

Balancing Act Analytics FY26 KPBSD Budget

Total respondents: 354

REVENUE

Local Revenue

KPB Appropriation

Comments:

- Well, we wouldn't want taxes to go up, so there shouldn't be an increase here.
- Eliminate the senior property tax exemption to increase revenue or at least make it required that a senior live in this state for 25 years before they qualify. This will ensure that folks are not retiring to the area and then putting a strain on resources.

KPB In-Kind Services

Comments:

- I would be interested in opening buildings to community use. If the community finds value in these buildings, they will support for revenue measures.

State of Alaska Revenue

Foundation Funding

Submitted Responses

- Foundation Funding - No change to the BSA (currently at \$5,960): 195 (55.08%)
- Foundation Funding - Increase of \$1,000 to the BSA: 89 (25.14%)
- Foundation Funding - Increase of \$680 to the BSA: 46 (12.99%)
- Foundation Funding - Increase of \$750 to the BSA: 24 (6.78%)

Foundation Funding - No change to the BSA (currently at \$5,960): 195 (55.08%)

Comments:

- Decrease the waste before we increase BSA. Look at how many reading programs we have bought recently, can we not re use those? Why do we need Lexia, teachers can teach . SOHI pays an app to help keep track of kids going to the bathroom- is that really needed? Look at the handicap bussing. So few kids on those buses. Do we really need Speech Therapy or Occupational therapy in schools when kids get that thru medicaid and private insurance. Evaluate what we have now if we cannot cut then ask for BSA to be raised.

- The state has no money- time to stop relying on them for funding

Foundation Funding - Increase of \$1,000 to the BSA: 89 (25.14%)

Comments:

- Education funding is not a choice, it's a Constitutional requirement. Every legislator swore on the Bible at the commencement of this Session that they would uphold the Constitution. This BSA issue was SOLVED last session by a bi-partisan Legislative bill. That bill was vetoed by the ANTI-EDUCATION Governor. The Legislature had the opportunity to override that veto, and failed by one (1) vote. The Representative for Homer changed her vote from supporting the bi-partisan bill to acquiescing to the Governor's ANTI-STUDENT veto -- that ONE (1) VOTE would have prevented this crisis for KPBSD as well as every school district in the state. In violation of specific language in the Constitution, The Governor continues to attempt to steal money from the general public for his radical religions projects. "At another rambling news conference, Alaska Republican Gov. Mike Dunleavy floated several ideas to continue spending public money on religious private schools despite a court ruling that struck down the practice as unconstitutional." -- The Alaska Current. Nationally-discredited chainsaw budget advisor Donna Arduin was fired in 2019 after provoking the RECALL DUNLEAVY initiative which proposed to gut the Alaska public sector, including education. Now she's changed her name and works for Nikiski Rep Ben Carpenter. The efforts of Dunleavy and Arduin remain UNCONSTITUTIONAL and UNPOPULAR. KPBSD should engage to shut down all other work in Juneau until the education funding issue -- the most significant obligation of state spending -- is resolved. Educate the public what happens when you remove \$17 M and 100+ jobs from the Kenai Peninsula economy. And let them know exactly what that will do to the value of their homes and property.
- Communicate with parents/guardians via social media and email to ensure they understand what is at stake. Provide links and a template for them to easily contact their state representatives to put pressure on our elected officials.
- Raise the BSA and Peg it to Inflation!
- WE need to increase the BSA to keep our schools viable for both students and staff. The schools should be highest priority for use of public funds. Increasing the BSA is simply an investment in our future.
- This is a loaded survey. There is no way to suggest anything but an increase in BSA or to concur with cuts that have already been discussed. One simple method of calculation in accounting can change the budget by more that \$2 million, and that is just the derivative of calculated pay outs to income. Therefore, this is just political maneuvering. Certainly there is a budget problem. But it only a crisis from a management perspective... if it's a benefit to control the accounting to develop leverage. This is unacceptable and increasingly intolerable. I will be very glad when my child completes school so that I can feel more freedom to leave this area.
- This is absolutely necessary to increase the BSA.
- Adjusting the BSA is long overdue. This is absolutely necessary and should be a priority of the state budget.
- I would happily pay state taxes to adequately fund public education. I will continue to advocate with the legislature as I have year after year.
- This should not be negotiable.
- Increase as needed to fully fund our schools. Educating our children is one of the most important things we, as a society, can do. These children are so much more than a line item

on the budget. Our teachers, para professionals and support staff already do more with less. We need to pay them all a livable wage. People will not stay in our small communities if we cannot provide a quality education to our children. This must be a priority.

- this may be a pipe dream but it is realistic expectation.

Foundation Funding - Increase of \$680 to the BSA: 46 (12.99%)

Comments:

- I'm selecting the BSA increase of \$680 because I believe we need to catch up with inflation. If this is the same as the one-time amount that was granted last year, I feel like that was sufficient. I also believe there are many areas that we can reduce our spending and consolidate our resources to more effectively and efficiently educate our youth.

Your Suggestions

Comments:

- Local summer sales tax that is geared towards tourist to fund school. A tax on services (fishing tours, helicopter tours etc).
- Close Seward Middle School. Both Elementary and High Schools can accommodate the student numbers in those buildings. Close Homer Middle since they have a second middle school. Close McNeil Canyon Elementary and Paul Banks. Keep the schools open where student travel would be 30+ minutes one way, such as Nikiski Middle/High and Moose Pass.
- Charge charter schools what they actually cost the district instead of kowtowing to their parent boards and offering them a sub market deal on services, buildings, busses etc. Increase and enforce the facility use fees across all schools.
- Reach out to the slope companies and ask for donations or assistance until spending can come under control.
- The district should consider implementing a true 4-day school week. Not only would this save roughly 5%, research shows a dramatic decrease in bullying and an increase in morale with no change in academic performance. Given the size of our district and lack of resources in many areas, I suspect our district would save more than the typical 2-5% on transportation and substitute pay. Most educators I know would rather use the 3rd day for medical appointments and NOT spend hours preparing for a substitute. Given our financial crisis, this is the time to implement this initiative.
- Property Tax Increase \$1 per \$1000 of value.
- Eliminate all curriculum spending - at least at the elementary level. This is my sixth year teaching, and the third reading curriculum I've had to learn. The past two curriculums proved to be ineffective, are not engaging for students, and place a heavy lift on educators who are already feeling burned out. I would also suggest eliminating PD from the district, including the position required to disseminate this information to staff. An education reform nonprofit called TNTP conducted a study in 2015, studying 3 large public school districts + 1

charter network, and concluded there was ZERO evidence that any type of PD helped teachers become more effective. The financial cost is great, and the commitment required of educators combined with their absence from the classroom does not appear to be effective. I urge you to strongly consider the suggestions above, while I do not envy these very difficult decisions you must make. Thank you.

