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Jonathan Edmonds, Chair  
Jennifer Traeger, Vice Chair  
Janet Allanach  
Tom Buchholz  
Lori McLaughlin  
Shelly Nealon  
Ervin Stadel

SILVER FALLS SCHOOL DISTRICT 4J

**Budget Committee Meeting #3**

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Scott Drue, Supt.  
Dan Busch, Assistant Supt.  
Dana Pedersen Spec. Svcs. Dir.  
Leslie Roache, Teaching &  
Learning Dir.  
Steve Nielsen, Business Mgr.

**Tuesday, June 2, 2020**

**7:00 PM**

**Silverton Community Center  
421 South Water Street  
Silverton, OR 97381**

# AGENDA

1. Call meeting to order and note attendance
2. Welcome from Chair
3. Correspondance
  - a. SFEA Letter 2
4. Review and Approve meeting minutes of May 21 Budget Committee Meeting
5. Update on State School Funding and other key information
6. Budget Deliberation
7. Public Comment - *"As always, please allow for brief delays as folks turn on and off their microphones to speak and we ask that panelists stay muted when you are not speaking to improve the quality of audio in our meeting. Attendees will need to request to have your microphone enabled to participate during those times during the meeting. In order to make a public comment, please email valoff\_debbie@silverfalls.k12.or.us at least 5 minutes before the public comment period and your microphone will be enables when your name is called upon. During designated public comment periods, please be patient as we respond as quick as possible to requests by attendees to interact with the panel of Board and Budget Committee Members. Thanks in advance for your patience as we get started tonight with this upgraded Zoom Webinar platform. Thanks for "Zooming-in tonight"* 26
8. Approval of Budget
9. Adjourn

The Silver Falls School District 4J, in compliance with the Americans with Disabilities Act of 1990 (ADA), will provide an assisted listening system (ALS) upon request. Please contact the District Administration Office at (503) 873-5303 forty-eight (48) hours in advance so arrangements can be completed.

**VISITORS:** Meetings of the school board are for the members to conduct official district business. All meetings are open to the public, except executive sessions which may be called according to Oregon law. Members of the public desiring to address the board are asked to contact the superintendent at least one week in advance of the meeting. If you wish to speak to the board, please give your name to the secretary, and the chairperson will provide you time under audience with visitors. Large groups are asked to designate a primary spokesperson.

\*All items under consent agenda are adopted by a single motion, unless a member of the board or the superintendent requests that such item be removed from the consent agenda and voted upon separately.

## Response to Budget Meeting from Robert Frost Elementary

Bruce Elliott <elliott\_bruce@silverfalls.k12.or.us>

Wed 5/27/2020 12:00 PM

To: Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Ervin Stadel <stadel\_ervin@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

Dear SFSD Budget Committee and School Board,

We thank you for continuing to serve our district during these uncertain times.

We appreciate that you are waiting until we have more information rather than automatically approving a budget. This continues the thoughtfulness of the school board to hold off authorizing a RIF process prematurely.

Our teachers have willingly shouldered much of the burden of helping our students and our district maintain instruction through the stay at home orders. 93% of our licensed staff agreed to apply for unemployment and federal aid in efforts to shore up our budget in collaboration with the district.

Last week's meeting was disheartening to watch after the work our teachers have done. We saw yet another disorganized meeting where our livelihoods were often discussed with insensitivity and no creative solutions being proposed in light of the budget shortfall. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

We urge you to consider the following points:

- The state initially projected a 17 percent reduction. This most recent proposal was half that at 8 percent for this biennium. That proposal is not the final budget as the state has yet to access the Rainy Day fund, the Education Stabilization fund, The SIA, or the Cares Act. The State may not backfill funds from all of those sources but they will likely access some.
- As far as future biennium are concerned, the graph with recovery projections that the state put forth was based on very conservative economic projections. Much like their initial projection to prepare for a 17 percent cut, this projection will also likely change in time. There is nothing that guarantees that our recovery will rebound along those conservative lines. Many economists project a faster recovery much like the 1917 pandemic.
- Making draconian staffing reductions right now is premature. The district has yet to look at the budget globally. We should be looking at cuts that do not affect class size. We have a number of positions that have been added in the last five years that do not directly affect class size.
- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.
- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have positions in this district that do not directly affect class sizes that have been added in the last 2 years, as well as special projects. We should be looking at operational costs first.

