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CC: [pauldargie@gmail.com](mailto:pauldargie@gmail.com)  
Sent: 10/15/2013 10:58:30 A.M. Eastern Daylight Time  
Subj: Budget Committee questions d through j.

Joe,

In our conversation last week, you said to ignore questions a through c until further clarification. I have sent to you answers to j and k in an email from Katie. The following are responses to the balance of the questions.

d. We are not the only District in the state that has an early retirement plan. Most, if not all, collective bargaining agreements for teachers have either an early retirement or retirement bonus plan. These plans come in all shapes and sizes, however, and were originally designed to incentivize teachers to retire as a cost savings measure.

e. There is no set savings amount and, in some cases, we may just break even on a new hire. Much of it depends on whether the new teacher hired takes a family plan or is single.

f. No. See Board policy # 3560. (You can find it on the District's website). I would also call the Committee's attention to the annual Budget Back-Up document in which staffing is linked to projected enrollments.

g. K: 14:1 (varies from AM to PM)

1: 21:1

2: 21:1

3: 24:1

4: 23:1

5: 24:1

I will forward to you emails I receive from Principals DeMarco and Craven to show class size ranges and averages. Class sizes are not as straight forward for those grade levels due to ability grouping in certain subject areas.

h. No. We did not purchase the intervention component to the program that expands for the instructional needs of struggling students. Instead, the plan was to use current interventions and match them as best as possible to the reading series. We are currently evaluating that to see if we should include in the 2014-15 budget proposal. I also understand that we may be shy a couple of kits for special education and I am looking into that. I'll search for the document that was given to the School Board from Laurie Johnson back in the spring but, as I recall, there were thousands of dollars in discounts for the District if we purchased last spring. (Lots of competition by publishers to sell their wares in preparation for the new standards).

i. The woodworking (shop) teacher is still part-time but I am evaluating the need to increase it back to full-time for next year.

Hope this helps. Contact me for further clarification if needed.

Bob