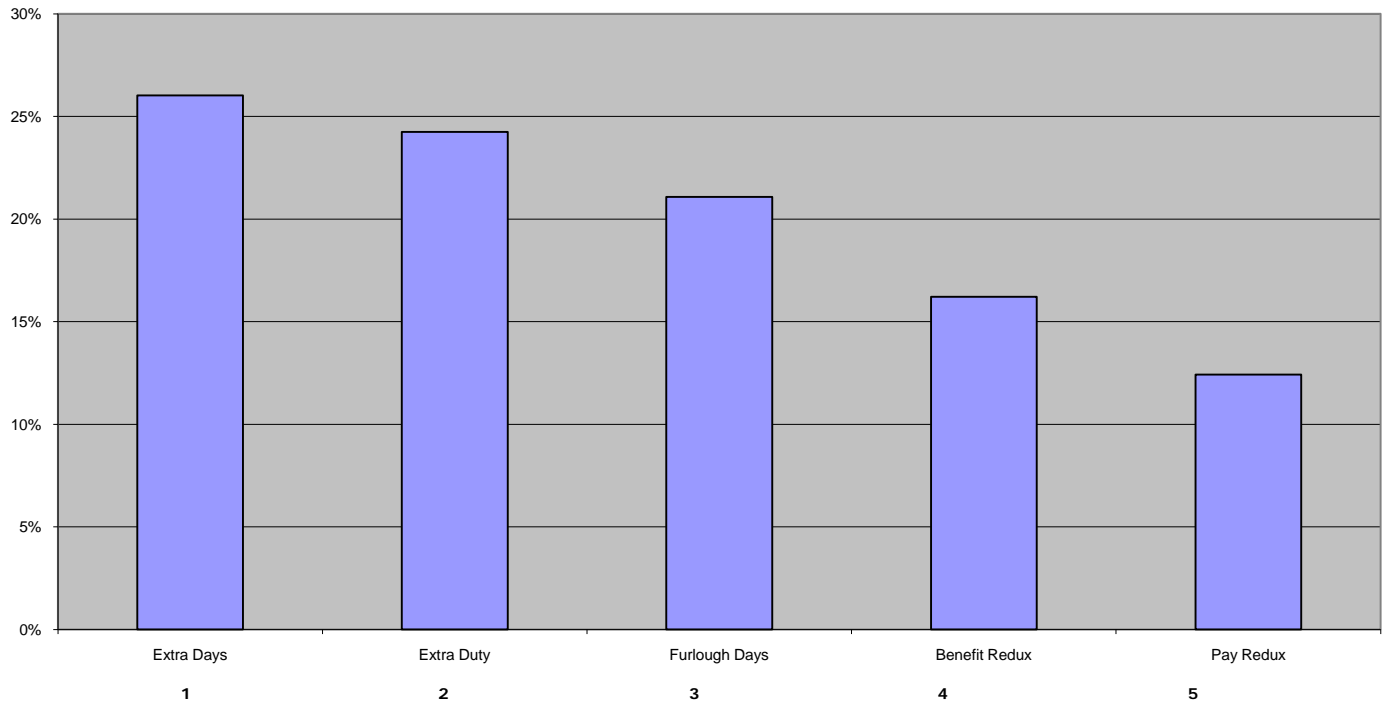
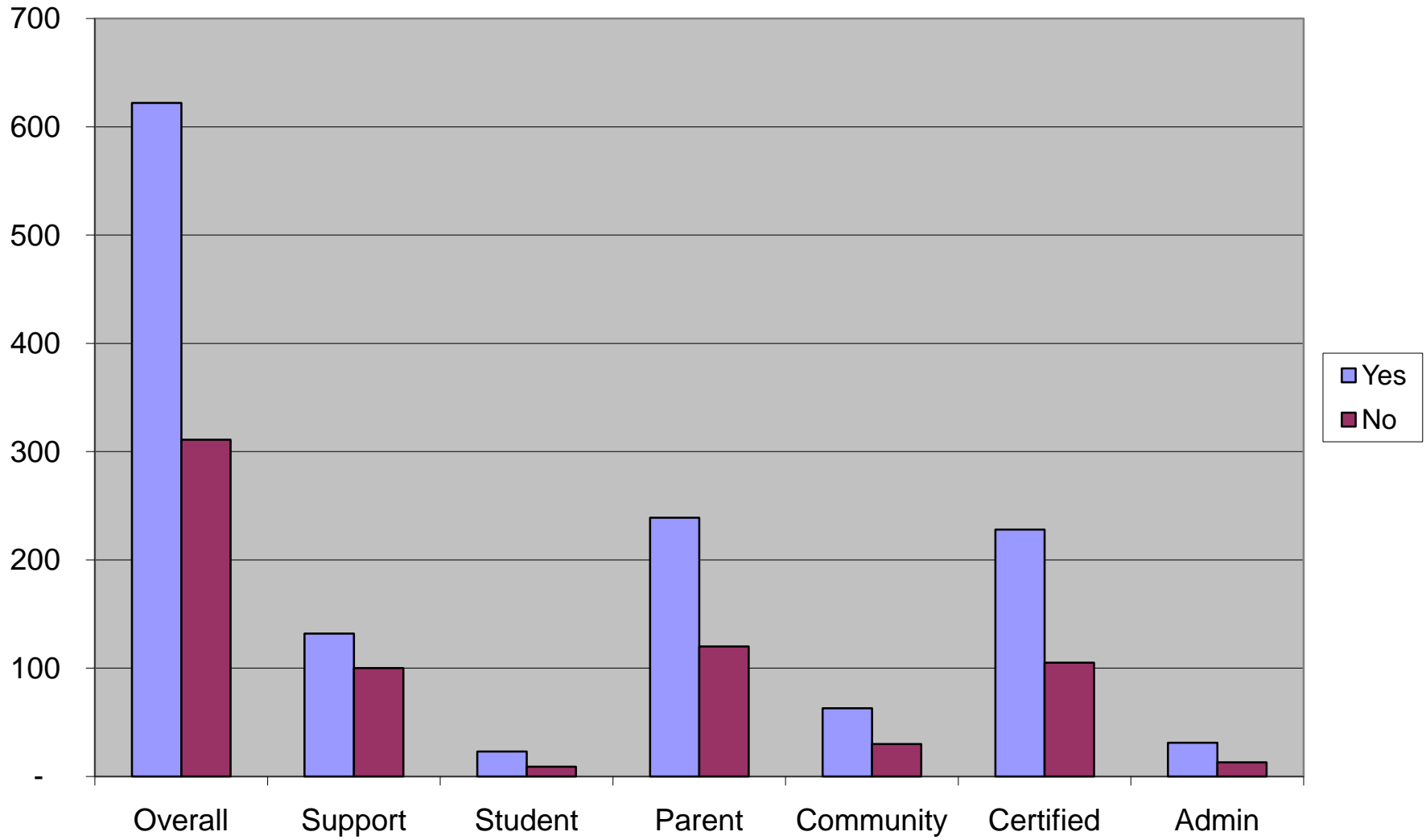


SURVEY RESULTS - FINAL
QUESTION #8 - PAYROLL RELATED PRIORITIES

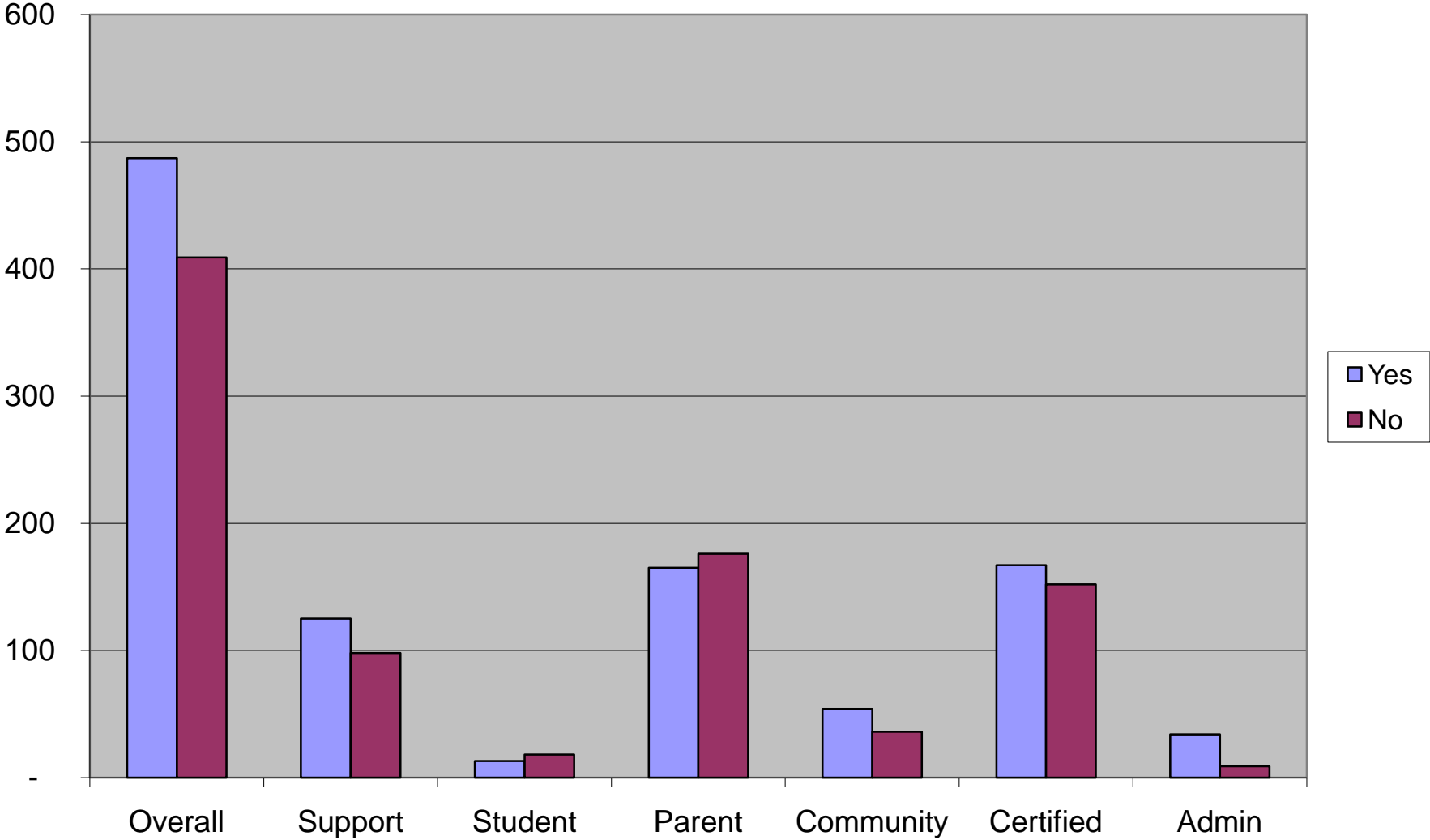