- Larger class sizes will not be something that happens equitably across the district building to building. Some buildings will suffer more significantly than others because of their current configuration.
- While it is essential to get information from building principals, not every building collects meaningful input from the staff, creating an imbalance of power in decisions made across the school district: Some buildings have far more teacher input than others who simply receive a report of the budget.
- At the last board meeting, people spoke of looking at the budget as a whole before going to automatic cuts to staff. At the budget committee meeting, members were discouraged from “getting into the weeds,” and asked to focus on the big “buckets.” We would like to encourage the budget committee to take that hard look into the weeds. Cut enough weeds and you can fill a bucket!

These are some of the ways that staffing cuts at Robert Frost School would have a negative impact on our students:

Higher class sizes allow for less teacher attention and can make it difficult to provide for the health, safety, and education of all students.

At Robert Frost, we have a very diverse student population with hosting three different types of self-contained special education classrooms. Student’s in these programs are from all over the district and some of the highest needs students we serve. All these students spend time in general education classrooms (some more than half of their school day), but are not counted in our class sizes.

We offer students Music once a week, PE 5 days a week, and Technology one day a week, cutting staff could potentially limit these educational opportunities.

We feel smaller class size, as well as adult support through instructional assistants, is essential to our student’s success and increasing class size should only be looked at when we have exhausted all other means of balancing the budget.

Sincerely,

Elisabeth Brown	Special Education Teacher	5/23/2020
Allison Olson	Special Education Teacher	5/26/2020
Theress Stadel	4th Grade Teacher	5/26/2020
Bruce Elliott	School Counselor	5/26/2020
Justin Brown	5th Grade Teacher	5/26/2020
Kathleen Kelley	Special Education Teacher	5/26/2020
Katie Pantovich	4th Grade Teacher	5/26/2020
Jacob Gerig	Teacher - PE Specialist	5/26/2020
Ronee Treadwell	5th Grade Teacher	5/26/2020
Donna Schaefer	4th Grade Teacher	5/26/2020
Amy Amano	Librarian/Media Specialist	5/26/2020
Janet Jungwirth	Behavioral Specialist	5/26/2020
Peggy Glaede	Special Education Teacher	5/26/2020

Mishelle Clum	3rd Grade Teacher	5/26/2020
Jill Heuberger	3rd Grade Teacher	5/26/2020
Marion Gilliam	3rd Grade Teacher	5/26/2020
Ian Reed	5th grade teacher (3rd grade next year)	5/26/2020
Ashley Chapin	3rd Grade Teacher	5/26/2020
Lindsay VonRuden	5th Grade Teacher	5/26/2020
Liz Limbird	Reading Teacher	5/26/2020

## SHS ask of our leaders

Frank Petrik <petrik\_frank@silverfalls.k12.or.us>

Wed 5/27/2020 12:29 PM

To: Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Ervin Stadel <stadel\_ervin@silverfalls.k12.or.us>; Janet Allanach <allanach\_janet@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>

Dear SFSD Budget Committee and School Board,

We thank you for continuing to serve our district during these uncertain times.

We appreciate that you are waiting until we have more information rather than automatically approving a budget. This continues the thoughtfulness of the school board to hold off authorizing a RIF process prematurely.

Our aim in this letter is to provide the board with a better perspective on why cutting teaching positions is quite possibly the most detrimental outcome of a budget concern. As stated by several board members during the budget meeting on Thursday, all of us--teachers, administration, classified staff, and the board--are here for the same reason, which is the students. Unfortunately, cutting teaching positions has a direct negative impact on the daily lives of our students. Currently, our teachers are actively trying to alleviate some of the budget burden. This is seen in the fact that 93% of our licensed staff agreed to apply for unemployment and federal aid in efforts to shore up our budget in collaboration with the district.

During Thursday night's budget meeting, it was disheartening to see that the primary focus proposed in how to solve the budget issue is to cut teaching positions. We all know and take pride in our school district, and by extension the teachers in the district. By cutting teaching positions, we are fundamentally diminishing the very fabric of who we are. We understand that being on a school board is a balancing act that takes patience and strength in the face of pressure and scrutiny. Furthermore, teachers also recognize that there are always growing pains when new situations arise (global pandemic, distance learning, budget shortfall, etc.); we are looking to the board to be as creative as possible in rectifying our budget without impacting teaching jobs and thereby impacting students. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

We urge you to consider the following points:

- The state initially projected a 17 percent reduction. This most recent proposal was half that at 8 percent for this biennium. That proposal is not the final budget as the state has yet to access the Rainy Day fund, the Education Stabilization fund, The SIA, or the Cares Act. The State may not backfill funds from all of those sources but they will likely access some.
- As far as future biennium are concerned, the graph with recovery projections that the state put forth was based on very conservative economic projections. Much like their initial projection to prepare for a 17 percent cut, this projection will also likely change in time. There is nothing that guarantees that our recovery will rebound along those conservative lines. Many economists project a faster recovery much like the 1918 pandemic.