- Approve BSA increase after the KPBSD shows responsible budget managing. You are not representing accountability with current tax dollars, not interested in you mismanaging more. You put together this interactive system for individuals to see how to budget with the deficit. Except they only have the option of adding increase BSA and not close schools like the borough is trying to scare the community with of primary schools. The wasteful school structuring should have been cleaned up along time ago. 3 schools within a mile of each other at the head of the bay.. separated because of religious beliefs. \$36k per student at Kachemak Silo. Luckily we haven't seen the 17m school built. Close the following Fireweed 2.8m boosting entitled kids for too long Homer Flex 1m, you wont succeed with more excuses, go to school Raz , Silo, Voz - 5.5m get on the existing bus to Mcneil. We don't want to pay for a 4th school when their church separates again. Niko 760k, get on the existing bus to chapman, your community is shrinking Cut connection spiff , tax payers offer public school. Show up if you want it. If you did anything to display fiscal responsibility, you would have more support for BSA increase. You should not get the increase first. The borough is reckless and not held accountable for a responsible budget. This would balance the budget with just cleaning up the lower peninsula. I cant speak with experience about the rest of the peninsula, but I would guess its just as bad. The rest of the state on the road system and even south east towns that are not on road system have done much better with staying under state average per student. Would love to see higher salaries covered with a BSA increase. You don't have my support until fiscal responsibility is shown.
- If it hasn't changed, the borough needs to charge the elderly land taxes to pay for education and Emergency Services.
- Close Pools and Theaters. Not an option but cut Summer School.
- Almost half of the categories are locked. And some of the ones that do not have a lock icon are actually locked when you open them up. Open them all up so we can think out of the box. By locking so many categories you ensure we must only vote for the things you approve. There is no point in voting with this sham ballot. Were you even raised in this country?
- I feel McNeil has great well-rounded success. Give us more students. I will a larger classroom to teach. We work as a team, our team, to get the goals accomplished with test scores and writing and so many other areas. Don't break what is working with your community, your new curriculum. Add to it to make it stronger. Families have bought homes in the area to be at McNeil Canyon. We have so many volunteers and support. We are so very much what a charter school is in so many ways. Students come to us from all over town all the way out to the villages. There is always a way to keep the community happy. My only actual idea is to move the line from Bear Creek closer into town, maybe East Hill Road, to give McNeil more students so the town schools would have less to combine together.

That leaves a country school and a town school for the community. We do need both schools. We are a growing community. The hospital is having so many more babies a month now for Homer. That is all I have.

- Maybe the district shouldn't have spent millions of dollars on canned curriculum that most teachers didn't want. I work at a middle school, and the invoices were left in my boxes of material, it was over \$30,000. I can't even begin to imagine how much that cost for all of the middle and high schools. Plus, there is an online parallel, we've had multiple days of training that costs money, and the grammar books have to be replaced every year. Our schools have canned science and math curriculum also, and the math books have to be replaced every year too. It seems like there could have been a few million dollars saved from the curriculum. Maybe just offer it to teachers who want it? I know teachers who refuse to use it. Math teachers have to supplement lessons because the curriculum is so reading heavy, many students can't even see the math problems. Your teachers are professionals, and their input was completely ignored. If you are going to cut anything, make sure it is hurting as few kids as possible. We need smaller class sizes. We need Sped staff. We need a clean school. We need at least one sport offered a quarter. We don't need so many people in district office. We don't need our principals to meet in person every quarter. We don't need unnecessary curriculum. We don't need a quest program. We don't need trainings that require subs. We don't need to slash the health insurance so all of the employees are unhealthy or extra stressed about their health and their children's health. We don't need to burn all of our teachers and staff over and over, because hiring a new person costs so much money, time, and energy. Teacher burn out is a real thing, and all of the budget suggestions seem like you guys are begging us to switch careers. Poor choices at the district level hurt our teachers and support staff, as well as hurt our students. These hurts you are causing will hurt our towns and societies in the long run. Every year we are told there is no money, and dooms day is upon us. I went to Moose Pass School in the early 2000s, and every year we were warned our school would be shut down. Every year parents, staff, and kids stressed and worried. Then, a few months later, the money magically appeared and it was like we were expected to be grateful. I worked at the school years later, and I still know the families who are part of it now. It is exhausting. How much stress and money does it cost to tell everyone the end is here, and there is no money left?
- Pay and benefit cuts for administrative and teachers.
- My idea? I'm not sure my idea is very popular among the district administrators. My idea is an outside audit of where all the money goes. I want to know why admins that don't step foot into classrooms, get paid more than teachers. Cut their salaries! Catered lunches and dinners? That's crazy when the PTO and parents and student council bring stuff in for classrooms and teachers. Cut all of that out for the district and state offices. Quit redecorating the offices every other year and put that money to good use. I have ideas, I'm a single mother that has pinched pennies till they scream. You bureaucrats know nothing about pinching your own pockets but are going to close schools down? That is ignorance at its finest.

- Cut charter schools. Reduce the number of custodial workers. Kids should learn the value of cleaning up after themselves and managing their own workspace. Board positions should not be salaried positions. Member's service should be out of willingness to help the community not their own pockets. Sure, we could pay for lunches and coffee during meeting times but nothing else.
- tax the oil companies!!!
- I don't think with this administration there will be any new sources of revenue- cutting spending is the only thing left.
- I just want to throw out that we Alaskan are entitled to 3000 to 3500 in dividend a year. However we're capped at 1300. Where is all this extra money going to if not toward our children's education? Seems to me that there should be plenty of money in the PFD excess to cover this deficit without having to cut a damn thing. This is a state problem and the state has the money and resources to correct the issue.
- Reinststitute the winter grocery sales tax.
- Consolidate schools and rent out the empty facilities. Homer Hospital is always looking for more space. Step outside the box and do something innovative. If private businesses were run like the school district, they would either go out of business or be put in prison.
- I did not find the box to tick that would eliminate the assistant principals and the assistant to the assistant principals and the assistant superintendent. Had I found those boxes my budget would be balanced.
- Besides election finance reform, education is the most important political issue in this state and country. We must fund it appropriately by finding more revenue sources-higher taxes.
- to up the amount the schools need is to have state Lottery dedicated only to funding education in the states. this works in other states and it helps make sure the students are getting the best education they can receive.
- RAISE THE BSA STATE OF ALASKA TAKE CARE OF EDUCATION Also borough - remove the stupid and (should be illegal) credit given for paying sales tax on time. Also open up the possibility of taxing bearviewing tours. Tons of potential tax revenue.
- Where is the money from the taxes that were raised in 2022 for relocating SMCS and Redout?
- Borough mill rate: Average home cost borough wide is \$280,000 x mill rate ~ \$280. ~ 25,000 homes in KPB ~ 7,000,000 dollars If people want schools, we need to get comfortable paying taxes... Seasonal sales tax increase - leverage cruise and railroad.
- Consider closing Nikolaevsk School due to consistently low students (below 20), and the community is wanting a charter or private school. The borough must maintain the building to address the black mold but open it up as a community center and make it available for the community.
- Add a Tourism Tax! We shouldn't be cutting anything in our schools when we could simply get the money from tourism. Visitors wouldn't blink an eye at a 1-2% additional tax on their accommodations.