If the district is unable to balance the 2011-2012 budget through the reduction of operating expenses and use of available reserves, 1 being highest & 5 being the least, rank the areas you believe should contribute most to eliminating the remaining deficit.



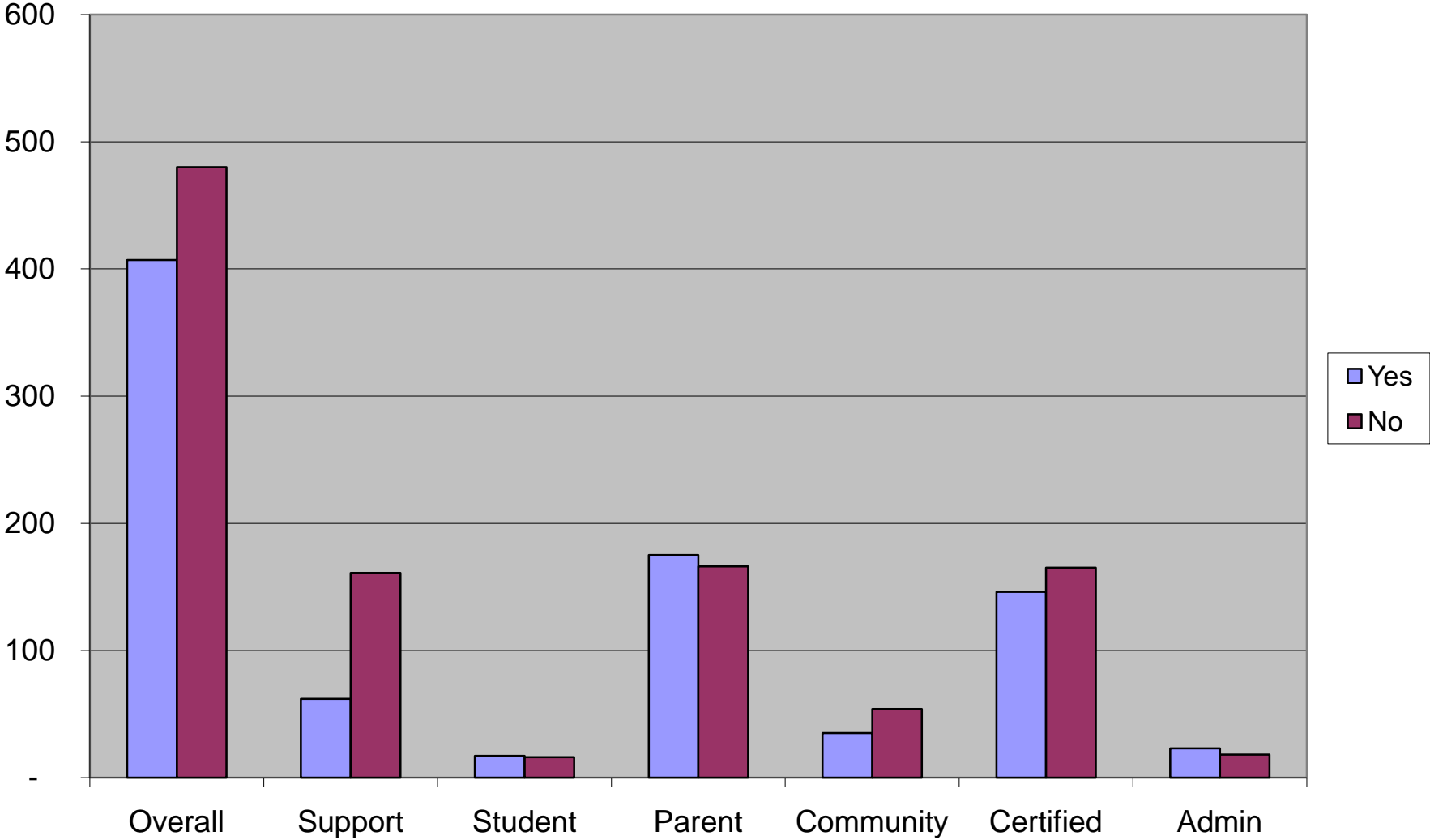
Should the district reduce support personnel staffing at lower enrollment school sites in order to make those smaller sites more cost effective?



