

Questions Received from Board of Education Members and Residents Regarding 2017-2018
Superintendent's Proposed Budget – December 15, 2016

1. If we eliminate Flip Flippen, what are the costs of breaking contract (if any) and how much will we save on subs?
RESPONSE: We are contractually bound for 2016-17 but no contracts have been executed or signed for 2017-18. The maximum savings for substitutes would be \$5,700. Depending on who attends the training, a substitute may not be required for each individual.
2. Why do we need the .5 health teacher at TBS?
RESPONSE: To manage having the appropriate number of sections based on enrollment and to meet the SDE health education requirements.
3. Are we required to provide gym to the preschoolers?
RESPONSE: No. This and instruction in others special areas (art, music etc.) was requested by Pre-K staff to be included as a part of the Pre-K program. The Central Administration provided access and the resources (part of our responsibility) to what was requested without adding any additional staff and expenditure to past operating budgets and the one currently being contemplated by the Board
4. What costs are associated with that?
RESPONSE: 1 period per week for each section of 4 year olds. There are three sections that total 120 minutes per week. This service is approximately equivalent to less than a 0.1 FTE certified staff. The actual dollar savings will be forthcoming but please realize that it is very small.
5. Is it possible to have the golf and tennis team fund raise and offset costs of greens fees (roughly \$5,000) etc. like the Crew team and wrestling do?
RESPONSE: Yes
6. What is the effect of eliminating our math expert (who teaches math techniques to the teachers)?
RESPONSE: Would adversely impact the skills among of elementary teaching staff in the area of mathematics. This position has been extremely effective with allowing a peer to assist other peers to improve the skills and abilities of our more tenured staff acquire higher levels of proficiency to teach mathematics more effectively. The training of elementary teachers in the past at the college/university level was not that strong in the area of mathematics. Our teachers realized the need and asked for this position and accompanying continued professional development offered via this position. Additionally, in 2017-18 this position will also provide similar support to the elementary teachers in the area of science as the new, inquiry based K-5 Science curriculum units are implemented.
7. Please explain what LEAF \$74,092 - business office and LEARN \$61,890 - pupil services are?
RESPONSE: LEAF is the new copier lease that is far less expensive (and better equipment) than the old lease. The LEARN amount is an out of district cost for an identified, disabled learner.
8. What is being done to correct the absenteeism problem we are having in the Avon Public School system?
RESPONSE: We have implemented an employee assistance program that also serves the family members of our staff who avail themselves to this program, we have spoken to the leaders of every organized labor Association each of whom agreed with the concerns with respect to the absence rate, continue utilizing the wellness information and materials made available to us by our insurance carrier, have worked with building leaders to reinforce procedures to have closer scrutiny of staff requests for days off, request physician notes in accordance with applicable labor contracts, limits placed on number of staff who are approved to go to the same professional development activity outside of the district.