- South Peninsula School consolidation: *Move Homer Flex into Homer High School. Sell the property at 4122 Ben Walters Lane, valued at \$711,400. This would also eliminate the need for Flex to have meals delivered by HOHI. *Move 6th graders from McNeil Canyon and West Homer Elementary to Homer Middle. *Move 1st and 2nd graders from McNeil Canyon and Paul Banks to West Homer. *Move Fireweed and Little Fireweed to Paul Banks. Instead of paying rent to private party for LF, pay it to PBE. This would also eliminate the need for HOHI to deliver meals to Little Fireweed. *Move Voznesenka, Kachemak-Selo, and Razdolna to McNeil Canyon.
- I would love to hear more about the hypothetical four day week. I taught elementary in Alaska for eight years before leaving the classroom in May of 2023 and continue to think that this is the most effective way to recruit and retain educators who want to be there. I ultimately left because it was no longer a sustainable career choice due to being overworked and burned out. Would this scenario result in significant savings in transportation, food and energy costs? Has there been any consideration in our school district shifting to 4 days and keeping one or two schools open on a Friday to support families who rely on five school days per week? For example, Homer to utilize Homer High School as a Friday location and operate it similar to what we would see in an after school program. Children would have a safe place to be while also getting support as needed. We bring in certified staff on those Fridays so they can offer consistent, reliable care and support while also getting hours they may want. My idea feels like a 9-3 Friday with the above scenario. Use this time to help kids focus on their passions that aren't solely academic. Get kids outside, utilize our incredible football field for all sorts of organized games and even unstructured play. Take full advantage of the tennis courts to play, grow, and learn. Have a lengthy time during the day in which it's open gym. Our community has proven to be super supportive of alternative forms of education. A perfect example of this is Fireweed Academy and the ever growing popularity with Tiny Trees and other Forest Schools. I would love to see an opportunity arise such as this for myself and my soon to be kindergartener. Kids need stability that isn't solely academic, and I believe that a four day week is something that could do that for them and their educators.
- Increase the cap on borough sales tax to \$1000.
- Raise borough cap to \$1000.
- local sales tax increase, particularly in the summer, to help pay for local education costs.
- Some ideas that I have are. 1.Reduce Operational Costs Energy Efficiency: Implement energy-saving measures, such as upgrading to LED lighting, improving insulation, and using smart thermostats to reduce utility costs. Consolidate Services: Combine administrative functions (e.g., payroll, HR) with other local government entities to reduce overhead. 2. Review and Reduce Non-Essential Programs Program Audits: Evaluate all programs and services to identify those with low enrollment or impact. Consider phasing out or consolidating underutilized programs. Extracurricular Activities: Reduce funding for non-essential extracurricular activities, or ask for community donations, or utilize grant funding opportunities. 3. Increase Revenue Grants and Partnerships: Actively pursue grants and

partnerships with local businesses, nonprofits, and government agencies to fund specific programs or initiatives. Facility Rentals: Rent out school facilities (e.g., gyms, auditoriums) to community groups during non-school hours. 4. Negotiate Better Contracts Vendor Contracts: Renegotiate contracts with vendors for supplies, services, and software to secure better rates. Health Insurance: Work with employee unions to find cost-saving measures for health insurance plans. 5. Explore State and Federal Assistance Advocate for Funding: Work with state legislators to advocate for increased education funding or one-time emergency assistance. Federal Programs: Explore federal programs that provide funding for specific needs, such as technology, special education, or rural schools. 6. Reduce Administrative Costs Central Office Cuts: Reduce administrative positions or salaries at the district office level. Streamline Processes: Use technology to automate administrative tasks and reduce staffing needs. 7. Conduct a Comprehensive Audit Financial Audit: Conduct a thorough audit of all expenditures to identify inefficiencies, redundancies, or areas where costs can be reduced. Program Evaluation: Assess the effectiveness and cost-efficiency of all programs to ensure resources are being used effectively. Key Considerations - Minimize Impact on Students: Prioritize cuts that have the least direct impact on classroom instruction and student outcomes. - Engage Stakeholders: Involve teachers, parents, and community members in the decision-making process to build support for difficult decisions. - Long-Term Planning: Focus on sustainable solutions that address the structural deficit rather than one-time fixes.

- 1. Repurpose a Vacant Building for K–12 Education Repurpose a vacant building in Nikolaevsk to serve as a K–12 educational facility. This approach would create a flexible learning environment while leveraging community partnerships (e.g., KPB, Conoco Phillips) to help cover additional costs—such as gym access and specialized CTE classes. This solution offers a viable alternative to sending our children outside the village or encouraging families to homeschool. 2. Support for Urgent Infrastructure Improvements Assist the Nikolaevsk School Site Council and Nikolaevsk Village Council in effectively lobbying the state for urgent transportation infrastructure improvements. A significant barrier to Nikolaevsk School is the absence of a dedicated bridge that safely negotiates steep road grades, conditions that become especially dangerous during icy weather. This hazardous situation forces many families in the Nikolaevsk zone to opt for homeschooling during preschool and early grades—only to enroll in public school during the upper grades when their children already face challenges in reading and math proficiency. If Nikolaevsk School were to close, the issue of safe transportation remains unresolved. Parents would be forced to ferry their children to a bus stop located at an access point deemed too hazardous for the district to offer insured public transportation services. This dangerous condition not only increases the risk to our students’ safety but also places an undue burden on families. We must address this critical gap in safe access to ensure that all children can reach educational facilities without exposure to avoidable risks.

EXPENDITURE

Certificated Staff Salaries and Benefits – School Locations

Distance Ed Certified Salaries and Benefits

Submitted Responses

- Distance Ed Certified Salaries & Benefits - No change: 190 (53.67%)
- Distance Ed Certified Salaries & Benefits - Eliminate: 85 (24.01%)
- Distance Ed Certified Salaries & Benefits - Reduce by 50%: 79 (22.32%)

Comments:

- Students are struggling with distance ed, as many of the teachers are really difficult. In-person classes should be encouraged.
- If there are school closures (or lost teachers due to PTR change) it will probably mean a lot more students looking to online classes.
- Once the budget is under control, re-evaluate these positions.
- If these are cut, the buildings will have less employees teaching electives that the building will have to take on... like keyboarding and employability skills... also, less triage support for buildings that end up having staffing issues...
- Small schools need more certified teachers in the classroom.
- We should be providers, not consumers, of this concept. We have teachers who could hybrid teach classes for students across Alaska, generate revenue, and support kids throughout the state for a profit for our schools.
- What exactly is distance ed? Do we have a teacher teaching kids that aren't sent to school? If parents want to homeschool, that's what they should do.
- What is the cost benefit? How many students does this program serve?
- Ouch... After all we do to pick up everyone else's problems...
- I am not completely clear what this is. I assume this is additional salary for maintaining teachers with certified distance learning credentials.
- Cuts to this program would have a larger negative effect on students in remote areas and smaller schools than those in urban areas with more education choices.

Middle School Reading Certified Salaries and Benefits

Submitted Responses

- Middle School Reading Certified Salaries & Benefits - No change: 256 (72.32%)
- Middle School Reading Certified Salaries & Benefits - Reduce by 50%: 55 (15.54%)
- Middle School Reading Certified Salaries & Benefits - Eliminate: 43 (12.15%)

Comments:

- If elementary teachers are doing their jobs, there shouldn't be a need for middle school reading teachers.
- Our elementary teachers aren't doing their jobs if kids cannot read by Middle School.
- The teachers need to be teaching the kids.
- Cut now by 25% and reduce the need to cut next season..

- It is not clear to me what this is. I am assuming this is salary for teachers that are certified in middle school reading curriculum. Any middle school teacher should be able to teach middle school reading.
- it seems disingenuous that this process offers 50 or 100% cuts for important programs like reading specialists but offers only 5-10% cut in central office administrative expenses.