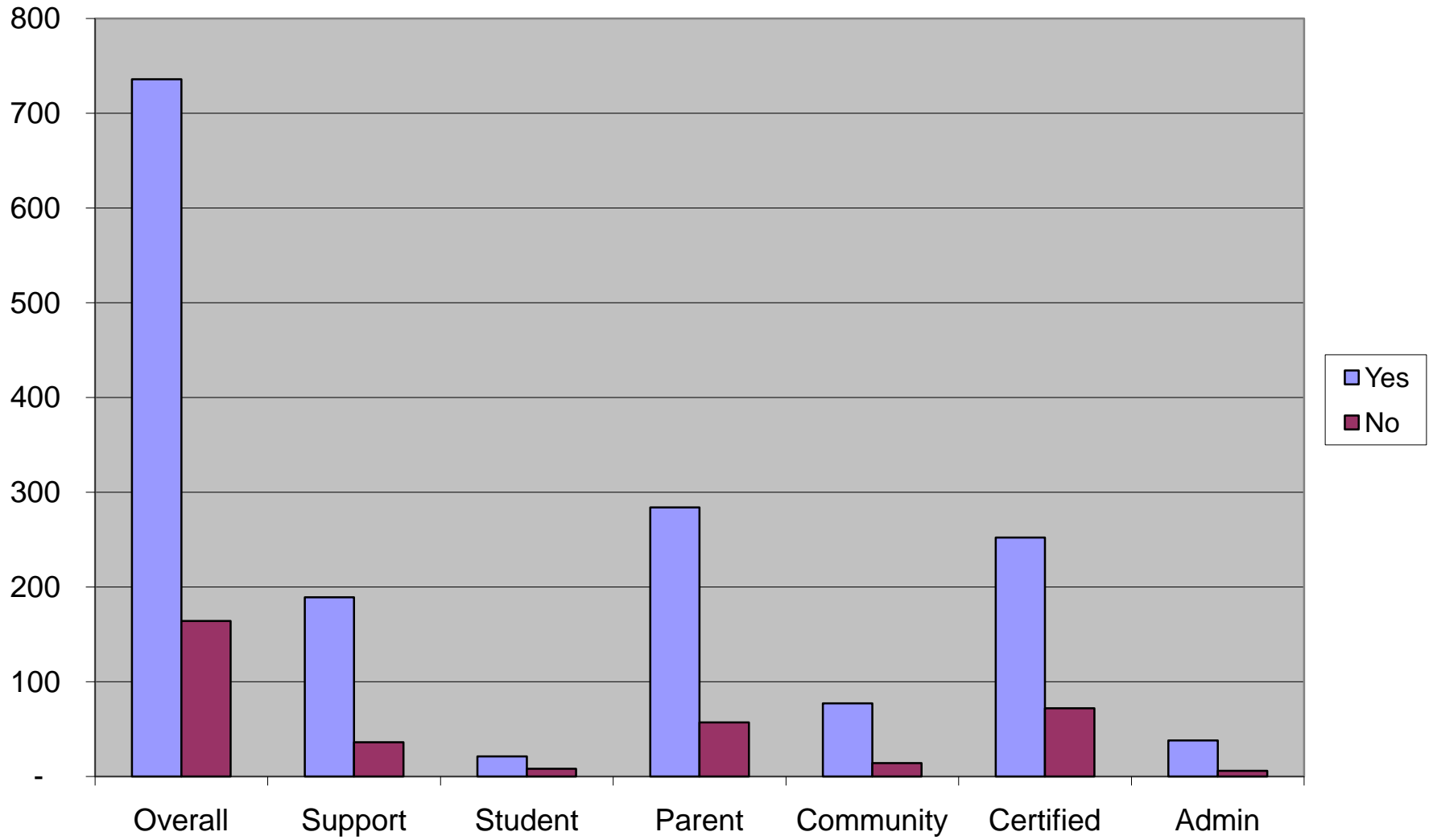
Should the district close an elementary school site(s) for 2012-2013 if doing so would create an annual cost savings of \$500,000 for each site closed?