- Making definitive staffing reductions right now is premature. The district has yet to look at the budget globally. We should be looking at cuts that do not affect class size. We have a number of positions that have been added in the last five years that do not directly affect class size.
- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.
- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have positions in this district that do not directly affect class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.
- Larger class sizes will not be something that happens across the district building to building. Some buildings will suffer more significantly than others because of their current configuration.
- While it is essential to get information from building principals, not every building collects meaningful input from the staff, creating an imbalance of power in decisions made across the school district: Some buildings have far more teacher input than others who simply receive a report of the budget.
- At the last board meeting, people spoke of looking at the budget as a whole before going to automatic cuts to staff. At the budget committee meeting, members were discouraged from “getting into the weeds,” and asked to focus on the big “buckets.” We would like to encourage the budget committee to take that hard look into the weeds. This goes back to the initial point that we recognize you have a difficult job ahead of you. You’re tasked with ensuring that schools have the teachers necessary to provide students with the education experience they deserve.

In summation, we strongly ask and encourage the board to ask the difficult questions and seek creative solutions when working through the budget for next year. The teachers of SFSD are engaged in this process more than any group in the district, and are hopeful the outcome of the board's decisions keeps the positive relationship between teachers and students intact.

Thank You,

Lucky Rogers  
Tom Steers  
Heather Bashor  
Cole Valenzuela  
Kirsten Barnes  
Nancy Miller  
Kristie Hays  
Katie Kantrowitz  
Lauren Morgan  
Chris Blackburn  
Cheryl Pooleon  
Banyon Boyd  
Joey Light  
Frank Petrik  
Chris Martin  
Joyce Garlinghouse  
Abby Shetler  
Joey Light

Kim Emmert  
Clarissa Bay  
Nicole Sallee  
Daniel Post  
Sarah McArthur  
Kevin Ortega  
Debrah Satrum  
Elena Mandish  
Jody Mandish  
Natasha Beliakoff  
Suzanne Cassim  
Melissa Sinn  
Craig Rankin  
Erik Cross  
Shari Read  
Stacy Barker  
Jessica Newton  
Riane Miles  
Barnabus Wong  
Cheryl Klopenstein  
Alyssa Ogle  
Heidi Candee  
Russel Albright  
Josh Craig  
Christy Weaver  
Sarah Roth  
Brandon Stoddard  
Craig Porter  
Mary Rankin  
Stacey White  
Scott Towery  
Shawna Litts  
Alison Stolfus  
Madison DeLong  
Steve Taray  
Neal Glynn

## Budget Input

Kelley Cary <cary\_kelley@silverfalls.k12.or.us>

Wed 5/27/2020 11:54 AM

To: Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Ervin Stadelin <stadelin\_ervin@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>  
Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

Dear SFSD Budget Committee and School Board,

We thank you for continuing to serve our district during these uncertain times. We appreciate that you are waiting until we have more information rather than automatically approving a budget. This continues the thoughtfulness of the school board to hold off authorizing a RIF process prematurely.

Our teachers have willingly shouldered much of the burden of helping our students and our district maintain instruction through the stay at home orders. 93% of our licensed staff agreed to apply for unemployment and federal aid in efforts to shore up our budget in collaboration with the district.

Thursday night's meeting was disheartening to watch after the work our teachers have done. We saw yet another disorganized meeting where our livelihoods were often discussed with insensitivity and no creative solutions being proposed in light of the budget shortfall. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

We urge you to consider the following points:

- The state initially projected a 17 percent reduction. This most recent proposal was half that at 8 percent for this biennium. That proposal is not the final budget as the state has yet to access the Rainy Day fund, the Education Stabilization fund, The SIA, or the Cares Act. The State may not backfill funds from all of those sources but they will likely access some.
- As far as future biennium are concerned, the graph with recovery projections that the state put forth was based on very conservative economic projections. Much like their initial projection to prepare for a 17 percent cut, this projection will also likely change in time. There is nothing that guarantees that our recovery will rebound along those conservative lines. Many economists project a faster recovery much like the 1918 pandemic.
- Making staffing reductions right now is premature. The district has yet to look at the budget globally. We should be looking at cuts that do not affect class size. We have a number of positions that have been added in the last five years that do not directly affect class size.
- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.
- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have positions in this district that do not directly affect class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.
- Larger class sizes will not be something that happen equitably across the district building to building. Some buildings will suffer more significantly than others because of their current configuration. For example, at Victor Point we only have one teacher per grade with classes that are sometimes near or reach 30. Therefore, it would be impossible to cut even one teacher from our school. That would result in eliminating an actual grade or splitting a class adding 10 – 15 students to the grade above or below resulting in unmanageable class sizes.