Elementary School Counselors Salaries and Benefits

Submitted Responses

- Elementary School Counselors - No Change : 200 (56.50%)
- Elementary School Counselors - Reduce 50%: 78 (22.03%)
- Elementary School Counselors - Eliminate: 76 (21.47%)

Comments:

- Cut those who only serve one school.
- We can't fill these jobs anyway because the board keeps them in limbo every year. Why to the high schools need so many? I don't see that as an option.
- Decrease top down... There shouldn't be any assistant principals at the elementary level.
- I honestly didn't know that this was even a thing! My generation grew up without elementary counselors just fine.
- There are too many counselors. We have great counseling resources in the community, many are free to families. Utilize those.
- Can this really be outsourced? I think it could. Children with serious mental and behavioral health problems are being referred to community behavioral health already anyway.
- Mental Health issues is at an all time high. We need these counselors for our kids.
- What is programmatic staffing?
- These did not exist when I was in school. If counseling was required parents had to seek this outside of the school system. Principals and teachers dealt with disciplinary issues.
- School counselors are so important. Do not cut this!

Programmatic Staffing Salaries and Benefits

Submitted Responses

- Programmatic Staffing Salaries & Benefits - No change: 197 (55.65%)
- Programmatic Staffing Salaries & Benefits - Eliminate: 80 (22.60%)
- Programmatic Staffing Salaries & Benefits - Reduce 50%: 77 (21.75%)

Comments:

- Would receive more consideration if programmatic staffing was defined by examples of programs.
- If this is things like tech schools and middle college.... reduce.
- Not exactly sure what this is all about. My small school has gone without the necessary number of certified teachers for years. I'm certain it is the same for other small schools. It's time for the big schools to suck it up and make things work with what they are given - as we have been required to do.
- Cut programming by 25% now to reduce the need to cut later.

- More information is needed on what role these staff play in our district. If they don't directly help students learn to read and do math then this should be completely eliminated.
- This is painful but realistic. The description is not helpful.

Elementary Specialists Certified Salaries and Benefits

Submitted Responses

- Elementary Specialists Certified Salaries & Benefits - No Change: 248 (70.06%)
- Elementary Specialists Certified Salaries & Benefits - Reduce by 50%: 69 (19.49%)
- Elementary Specialists Certified Salaries & Benefits - Eliminate: 37 (10.45%)

Comments:

- This would cause elementary students to be disserved... unless these teachers serviced multiple buildings.
- Cuts by 25% across the board can save from needing to add cuts again next season..

Intervention Certified Salaries and Benefits

Submitted Responses

- Intervention Certified Salaries & Benefits - No change: 253 (71.47%)
- Intervention Certified Salaries & Benefits - Reduce by 50%: 62 (17.51%)
- Intervention Certified Salaries & Benefits - Eliminate: 39 (11.02%)

Comments:

- Teachers used to handle this, they need to teach their students. Special hours after school, lunch, recess could be used to work with these kids.
- Cut now to reduce the need to cut later.
- We are required by the AK Reads Act to have Interventionists; however, eliminate the District Level Interventionist and create a committee of teachers to do this job and pay them a stipend. This eliminates paying for a triple digit salary, plus benefits package.
- I think intervention is important but post covid it seems it has been pushed really hard and too many kids are in it. If half the class needs reading intervention, maybe the class needs to just focus on reading more.
- These did not exist when I was in school and we functioned quite well without them.

Small Schools with Counselors outside formula

Submitted Responses

- Small schools with Counselors outside formula - No change: 220 (62.15%)
- Small schools with Counselors outside formula - Eliminate: 83 (23.45%)
- Small schools with Counselors outside formula - Reduce 50%: 51 (14.41%)

Comments:

- The administrators in these buildings can fulfill these roles.

- Partner with local agencies to provide counseling support.
- This has been covered by a couple of double dipping retired professional staff for some time. Very expensive. Their services have been worthless, if not outright harmful..
- More information is needed. Is this money paying for counselors to travel to these schools? If these are solely transportation fees, then yes it should be completely eliminated and this service should be provided via zoom. If this is providing counseling services to these schools, then please keep it.

Quest (Gifted and Talented) Certified Salaries and Benefits

Submitted Responses

- Quest (Gifted and Talented) Certified Salaries & Benefits - No change: 197 (55.65%)
- Quest (Gifted and Talented) Certified Salaries & Benefits - Eliminate: 92 (25.99%)
- Quest (Gifted and Talented) Certified Salaries & Benefits - Reduce 50%: 65 (18.36%)

Comments:

- Smart students are not being held back, especially in school environments such as River City Academy, SMCS, and Middle College. This funding needs to bridge the gap that has been created due to COVID. Students need more assistance and smaller classrooms.
- Cut those who only serve one school.
- Seriously? what do we offer tier one students? Basically nothing additional and we're talking about 750k?
- Teachers should be differentiating their curriculum to accommodate for this.
- Why are we separating gifted and talented kids? Seems like a lot of focus is given toward them and less towards kids who are lagging behind.
- It's time to make parents become true parents again. They need to take action on their own to challenge their gifted students.
- Maybe a combined quest program for several schools.
- Cut all this now. Cut on both ends of special needs spectrum as much as possible.

High School Certified Salaries and Benefits

Submitted Responses

- Adjust HS PTR 1:30 No Change: 219 (61.86%)
- Adjust HS PTR to 1:40: 28 (7.91%)
- Adjust HS PTR to 1:31 : 25 (7.06%)
- Adjust HS PTR to 1:32: 23 (6.50%)
- Adjust HS PTR to 1:35: 22 (6.21%)
- Adjust HS PTR to 1:33: 12 (3.39%)
- Adjust HS PTR to 1:34: 12 (3.39%)
- Adjust HS PTR to 1:37: 6 (1.69%)
- Adjust HS PTR to 1:36: 4 (1.13%)
- Adjust HS PTR to 1:38: 2 (0.56%)
- Adjust HS PTR to 1:39: 1 (0.28%)

Comments:

- Walk around a high school during its first two hours, basically no one is there, all the seniors are at home, why do we staff these schools like they are full all the time? Middle and elementary schools are actually full all the time, these PTR formulas are disingenuous.
- Paraprofessionals are much cheaper to employ. Properly trained, they can help with the larger class sizes.
- Go 40:1 just like our urban colleagues right away. Like a bandaid; feel the pain all at once and weed out those who are close to retirement, and those who need to find another calling in a different neighborhood to serve children and families in a community dedicated to really teaching students, and who are willing to change to make a real educational opportunity possible.
- Do not increase PTR at any level.
- specific to admin

Middle School Certified Salaries and Benefits**Submitted Responses**

- Adjust PTR 1:25 - No Change: 210 (59.32%)
- Adjust PTR to 1:30: 32 (9.04%)
- Adjust PTR to 1:35: 27 (7.63%)
- Adjust PTR to 1:26: 26 (7.34%)
- Adjust PTR to 1:28: 18 (5.08%)
- Adjust PTR to 1:27: 16 (4.52%)
- Adjust PTR to 1:32: 7 (1.98%)
- Adjust PTR to 1:29: 6 (1.69%)
- Adjust PTR to 1:31: 6 (1.69%)
- Adjust PTR to 1:33: 4 (1.13%)
- Adjust PTR to 1:34: 2 (0.56%)

Comments:

- Absolutely no increase in PTR. Large class sizes are one reason families are leaving the district.
- specific to admin