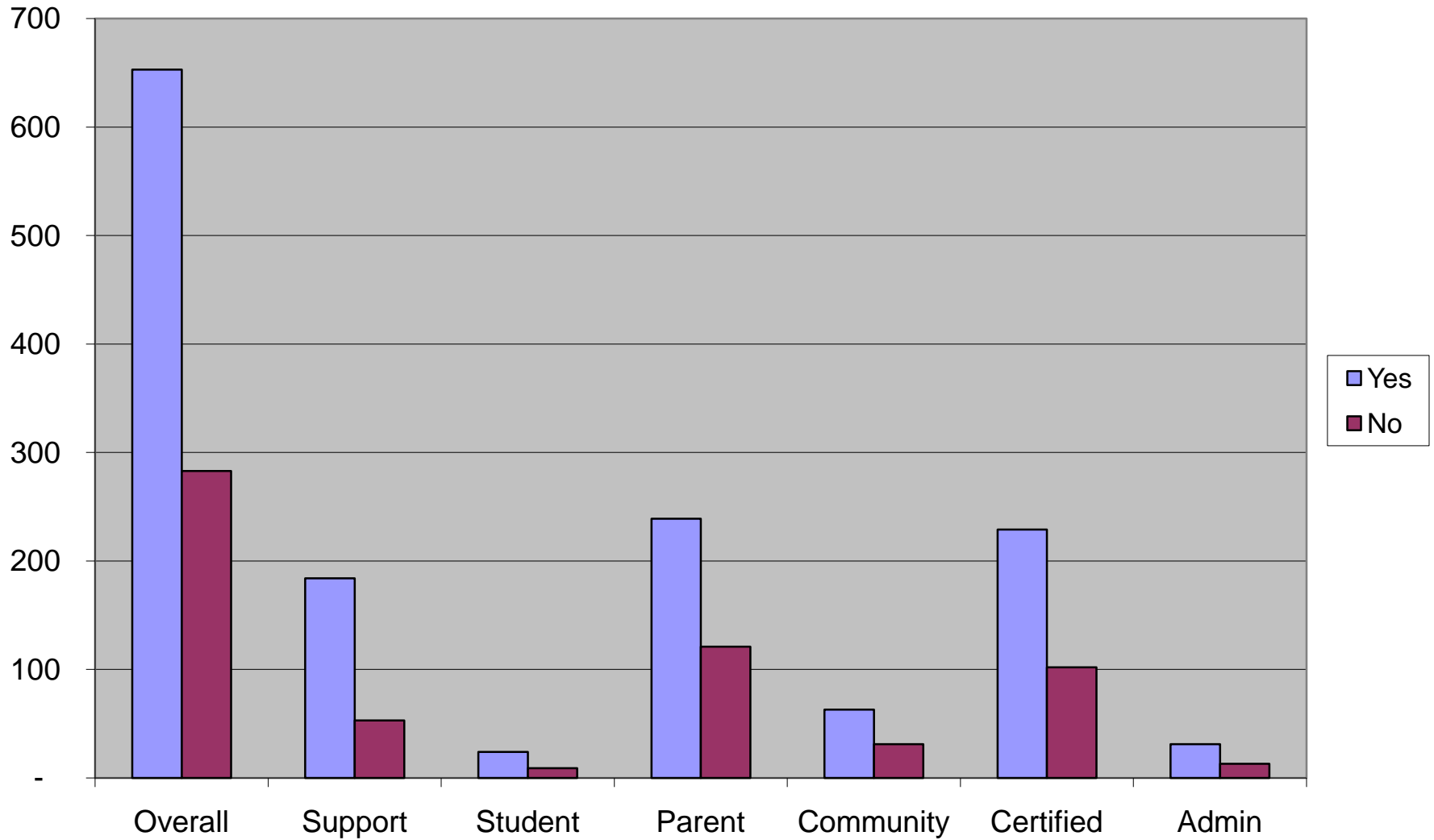
Should the district consider outsourcing to independent contractors as a cost-savings measure even if it eliminates jobs for some current TSD staff?