- We appreciate that you are seeking input from building principals. We have already begun conversations around the needs at Victor Point and are confident that Mr. McCarty will represent the needs of our school and staff accurately to the board and budget committee.
- At the last board meeting, people spoke of looking at the budget as a whole before going to automatic cuts to staff. At the budget committee meeting, members were discouraged from “getting into the weeds,” and asked to focus on the big “buckets.” We would like to encourage the budget committee to take that hard look into the weeds. Cut enough weeds and you can fill a bucket!

With Respect,

Kelley Cary  
Vonda Myers  
Kathi Douglas  
Lisa Friesen  
Kelsey Reisterer  
Michael Timmons  
Amy Bishop  
Stephanie Traeger  
Wes Holeman  
Natalie Zukowski

## Response to Budget Meeting from BC

Kris Freeman <freeman\_kris@silverfalls.k12.or.us>

Wed 5/27/2020 12:00 PM

To: Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>; Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Ervin Stadel <stadel\_ervin@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

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Last week's meeting was unfortunate to watch after the work our teachers have done. We saw yet another difficult meeting where our livelihoods were often discussed with insensitivity and few, creative solutions being proposed in light of the budget shortfall. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

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class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.

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- At the last board meeting, people spoke of looking at the budget as a whole before going to automatic cuts to staff. At the budget committee meeting, members were discouraged from “getting into the weeds,” and asked to focus on the big “buckets.” We would like to encourage the budget committee to take that hard look into the weeds. Cut enough weeds and you can fill a bucket!

These are some of the ways that staffing cuts at Butte Creek School would have a negative impact on our students and some solutions to consider in balancing our new budget:

- Currently all but a couple grade levels have 24+ students in every class. Most of our classes are closer to 30 or more students and since we only have a few double classes this would be taking our 25-30 students per class and creating classes of 50-60 students. This is an impossible task for our school. The years I have had 24-30 \
- students, they have barely fit in our small classrooms. Teaching more than 30 students in K-5 is especially difficult to encourage engagement and quality teaching. It is also close to impossible to run small groups with that large of a class. Quality reading, math, and writing instruction would suffer tremendously. Students have varying abilities in these core subject areas and our ability to work with students in small groups allows us to differentiate. With large classes in the primary grades it makes it nearly impossible to differentiate on any level.
- Furlough days and adjusting our school calendar to avoid a huge summer break all at once would be far less impactful to our students than doubling our class sizes. Most of our K-8 schools would not be able to do this with only one teacher per grade level.
- Look at a 4 day school schedule. By taking PLC days out of the calendar and rearranging our school calendar so that students are always in attendance for 4 days a week and putting our in-service, conference, holiday and work days on the fifth day of the week would
- free up funds (even though this would mean a cut to teachers pay for the 5th day we wouldn't be working over the course of the year). Parents would also appreciate a school calendar that was more consistent meaning they could always count on four days a week of school without the constant change in PLC, holidays, work days, and conference days. The state of Colorado has almost fully developed this plan over the last ten years and has found it saves the district money and the families and teachers like it. Here is a weblink to this <https://www.thedenverchannel.com/news/360/colorado-leads-the-nation-in-four-day-school-weeks-but-are-they-right-for-everyone>
- Cutting COLA means when our district budget normalizes we have to start over negotiations and further setbacks to our pay for the future. Cutting days is simple: we aren't paid for those days because we aren't working. Cutting COLA means we continue working the same amount for less money.

We look forward to partnering with you to find the solutions that best serve our students and learning community,

Kristine Freeman  
Jeff Seiler  
Devan Brady  
Rebecca Kuenzi  
John Howard  
Emily Allen  
Laura Blair  
Debbie Scott  
Stacie Watts  
Sara Beyer  
Mandi Bolduc  
Sherry Thompson  
Gretchen Kuiper  
Lynette Cortez  
Katherine Sherwood  
Dylan Uselman  
Kristy Zollner

## Response to Budget Meeting Scotts Mills

Leah Laughton <laughton\_leah@silverfalls.k12.or.us>

Wed 5/27/2020 12:01 PM

To: Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>; Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Ervin Stadel <stadel\_ervin@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

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budget committee to take that hard look into the weeds. Cut enough weeds and you can fill a bucket!