Elementary Schools K-6 (100-250 students) Certified Salaries and Benefits**Submitted Responses**

- Adjust PTR 1:19.5 - No Change : 200 (56.50%)
- Adjust PTR to 1:20.5 : 36 (10.17%)
- Adjust PTR to 1:29.5 : 35 (9.89%)
- Adjust PTR to 1:25.5 : 21 (5.93%)
- Adjust PTR to 1:22.5 : 20 (5.65%)
- Adjust PTR to 1:21.5 : 16 (4.52%)
- Adjust PTR to 1:24.5 : 10 (2.82%)
- Adjust PTR to 1:23.5 : 8 (2.26%)
- Adjust PTR to 1:26.5 : 7 (1.98%)

- Adjust PTR to 1:27.5 : 1 (0.28%)
- Adjust PTR to 1:28.5 : 0 (0.00%)

Comments:

- Do not increase PTR at any level.
- 1:18 is best practice. If we cut all other programs down to the bones, I hope that at least the district will be able to minimize impact of student instruction by DECREASING class sizes back to best-practice standards.
- specific to admin

Elementary Schools K-6 (>=250 students) Certified Salaries and Benefits

Submitted Responses

- Adjust PTR - No Change : 213 (60.17%)
- Adjust PTR Plus 2: 27 (7.63%)
- Adjust PTR Plus 1: 26 (7.34%)
- Adjust PTR Plus 10: 26 (7.34%)
- Adjust PTR Plus 5: 16 (4.52%)
- Adjust PTR Plus 6: 16 (4.52%)
- Adjust PTR Plus 3: 14 (3.95%)
- Adjust PTR Plus 4: 7 (1.98%)
- Adjust PTR Plus 7: 4 (1.13%)
- Adjust PTR Plus 8: 4 (1.13%)
- Adjust PTR Plus 9: 1 (0.28%)

Comments:

- choices should be in the same format as the question before. Either both be "plus 1" or ratio.
- Absolutely do not increase PTR at any level. This is a reason families are choosing to homeschool.
- specific to admin
- I would be interested in looking at the logistics of combining Redoubt, Soldotna, and Montessori schools.

Small Schools (<200 students) Certified Salaries and Benefits

Submitted Responses

- Adjust PTR - No Change : 205 (57.91%)
- Adjust PTR plus 10: 34 (9.60%)
- Adjust PTR plus 1 : 29 (8.19%)
- Adjust PTR plus 2: 24 (6.78%)
- Adjust PTR plus 5: 20 (5.65%)
- Adjust PTR plus 3: 13 (3.67%)
- Adjust PTR plus 7: 11 (3.11%)
- Adjust PTR plus 4 : 10 (2.82%)
- Adjust PTR plus 6: 6 (1.69%)

- Adjust PTR plus 8 : 2 (0.56%)
- Adjust PTR plus 9: 0 (0.00%)

Comments:

- specific to admin.
- Small schools on the peninsula could be closed if students are within 1 hours distance for bussing to another school. Growing up in a rural state many of the students where I lived were bussed to school.

Programs – Homer Flex/Kenai Alternative/Marathon

Comments:

- if the kids can't go to the traditional schools offered, then the families will have to work it out. the schools cannot provide everything on nothing money-wise.
- Eliminate Homer Flex and have students attend Homer highschool.
- These should all be cut. They are extra and they are all right next door to perfectly good schools!
- Homer Flex and Kenai Alternative staffing is determined by Administrative Regulation. ARs can be changed by District administration and approved by the Board. These are valuable programs, but because there are other education options nearby, these are consolidations that should be considered before any other school consolidations/closures, especially closures in small communities without any other options.

Small schools classrooms with more than three grades adjustments

Submitted Responses

- Small schools classrooms with more than three grades adjustment. - No Change : 272 (76.84%)
- Small schools classrooms with more than three grades adjustment - Eliminate: 82 (23.16%)

Support Staff Salaries and Benefits – School Locations

Counseling Assistants

Submitted Responses

- Counseling Assistants - No Change: 202 (57.06%)
- Counseling Assistants - Eliminate: 91 (25.71%)
- Counseling Assistants - Reduce by 10 work days: 43 (12.15%)
- Counseling Assistants - Reduce by 5 work days: 18 (5.08%)

Comments:

- Counselors are incredibly vital to helping students succeed in the classroom, they should not be cut or reduced. The goal of any school district should be to help kids thrive, counselors are very important to this success.
- Why would a counselor need an assistant?
- Cut now and save need to cut later.

Custodians

Submitted Responses

- Custodians - No Change : 280 (79.10%)
- Custodians - Reduce by 10 work days: 40 (11.30%)
- Custodians - Reduce by 5 work days: 34 (9.60%)

Comments:

- Not worth it in any way. Many schools struggle to maintain healthy standards. We definitely need our custodians!
- Cut now and save need to cut later.
- KPBSD needs MORE custodians

Library Aides

Submitted Responses

- Library Aides - No Change: 197 (55.65%)
- Library Aides - Eliminate all Library Aides: 54 (15.25%)
- Eliminate Library Aides (At schools with Certified Librarian) : 47 (13.28%)
- Library Aides - Reduce by 10 work days: 38 (10.73%)
- Library Aides - Reduce by 5 work days: 18 (5.08%)

Comments:

- With a primary librarian in each school, I don't see why a library aide is needed. Open up opportunities for the children to hold "library aide" positions as part of their school day.

Nurses

Submitted Responses

- Nurses - No Change: 276 (77.97%)
- Nurses - Reduce 10 work days: 43 (12.15%)
- Nurses - Reduce 5 work days: 35 (9.89%)

Pool Managers

Submitted Responses

- Pool Managers/Pools Supervisor - No Change : 210 (59.32%)
- Pool Managers/Pools Supervisor - Reduce operation by 10%: 46 (12.99%)
- Eliminate Pool Managers/Pool Supervisor - Pools would be closed: 39 (11.02%)
- Pool Managers/Pools Supervisor - Reduce by 10 work days: 22 (6.21%)
- Pool Managers/Pools Supervisor - Reduce by 5 work days: 20 (5.65%)
- Pool Managers/Pools Supervisor - Reduce operation by 5%: 17 (4.80%)

Comments:

- It would be awesome if we could charge a small fee for public use.
- The pools are a huge service to our area. Reducing operations does not seem like it would provide a lot of the room in the budget other than just eliminating them. What would be really cool is if they brought in more money, especially during the summer. I know for a fact that parents are constantly complaining that they tried to get their kids into swim class but they were already full. If they could expand the class schedule and even increase the fees, I'm sure they would still fill them right up!
- Drain it, cover it, turn it into classrooms or lunchroom and eliminate a middle school building and staff.
- Can we please shift pools, theaters, tracks & fields to City Parks & Recreation. This would create a year-round position for these people and alleviate the burden from the school district.
- Why is the district paying for this?
- Why can't the PE teacher run the pools like they all did (the same pools) as we were all going through school?
- Pools are a very important part of our communities as a whole. Swimming is a life skill (life saving) that all children should learn. Without our school pools most communities do not have a pool. Pools are also a benefit to those of us without children and important to our physical and mental health. They are particular important to our older citizens as they provide physical activity that is less hard on the joints while still beneficial to body health.