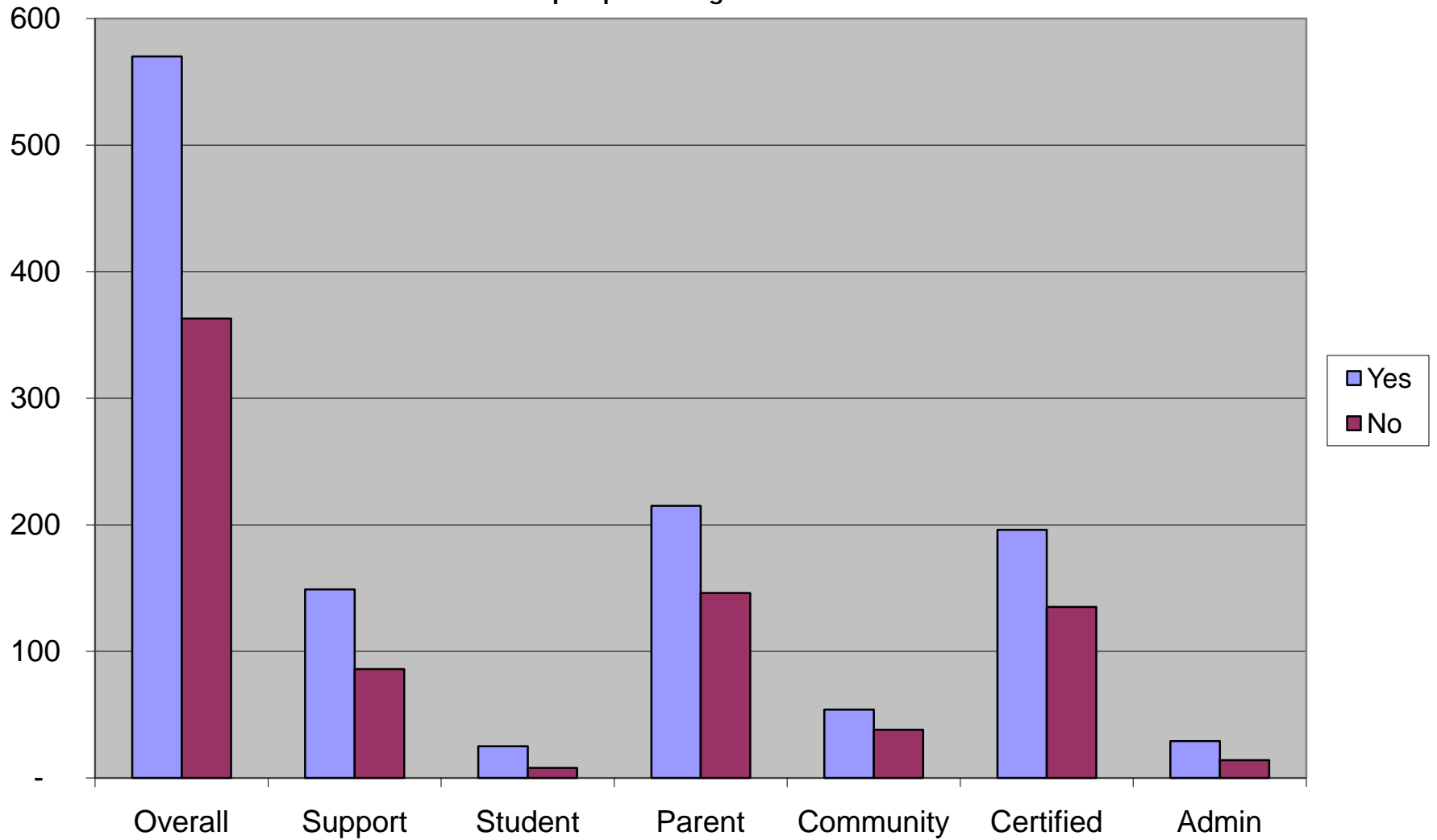
Should extra day contracts (about \$250,000 per year) be reduced or eliminated for 2011-2012 where doing so would not negatively impact student achievement?