**These are some of the ways that staffing cuts at Scotts Mills School would have a negative impact on our students:**

-In the 2019-2020 school year we had 26 students on IEPs with 5 in the process out of 168 students. That is 18.5%. When students with higher needs are put in larger class sizes it is much more difficult to differentiate instruction and give them the attention they need and deserve.

-When cutting teachers at small schools, it means combining more grades which makes it difficult to teach and for kids to receive adequate level of academics.

-Having larger class sizes makes it much more difficult to follow CDC guidelines for social distancing in the classroom.

-A personal connection between staff members and students is essential for the social and emotional needs of students. The larger the staff to student ratio becomes, the less individual connections there are.

-Some of our classes were already bursting at the seams. Our Jr. High this year had 32 students in blended grades. 48% of those students were either on an IEP/504/in SPED process or CARE team.

-1:1 supervision needs for behavior leaves us short on supervision on the playground and in the classroom. We are a small school and are already short staffed. Losing even one staff member has a huge impact on our students and classrooms.

-If we will be expected to enforce social distancing and/or mask wearing, more staff will be needed to monitor this, not less.

-We need straight grade math and intervention programs due to our student needs and blended classrooms which requires extra certified teaching staff above and beyond the mainstream classroom setting.

Thank you for your time and consideration in reading this.

Signed by the following SFEA Members who work at Scotts Mills School:  
(in alphabetical order)

Danyel Andrus  
Sandra Buckholz  
Paula Cross  
Lisa Garrett  
Darren Goff  
Leah Laughton  
Helen Plov  
Suzanne Raynor  
Megan Senior  
Karen Steers  
Taryn Wold

## Considering the Budget

Michelle Buckley <buckley\_michelle@silverfalls.k12.or.us>

Wed 5/27/2020 10:30 PM

To: Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Ervin Stadel <stadel\_ervin@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

Dear SFSD Budget Committee and School Board,

We thank you for continuing to serve our district during these uncertain times.

We appreciate that you are waiting until we have more information rather than automatically approving a budget. This continues the thoughtfulness of the school board to hold off authorizing a RIF process prematurely.

Our aim in this letter is to provide the board with a better perspective on why cutting teaching positions is quite possibly the most detrimental outcome of a budget concern. As stated by several board members during the budget meeting on Thursday, all of us--teachers, administration, classified staff, and the board--are here for the same reason, which is the students. Unfortunately, cutting teaching positions has a direct negative impact on the daily lives of our students. Currently, our teachers are actively trying to alleviate some of the budget burden. This is seen in the fact that 93% of our licensed staff agreed to apply for unemployment and federal aid in efforts to shore up our budget in collaboration with the district.

During Thursday night's budget meeting, it was disheartening to see that the primary focus proposed in how to solve the budget issue is to cut teaching positions. We all know and take pride in our school district, and by extension the teachers in the district. By cutting teaching positions, we are fundamentally diminishing the very fabric of who we are. We understand that being on a school board is a balancing act that takes patience and strength in the face of pressure and scrutiny. Furthermore, teachers also recognize that there are always growing pains when new situations arise (global pandemic, distance learning, budget shortfall, etc.); we are looking to the board to be as creative as possible in rectifying our budget without impacting teaching jobs and thereby impacting students. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

We urge you to consider the following points:

- The state initially projected a 17 percent reduction. This most recent proposal was half that at 8 percent for this biennium. That proposal is not the final budget as the state has yet to access the Rainy Day fund, the Education Stabilization fund, The SIA, or the Cares Act. The State may not backfill funds from all of those sources but they will likely access some.
- As far as future biennium are concerned, the graph with recovery projections that the state put forth was based on very conservative economic projections. Much like their initial projection to prepare for a 17 percent cut, this projection will also likely change in time. There is nothing that guarantees that our recovery will rebound along those conservative lines. Many economists project a faster recovery much like the 1918 pandemic.
- Making definitive staffing reductions right now is premature. The district has yet to look at the budget globally. We should be looking at cuts that do not affect class size. We have a number of positions that have been added in the last five years that do not directly affect class size.
- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students

signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.

- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have positions in this district that do not directly affect class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.
- Larger class sizes will not be something that happens across the district building to building. Some buildings will suffer more significantly than others because of their current configuration.
- While it is essential to get information from building principals, not every building collects meaningful input from the staff, creating an imbalance of power in decisions made across the school district: Some buildings have far more teacher input than others who simply receive a report of the budget.
- At the last board meeting, people spoke of looking at the budget as a whole before going to automatic cuts to staff. At the budget committee meeting, members were discouraged from “getting into the weeds,” and asked to focus on the big “buckets.” We would like to encourage the budget committee to take that hard look into the weeds. This goes back to the initial point that we recognize you have a difficult job ahead of you. You're tasked with ensuring that schools have the teachers necessary to provide students with the education experience they deserve.

In summation, we strongly ask and encourage the board to ask the difficult questions and seek creative solutions when working through the budget for next year. The teachers of SFSD are engaged in this process more than any group in the district, and are hopeful the outcome of the boards decisions keeps the positive relationship between teachers and students intact.

Sincerely,

The licensed staff of Evergreen School

## Response to Budget Meeting from SMS

Michelle Stadel [stadeli\\_michelle@silverfalls.k12.or.us](mailto:stadeli_michelle@silverfalls.k12.or.us)

Wed 5/27/2020 12:02 PM

To: Tom Buchholz <[buchholz\\_tom@silverfalls.k12.or.us](mailto:buchholz_tom@silverfalls.k12.or.us)>; Ervin Stadel <[stadeli\\_ervin@silverfalls.k12.or.us](mailto:stadeli_ervin@silverfalls.k12.or.us)>; Lori McLaughlin <[mclaughlin\\_lori@silverfalls.k12.or.us](mailto:mclaughlin_lori@silverfalls.k12.or.us)>; Janet Allanach <[allanach\\_janet@silverfalls.k12.or.us](mailto:allanach_janet@silverfalls.k12.or.us)>; Jennifer Traeger <[traeger\\_jennifer@silverfalls.k12.or.us](mailto:traeger_jennifer@silverfalls.k12.or.us)>; Shelly Nealon <[nealon\\_shelly@silverfalls.k12.or.us](mailto:nealon_shelly@silverfalls.k12.or.us)>; Jonathan Edmonds <[edmonds\\_jonathan@silverfalls.k12.or.us](mailto:edmonds_jonathan@silverfalls.k12.or.us)>

Cc: Paul Peterson <[peterson\\_paul@silverfalls.k12.or.us](mailto:peterson_paul@silverfalls.k12.or.us)>; Dan Busch <[busch\\_dan@silverfalls.k12.or.us](mailto:busch_dan@silverfalls.k12.or.us)>; Debbie Valoff <[valoff\\_debbie@silverfalls.k12.or.us](mailto:valoff_debbie@silverfalls.k12.or.us)>

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During Thursday night's budget meeting, it was disheartening to see that the primary focus proposed in how to solve the budget issue is to cut teaching positions. We all know and take pride in our school district, and by extension the teachers in the district. By cutting teaching positions, we are fundamentally diminishing the very fabric of who we are. We understand that being on a school board is a balancing act that takes patience and strength in the face of pressure and scrutiny. Furthermore, teachers also recognize that there are always growing pains when new situations arise (global pandemic, distance learning, budget shortfall, etc.); we are looking to the board to be as creative as possible in rectifying our budget without impacting teaching jobs and thereby impacting students. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

We urge you to consider the following points:

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Rainy Day fund, the Education Stabilization fund, The SIA, or the Cares Act. The State may not backfill funds from all of those sources but they will likely access some.

- As far as future biennium are concerned, the graph with recovery projections that the state put forth was based on very conservative economic projections. Much like their initial projection to prepare for a 17 percent cut, this projection will also likely change in time. There is nothing that guarantees that our recovery will rebound along those conservative lines. Many economists project a faster recovery much like the 1918 pandemic.
- Making definitive staffing reductions right now is premature. The district has yet to look at the budget globally. We should be looking at cuts that do not affect class size. We have a number of positions that have been added in the last five years that do not directly affect class size.
- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.
- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have positions in this district that do not directly affect class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.
- Larger class sizes will not be something that happens across the district building to building. Some buildings will suffer more significantly than others because of their current configuration.
- While it is essential to get information from building principals, not every building collects meaningful input from the staff, creating an imbalance of power in decisions made across the school district: Some buildings have far more teacher input than others who simply receive a report of the budget.
- At the last board meeting, people spoke of looking at the budget as a whole before going to automatic cuts to staff. At the budget committee meeting, members were discouraged from "getting into the weeds," and asked to focus on the big "buckets." We would like to encourage the budget committee to take that hard look into the weeds. This goes back to the initial point that we recognize you have a difficult job ahead of you. You're tasked with ensuring that schools have the teachers necessary to provide students with the education experience they deserve.