Theater Techs and Theater Manager

Submitted Responses

- Theater Techs and Theater Manager - No Change : 203 (57.34%)
- Theater Techs and Theater Manager - Reduce operation by 10%: 50 (14.12%)

- Eliminate Theater Techs and Theater Manager - Theaters would be closed: 44 (12.43%)
- Theater Techs and Theater Manager - Reduce by 5 workdays: 24 (6.78%)
- Theater Techs and Theater Manager - Reduce by 10 workdays: 22 (6.21%)
- Theater Techs and Theater Manager - Reduce operation by 5%: 11 (3.11%)

Comments:

- Turn it into a classroom that can accommodate a 80:1 teacher student ratio with that space.
- Can we please shift pools, theaters, tracks & fields to City Parks & Recreation. This would create a year-round position for these people and alleviate the burden from the school district.

Secretaries

Submitted Responses

- Secretaries - No change: 220 (62.15%)
- Secretaries - Reduce by 10 workdays: 60 (16.95%)
- Align All secretaries to 199 Days: 46 (12.99%)
- Secretaries - Reduce by 5 workdays: 28 (7.91%)

Comments:

- We have been asking for this for years. Some of us could probably do even more than a 10 day reduction. There is no need for any school secretary to work on in-service days other than the head secretary. This is an easy one. If there happens to be a unique situation where a secretary needs additional hours for something, a request can be put in.
- Cut now to reduce need to cut later.
- Without knowing the secretaries' current schedule, we cannot determine why or how adjusting their workdays to all reflect 199 workdays might change anything.

Student Support Liaisons

Submitted Responses

- Student Support Liaisons - No Change: 211 (59.60%)
- Student Support Liaisons - Eliminate all Student Support Liaisons: 77 (21.75%)
- Student Support Liaisons - Reduce by 10 workdays: 38 (10.73%)
- Student Support Liaisons - Reduce by 5 workdays: 28 (7.91%)

Comments:

- I don't know what this position does, which is why I'm voting to eliminate it.
- More information on the role of the student support liaison is needed. Is this in connection with a specific program?
- Student Support Liaisons in the KPBSD are essential in creating a supportive and inclusive environment that helps students overcome challenges and achieve their full potential. They serve as advocates, connectors, and problem-solvers, ensuring that students and families have the resources and support they need to succeed.

Bilingual Tutors

Submitted Responses

- Bilingual Tutors - No Change : 208 (58.76%)
- Bilingual Tutors - Reduce by 10 workdays. : 112 (31.64%)
- Bilingual Tutors - Reduce by 5 workdays. : 34 (9.60%)

Comments:

- Where is the option to eliminate this? They should be eliminated.
- This can be outsourced.
- Google Translate is free. Please eliminate this entirely.
- We should eliminate this. There's no reason for teachers in America to be redoing in a different language other than our national language.

Special Education Aides

Submitted Responses

- Special Education Aides - No change: 252 (71.19%)
- Special Education Aides - Reduce by 10 workdays: 62 (17.51%)
- Special Education Aides - Reduce by 5 workdays: 40 (11.30%)

Comments:

- No need for them to come in on inservice days.
- Could reduce the aides days by not having them come in on PTC days.
- Need less aids. There are too many
- Cut now to reduce need to cut later.

Instructional Aides

Submitted Responses

- Instructional Aides - No Change: 239 (67.51%)
- Instructional Aides - Reduce by 10 workdays. : 80 (22.60%)
- Instructional Aides - Reduce by 5 workdays. : 35 (9.89%)

Comments:

- No need for them to come in on inservice days.
- Cut now to reduce the need to cut later.
- Teachers aids should go away or be an upper class man staffed position for credit towards graduation. Teachers shouldn't lose pay or benefits but they need to do their job, not an aide.

Districtwide Substitutes/Temporary hires/overtime/Personal Leave cash outs salaries/benefits

Comments:

- The pay for certified substitutes and certified substitutes with 5+years experience is too high. Pay scale should be as follows: Non cert sub - \$20/hr Cert sub - \$24/hr Cert sub 5+ - \$28/hr Temp hires should have the same pay scale.
- Temporary hires need to be looked at. We currently have 2 nurses at K beach. One is a contract nurse. Generally we pay more for contract people. Nurses can float between schools to help reduce the cost of using contract people.

Extra Curricular

Safety Funds

Submitted Responses

- Extra-curricular Safety Funds - No Change: 281 (79.38%)
- Eliminate Extra-curricular Safety Funds : 73 (20.62%)

Comments:

- This is where the communities need to stand up and support schools.
- All extra-curriculars should be completely eliminated. It feels redundant and irresponsible to use district funds for this when we have sufficient club organizations to provide these activities in our community.
- There's no reason the kids can't fundraise as a team if they can't afford safety gear.
- Parental responsibility if they choose to have their kids in sports.
- I fully support safety funds, but are there grants that we can submit for to cover this cost?
- Extra curricular activities are very important for student development and community health.

Extra Curricular Salaries and Benefits

Submitted Responses

- Extra curricular Salaries/Benefits - No Change: 57 (16.10%)
- Extra curricular Salaries/Benefits - Cut all schools intramural and academic stipends: 54 (15.25%)
- Extra curricular Salaries/Benefits - Cut Middle School Athletics: 34 (9.60%)
- Extra curricular Salaries/Benefits - Cut High School Athletics: 34 (9.60%)

Comments:

- This is unlikely to happen, but if it comes down to it, the state doesn't require that we have sports, but it does require meeting academic standards. Local and regional leagues will pop up if the demand is there.
- I'm someone who values extra curricular activities. However, I do think they should be considered as part of the reduction. Maybe KPBSD pays 50% and those who want to

participate pay or fundraise to participate. Much like outside school extra curricular activities.

- maybe charge money to see sports games if that lets you keep some.
- The borough can allow clubs to form and use the buildings. Let parents pay for usage and staffing. OR people who love it can volunteer.
- All extra-curriculars should be completely eliminated. It feels redundant and irresponsible to use district funds for this when we have sufficient club organizations to provide these activities in our community.
- Extra curricular activities are secondary to educational services. If people value these activities, they should vote for their values accordingly.
- cut both of these 50%
- Why is this all or nothing? Can we reduce without cutting entirely?
- Don't cut all sports but hockey has to be on the chopping block (see below under ice time).
- There are ways to reduce extra curricular costs. For example I volunteer my time to officiate soccer and organize officials in the Homer area but the school wants to go through an association to ease burden to office staff. This increases official and management cost.

KPSAA

Submitted Responses

- KPSAA Funds - No Change : 277 (78.25%)
- Eliminate KPSAA Funds : 77 (21.75%)

Ice Rental for Hockey

Submitted Responses

- Ice Rental for Hockey - No Change: 251 (70.90%)
- Eliminate Ice Rental for Hockey : 103 (29.10%)

Comments:

- This seems to be something that programs should be responsible for.
- I feel like we should look into fundraising options and grants for this funding.
- Why is this all or nothing? Can we reduce without entirely eliminating?
- Perhaps this is another item that could be offset by sponsors.
- Just eliminate hockey all together. All ice time is rented. It's an expensive sport that is easily replaced with outside clubs.
- Students will have to pay for their ice time.
- This is money that can be raised locally or funded by the cities hosting the rinks.

Special Education Summer School

Special Education Summer School Salaries/Benefits

Comments:

- Why is Special Education operational in summer when other educational programs are not?
- Charge students for summer school if they didn't do the work to get passing grades.
- Charge students for summer school if they didn't do the work to get passing grades.
- Eliminate summer school
- Eliminate it
- Make families pay for summer school.