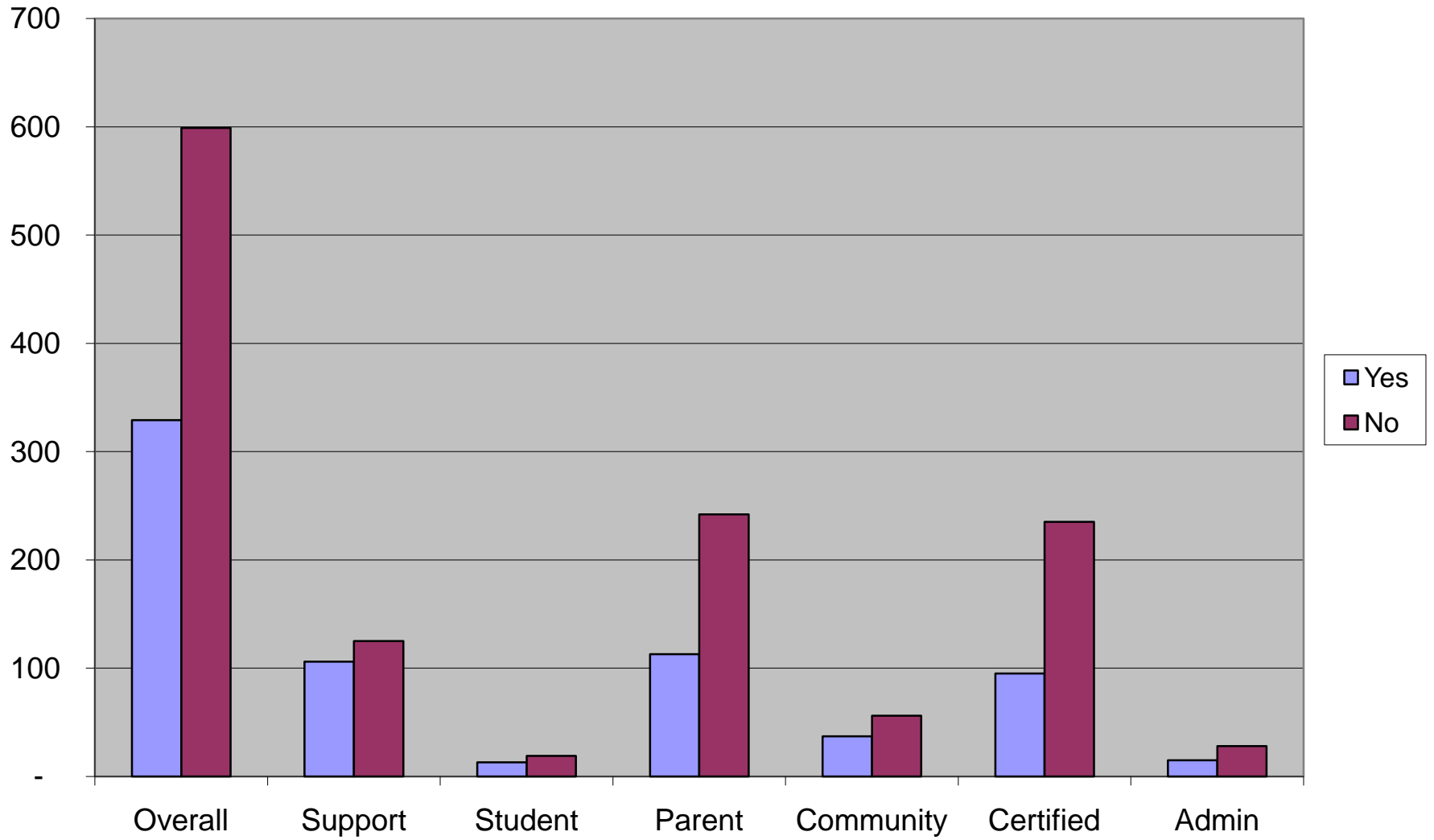
If furlough days (reduced contract days resulting in reduced pay) are necessary to balance the 2011-2012 budget, should they be proportional across all district employee groups?