These are some of the ways that staffing cuts at Silverton Middle School would have a negative impact on our students:

1. Silverton Middle School classrooms are already overcrowded. Most teachers are already serving an average of 140 students a day. Our Science teachers are each serving an entire grade level themselves, which means closer to 180 students a day.
2. SMS has shown a great ability to turn lemons into lemonade when it comes to our facilities and what we have made from very poor physical conditions. We should not continually be asked to work outside of our means and expected to make miracles happen in the classroom.
3. A main goal of the district is to "Close the Achievement Gap" in Math and ELA. The elimination of any staff at SMS goes against this idea and shows that closing the gap is not really a goal worth our time and effort.
4. In the Fall, we will not only be reviewing content taught during this quarantine to fill the gaps, but we will also be juggling additional mental health issues. This will take MORE staff working directly with students.

5. The thinner teachers are spread, the faster they burn out, which means an increase in sub costs, a decline in quality teaching, more turnover, and less stability for students.

6. Cutting staff in direct contact with students means the quality of education will go down. The more students in the classroom, the more time is spent on managing behavior and time is lost on academics. The instruction is not as in depth because the teacher has less time and attention to give for a greater number of students.

7. Relationships are key in education, especially in Middle School! Larger class sizes means students will fall through the cracks. Every middle school student deserves at least one staff person who they really connect with. If we have fewer staff in direct contact with kids, we are reducing the capacity for real connections.

In summation, we strongly ask and encourage the board to ask the difficult questions and seek creative solutions when working through the budget for next year. The teachers of SFSD are engaged in this process more than any group in the district, and are hopeful the outcome of the board's decisions keeps the positive relationship between teachers and students intact.

Thank you from the below signed Silverton Middle School Licensed Staff,

Michelle Stadel, Sasanna Botieff, Kim Brueckner, Scott Buchheit, AJ Buckholz, Shana Chandler, Hilary Combs, Marie Coxen, Brad Eastman, Elizabeth Flood, Tom Fox, Frank Gauntz, Dan Gorgas, Cindy Hawley, Mary Hayden, Scott Huckins, Christie Jackson, Daniel Jamsa, Crystal Johnson, Michiel Nankman, Maureen Powell, Suzanne Raynor, Jackie Renoud, Katie Ross, Tiffany Turkenkopf, McKenzie Warden, Amadea Weber, Tal Wold, Terah Wright, Lori Wyer

## Budget cuts

Sarah Barth <sarahkuenzibarth@gmail.com>

Wed 5/27/2020 12:09 PM

To: Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; buccholz\_tom@silverfalls.k12.or.us <buccholz\_tom@silverfalls.k12.or.us>; Ervin Stadelj <stadelj\_ervin@silverfalls.k12.or.us>; Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Paul Peterson <peterson\_paul@silverfalls.k12.or.us>

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We urge you to consider the following points:

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- Making definitive staffing reductions right now is premature. The district has yet to look at the budget globally. We should be looking at cuts that do not affect class size. We have a number of positions that have been added in the last five years that do not directly affect class size.
- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.
- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have positions in this district that do not directly affect class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.
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- While it is essential to get information from building principals, not every building collects meaningful input from the staff, creating an imbalance of power in decisions made across the school district: Some buildings have far more teacher input than others who simply receive a report of the budget.
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In summation, we strongly ask and encourage the board to ask the difficult questions and seek creative solutions when working through the budget for next year. The teachers of SFSD are engaged in this process more than any group in the district, and are hopeful the outcome of the boards decisions keeps the positive relationship between teachers and students intact.

These are some of the ways that staffing cuts at Central Howell School would have a negative impact on our students.

Sincerely,  
Sarah Barth  
Ethan Moon  
Leslie Leasia  
Nicole Smeester  
Ashley Crissel  
Angela Sommer  
Alice Michael  
Jennifer South

## Response to Budget From Silver Crest

Susan Sears <sears\_susan@silverfalls.k12.or.us>

Wed 5/27/2020 12:00 PM

To: Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>; Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Ervin Stadel <stadel\_ervin@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

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We thank you for continuing to serve our district during these uncertain times.

We appreciate that you are waiting until we have more information rather than automatically approving a budget. This continues the thoughtfulness of the school board to hold off authorizing a RIF process prematurely.