Special Education Summer School Supplies

Comments:

- Eliminate
- Make families pay for special education summer school.

District Office Salaries and Benefits

District Office Certified Staff Salaries and Benefits

Submitted Responses

- District Office Certified Staff Salaries and Benefits - No change: 153 (43.22%)
- District Office Certified Staff Salaries and Benefits - Reduce by 10%: 150 (42.37%)
- District Office Certified Staff Salaries and Benefits - Reduce by 5%: 51 (14.41%)

Comments:

- Why is 10% the biggest cut available when other areas can be reduced by 50% or 100%?
- Could cut district admin by way more than 10%, eliminate positions.
- Why remove critical services from students and remove teachers to increase class sizes, which would be less effective teaching in the classroom before considering District Office and Administration downsizing?
- Why is there not an option to reduce District office salaries and benefits by more than 10%?
- All bonuses should be terminated.
- Cut all now to reduce need to cut later.
- I think it should be reduced by much more than 10 percent. In reality, what do they actually do? They don't teach.
- How many administrative secretaries are there?

- DO Admin yes, support staff no. They've been receiving huge increasing and bonuses while the rest of are on the ground fighting tooth and nail to get \$2k year that doesn't cover COLA.
- Lets not cut funding for schools without reducing the district office funding/salaries too.
- The primary goal of the KPBSD is to service the educational needs of its constituency, the students. Administrators do not provide direct services and should be a natural, and unchallenged source of budgetary cuts.
- It is difficult to determine which positions and roles the positions identified here are.
- Why are we looking at reducing Quest, ELA, and other direct student programs by 50% or 100% the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.
- If we are trimming the fact from the schools, I really hope that we also trim the fat from administration. It is extremely unfortunate that we are in this position, but we have to trim from everywhere
- If we are trimming the fact from the schools, I really hope that we also trim the fat from administration. It is extremely unfortunate that we are in this position, but we have to trim from everywhere
- it seems disingenuous that this process offers 50 or 100% cuts for important programs like reading specialists but offers only 5-10% cut in central office administrative expenses.

District Office Support Staff Salaries and Benefits

Submitted Responses

- District Office Support Staff Salaries and Benefits - No change: 166 (46.89%)
- District Office Support Staff Salaries and Benefits - Reduce by 10%: 135 (38.14%)
- District Office Support Staff Salaries and Benefits - Reduce by 5%: 53 (14.97%)

Comments:

- Again, why a max of 10% reductions when other departments are 50 or 100%?
- Look at this budget and make cuts at DO instead of the schools. District office administration should be cut first!
- All bonuses should be terminated.
- Lets not cut funding for schools without reducing the district office funding/salaries too.
- I would not reduce benefits, but reduce headcount. The overhead of schools is too much.
- See the above comment. District office staff take a back seat in importance to teachers and direct student support staffers.
- it seems disingenuous that this process offers 50 or 100% cuts for important programs like reading specialists but offers only 5-10% cut in central office administrative expenses.

District Office Operating Accounts and Other Services

Superintendent/Board of Education – Operating Accounts

Submitted Responses

- Superintendent/Board of Education Operating Account - No Change : 201 (56.78%)
- Superintendent/ Board of Education operating accounts - Reduce by 10% : 123 (34.75%)
- Superintendent/ Board of Education operating accounts - Reduce by 5%: 30 (8.47%)

Comments:

- What does the board of education spend finances on?
- Cut now to reduce need to cut later.
- Why is infrastructure software subscriptions locked? Is this like paying for gmail and outlook both? Is there a way to streamline software subscriptions?
- They expect us to make cuts, no reason they can't. We work directly with students.
- Cut out funding for the school board to go to Juneau and push for more money. They need to represent their constituents when it comes to school board duties not lobby for funding.
- Why are we looking at reducing Quest, ELA, and other direct student programs by 50% or 100% the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Droplet – Forms Software

Comments:

- I would be interested to know if Microsoft and Google products that are already used can provide the same function. Google Forms is a bit limited, but you utilize Microsoft products, so Microsoft Forms could be a cheaper alternative.

Infrastructure Software Subscriptions

Comments:

- Based on the current costs of \$217,765, it appears that some of these programs include redundant applications that are paid for with a completely separate program. 1. Microsoft Licensing (Servers, Desktops, Laptops, Office 365, Exchange Online Protection) Current Cost: Microsoft licensing can be expensive, especially for large districts. Lower-Cost Alternative: Google Workspace for Education: Offers free and low-cost plans for schools, including Gmail, Google Drive, Docs, Sheets, and Meet. 2. HelpCounter (School Volunteer/Visitor Tracking and Management) Current Cost: HelpCounter is a paid service for managing volunteers and visitors. Lower-Cost Alternatives: SignUpGenius: A free or low-cost tool for volunteer sign-ups and scheduling. 3. VMware (Core Datacenter Services and Management of 150TB of Data) Current Cost: VMware is a premium virtualization platform. Lower-Cost Alternatives: Proxmox VE: An open-source virtualization platform with similar features to VMware. XenServer: A free, open-source alternative for virtualization. Microsoft Hyper-V: Included with Windows Server licenses, offering a cost-

effective virtualization solution. 4. Cisco CallManager (Districtwide IP Telephone System) Current Cost: Cisco CallManager is a high-end, enterprise-grade IP telephony system. Lower-Cost Alternatives: FreePBX: An open-source IP PBX system that can be customized for school districts. 3CX: A cost-effective VoIP solution with educational pricing. Microsoft Teams Phone System: Integrated with Office 365, offering a unified communication platform. 5. Zoom Licensing for the Board of Education Current Cost: Zoom licenses can be costly, especially for large organizations. Lower-Cost Alternatives: Google Meet: Free with Google Workspace for Education, offering video conferencing and collaboration tools. Jitsi Meet: A free, open-source video conferencing solution. Microsoft Teams: Included with Microsoft 365 Education, offering video conferencing and collaboration features. 6. FreshService (IT Ticketing and Knowledgebase Platform) Current Cost: FreshService is a paid IT service management (ITSM) platform. Lower-Cost Alternatives: osTicket: A free, open-source ticketing system for IT support. Zammad: An open-source help desk and ticketing system. Spiceworks: A free IT help desk solution with community support. Recommendations 1. Evaluate Free/Open-Source Options: Many open-source tools can provide similar functionality at no cost, though they may require more technical expertise to set up and maintain. 2. Leverage Educational Discounts: Most major vendors offer discounts for schools—always inquire about educational pricing. 3. Consider Cloud-Based Solutions: Cloud-based platforms like Google Workspace or Microsoft 365 often provide cost-effective, scalable solutions for schools. 4. Pilot Alternatives: Test lower-cost alternatives on a small scale before fully transitioning to ensure they meet your district’s needs. By exploring these options, public schools can significantly reduce costs while maintaining essential services.