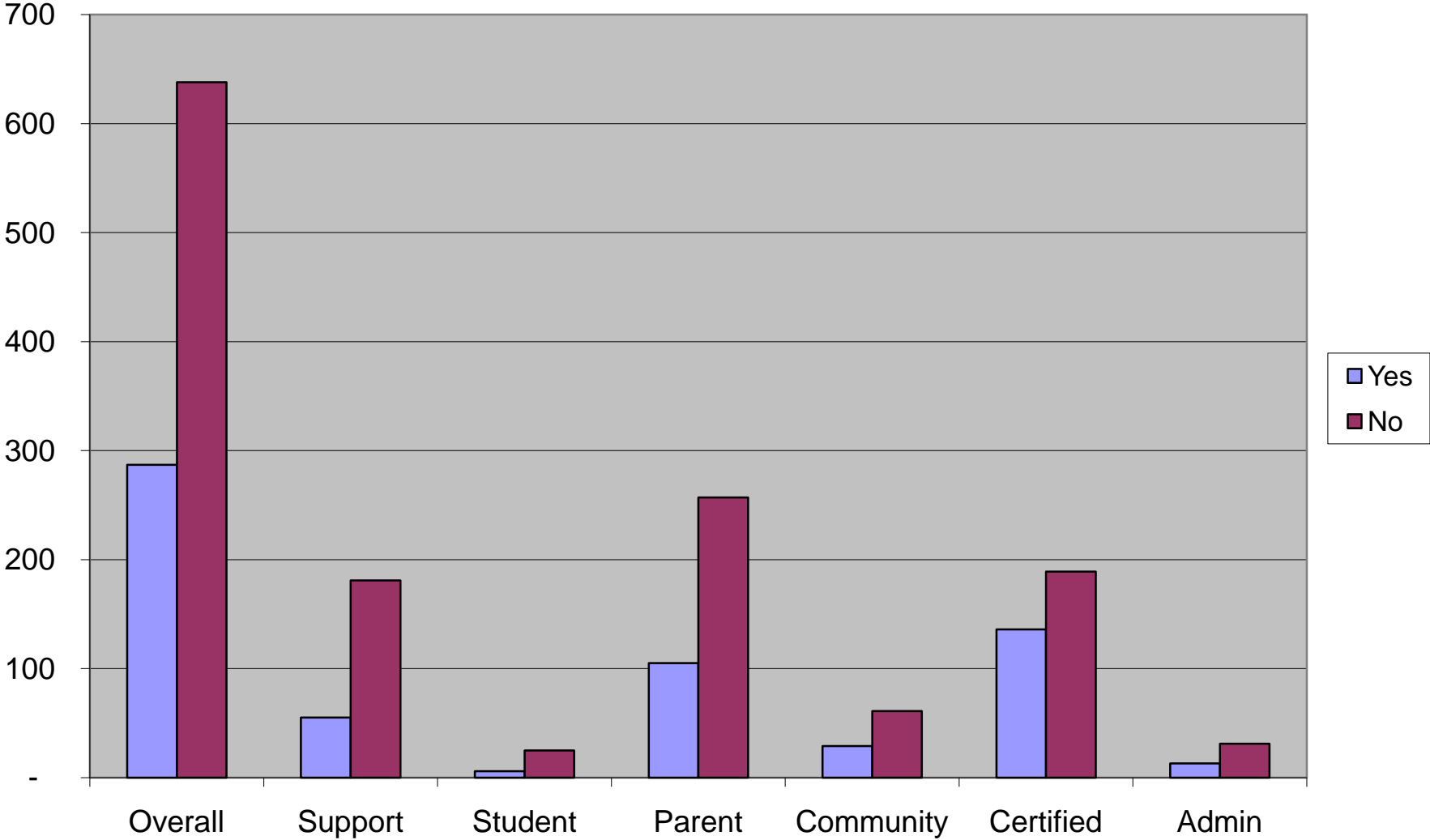
If staff compensation reduction (same contract days, less pay per day or per hour) is necessary to balance the 2011-2012 budget, should all district staff receive a reduction of equal percentage?



If district staff reductions (jobs eliminated) are necessary to balance the 2011-2012 budget, should those job cuts be proportional across all district employee groups?



Should staff salary increases (where eligible) be considered even if staff reductions are necessary to balance the 2011-2012 budget?



Main Ideas from Survey Comments

as informally summarized at the Budget Proposal Team Meeting on 3.17.2011

- Transportation: Consider a fee, or cuts to expenditures or services
- Utilities: Find ways to reduce utilities spending
- Furlough days: To reduce salaries & benefits budget
- No salary increases should be considered
- Combining departments: Consider this as a means to FTE reduction
- Professional Development: Consider suspending this temporarily
- FTE Reductions: Use differentiated approach. Not the same % for all.
- Administration is top heavy
- Consider school closures for cost savings
- Extra days contracts: reduce or eliminate
- Consider utilizing a 4-day work week to reduce costs
- Cut Quality Performance department expenditures
- Keep cuts away from the classroom