Our teachers have willingly shouldered much of the burden of helping our students and our district maintain instruction through the stay at home orders. 93% of our licensed staff agreed to apply for unemployment and federal aid in efforts to shore up our budget in collaboration with the district.

Thursday's meeting was disheartening to watch after the work our teachers have done. We saw yet another disorganized meeting where our livelihoods were often discussed with insensitivity and no creative solutions being proposed in light of the budget shortfall. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

We urge you to consider the following points:

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- Cutting staff while facing an unknown school structure in the fall is setting ourselves up for disaster. Multiple shifts of teachers? One-to-one home visits? Online classes with 50+ students signed up per class? Every certified and classified employee will be essential to ensuring our students have equal quality experiences.
- We did not hear serious discussion about cutting funds for the district office or for administration, only for teachers and support staff. We have 20 positions in this district that do not directly affect

class sizes that have been added in the last 5 years, as well as special projects. We should be looking at operational costs first.

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These are some of the ways that staffing cuts at Silver Crest School would have a negative impact on our students.

Thank You,

Jennifer Capener - 1st Grade

Ronda True - 2nd Grade

Brittany Zurcher - 3rd Grade

Sandra McLean - 4th Grade

Dan Feller - 5-8 Science & Social Studies

Susan Sears - 5-8 Language Arts

Shawn Pool - 5-8 Math & PE

Amanda Larson - ELD

Sheldon Lesire - Special Education

## Response to budget meeting from Mark Twain

Tina Howell <howell\_tina@silverfalls.k12.or.us>

Wed 5/27/2020 12:01 PM

To: Janet Allanach <allanach\_janet@silverfalls.k12.or.us>; Ervin Stadelin <stadelin\_ervin@silverfalls.k12.or.us>; Lori McLaughlin <mclaughlin\_lori@silverfalls.k12.or.us>; Jennifer Traeger <traeger\_jennifer@silverfalls.k12.or.us>; Shelly Nealon <nealon\_shelly@silverfalls.k12.or.us>; Jonathan Edmonds <edmonds\_jonathan@silverfalls.k12.or.us>; Tom Buchholz <buchholz\_tom@silverfalls.k12.or.us>

Cc: Paul Peterson <peterson\_paul@silverfalls.k12.or.us>; Dan Busch <busch\_dan@silverfalls.k12.or.us>; Debbie Valoff <valoff\_debbie@silverfalls.k12.or.us>

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Last week's budget meeting was disheartening to watch after the work our teachers have done. We saw yet another disorganized meeting where our livelihoods were often discussed with insensitivity and no creative solutions being proposed in light of the budget shortfall. The takeaway from this meeting was that the budget committee will recommend class size increases, staffing cuts, and furloughs.

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At Mark Twain Elementary, cutting any teachers would be devastating. Class sizes for first and second grade for the 2020-21 school year are already at 26 or 27 students. Teaching students the necessary skills to become great readers, writers and mathematicians, while filling academic holes due to modified distance learning, will be a great challenge. Please do not make it worse by cutting a teacher and increasing class sizes.

I hope you will consider our request to make cuts that do not directly affect students.

Sincerely,

Mark Twain Elementary School Teachers

Tina Howell, Jennifer Wiken, Lori Pittenger, Abby Nelson, Breanna Davis, Brooke Anderson, Erin Scott, Lydia Sherwood, Najma, Preston Ward, Joanie Short, Lindsey Roth, Nicole Guyer, Donna Becker, Cassie Brautigam, Rheanna Mathis, Christine Thornton, Jenny Rios, Carolyn Jones, Jefferson Coyle, Rebecca Albrecht

# **PUBLIC COMMENT AT BUDGET MEETINGS**

The Silver Falls School District Budget Committee encourages public comment in order to make better informed decisions. To expedite public comment and make judicious use of time, the following practices are strongly encouraged:

1. Contact the District Superintendent at least one week prior to the meeting and ask to be placed on the agenda.
2. Give the Superintendent as much detail as possible about your comments (including any written information), so that background information can be developed for budget committee consideration prior to the meeting.

The Silver Falls School District Budget Committee has established the following guidelines to accommodate public testimony:

1. Obtain recognition from the Chair before speaking.
2. Give testimony from the designated place.
3. Keep comments concise and avoid repetition.
4. Be specific about what it is you want the Budget Committee to do.
5. You are encouraged to provide each budget committee member with written copies of your testimony.
6. In order to accommodate all who want to speak, please limit your comments to three minutes.
7. A group appearing on the same topic is asked to designate a primary speaker and may be granted 5 minutes.