Assistant Superintendent – Operating Accounts

Submitted Responses

- Assistant Superintendent Operating accounts - No Change : 171 (48.31%)
- Assistant Superintendent Operating accounts - Reduce by 10%: 142 (40.11%)
- Assistant Superintendent Operating accounts - Reduce by 5%: 41 (11.58%)

Comments:

- Eliminate the assistant super and superintendent all together.
- What do they even do for this money? Cut it in half!
- Same goes for her. We get cuts, so does she.
- Big picture: the assistant superintendent position cannot be justified given a double-digit million dollar deficit so a minimal 10% cut to these accounts is logical.
- Why are we looking at reducing Quest, counselors, and other direct student programs by 50% or 100% and the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Fiscal Services – Operating Accounts

Submitted Responses

- Fiscal Services Operating accounts - No Change : 201 (56.78%)
- Fiscal Services Operating accounts - Reduce by 10%: 113 (31.92%)

- Fiscal Services Operating accounts - Reduce by 5%: 40 (11.30%)

Comments:

- Given the extreme economic deficit, a 10% cut to fiscal services should be a gentle wake up call.
- Not enough information is provided to make a valid determination.
- Why are we looking at reducing Quest, counselors, and other direct student programs by 50% or 100% and the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Planning and Operations – Operating Accounts

Submitted Responses

- Planning and Operation Operating accounts - No Change: 206 (58.19%)
- Planning and Operation Operating accounts - Reduce by 10%: 113 (31.92%)
- Planning and Operation Operating accounts - Reduce by 5%: 35 (9.89%)

Comments:

- Not enough information is provided to make a valid determination.
- Why are we looking at reducing Quest, counselors, and other direct student programs by 50% or 100% and the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Warehouse/Purchasing – Operating Accounts

Submitted Responses

- Warehouse/Purchasing Operating accounts - No Change: 211 (59.60%)
- Warehouse/Purchasing operating accounts - Reduce by 10%: 104 (29.38%)
- Warehouse/Purchased operating accounts - Reduce by 5%: 39 (11.02%)

Comments:

- Not enough information is provided to make a valid determination.
- Why are we looking at reducing Quest, counselors, and other direct student programs by 50% or 100% and the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Human Resources – Operating Accounts

Submitted Responses

- Human Resources Operating accounts - No Change : 198 (55.93%)
- Human Resources operating accounts - Reduce by 10% : 116 (32.77%)
- Human Resources operating account - Reduce by 5%: 40 (11.30%)

Comments:

- HR should be reduced by way more than 10%
- How many administrative secretaries are there? Eliminate the Title IX Coordinator position.
- Not enough information is provided to make a valid determination.
- Why are we looking at reducing Quest, counselors, and other direct student programs by 50% or 100% and the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Information Services – Operating Accounts**Submitted Responses**

- Information Services operating accounts - No change: 206 (58.19%)
- Information Services operating accounts - Reduce by 10%: 109 (30.79%)
- Information Services operating accounts - Reduce by 5%: 39 (11.02%)

Comments:

- There is no information as to what this account is used for. Is it staff, licensing, software?
- Why are we looking at reducing Quest, counselors, and other direct student programs by 50% or 100% and the max reduction here is 10%? I would recommend reducing more budget from those who are not in direct contact with the kids at the school.

Secondary Education – Operating Accounts**Submitted Responses**

- Secondary Education operating accounts - No Change : 212 (59.89%)
- Secondary Education operating accounts - Reduce by 10% : 101 (28.53%)
- Secondary Education operating accounts - Reduce by 5% : 41 (11.58%)

Elementary Education – Operating Accounts**Submitted Responses**

- Elementary Education operating accounts - No Change : 226 (63.84%)
- Elementary Education operating accounts - Reduce by 10%: 84 (23.73%)
- Elementary Education operating accounts - Reduce by 5%: 44 (12.43%)

Student Support Services – Operating Accounts**Submitted Responses**

- Student Support Services operating accounts - No Change : 227 (64.12%)
- Student Support Services operating accounts - Reduce by 10% : 87 (24.58%)
- Student Support Services operating accounts - Reduce by 5%: 40 (11.30%)

Legal Services

Comments:

- Legal services for what? Why do we have lawyers that we pay over a 100 grand to? Ridiculous!

Background Checks

Comments:

- This Isn't much, but other districts do not check every persons background as often as we do.
- We need to do something about the cost of this. This is ridiculous.
- Do we pay per background check? Do I get charged for a background check as an employee and a parent? Are we doubling up on any background checks that could be duplicates?
- This is excessive. Find a cheaper way to do them or don't require annually.

Board Docs Software

Comments:

- What is this, and how does it differ from other docs software?

AESOP Substitute Software

Comments:

- Is AESOP helpful? Can we not allow principals and department managers to find subs? Human Resources could fill in here too.

Districtwide Salaries and Benefits

Districtwide Certified Salaries and Benefits

Comments:

- What district wide staffing and downsizing can be considered before we cut vital supplies and support for kids in day to day operations?
- Start cutting at DO first! Staff at the brick and mortar schools are already over worked, under paid and deal with a lack of respect from parents and kids daily!
- Eliminate Instructional Coach. Eliminate curriculum director and district interventionist positions. Create Committees of teachers and pay them per diem.
- Reduce administrative salaries by 10%

Districtwide Support Staff Salaries and Benefits

Comments:

- What district wide staffing and downsizing can be considered before we cut vital supplies and support for kids in day to day operations?
- Can we look at aides in places with lower student ration? SMCS has many aids and a lower student to teacher ratio. Can we look at secretary duties? Skyview has 2 secretaries-3 last year. District office is top heavy on secretaries and managers. Reduce warehouse operations, reduce warehouse deliveries.

Districtwide Operating Accounts and Other Services

KPB Rent

Comments:

- Stop making improvements on central office spaces when schools are falling apart.

Distance Ed – Operating Accounts

Comments:

- Why do we have distant education? Is that homeschool? Can distance Ed be combined with brick and mortar schools to reduce staff need?

Student Support Services – Districtwide Operating Accounts

Comments:

- What services count as support services?

Districtwide Pool Supervisor Pro-Tech, Travel and Supplies

Comments:

- Pools should be closed before teacher reduction, school closures, and counselor reduction.
- What is pro- tech travel?

Districtwide Pool Supervisor - Operating Account

Comments:

- Pools should be closed before teacher reduction, school closures, and counselor reduction.
- Cut

Student Support Services – Contracted Services

Comments:

- Are contracted services more than just hiring an employee to the district? Contract employees sometimes have frequent turnover which can lead to increase hiring, training cost.
- Cut

Middle College

Submitted Responses

- Middle College - No Change : 243 (68.64%)
- Middle College - Eliminate: 61 (17.23%)
- Middle College - Reduce by 50%: 50 (14.12%)

Comments:

- While I appreciate the opportunity the Middle College program offers, I think the high school offers adequate classes to prepare kids for college. I think more money should be put towards offering training for kids who are not college-bound (CTE training should be increased.)
- Cut now so that parents who want to see higher education choose a different district right away.
- This needs more explanation of what it offers.
- what is this?
- I'm curious about the enrollment in Middle College, and how many are enrolled in each geographic area of the peninsula. Regardless, cuts to this program would have a larger negative effect on students in remote areas and smaller schools than those in urban areas with more education choices.

Curriculum

Submitted Responses

- Curriculum - No Change : 250 (70.62%)
- Curriculum - 50% reduction: 60 (16.95%)
- Curriculum - 100% reduction: 44 (12.43%)

Comments:

- The district would save a lot and retain more teachers if they were not constantly adopting new curriculums. It would save the curriculum costs, cost to train the teachers, and cost of having subs while teachers are learning a new curriculum.
- stop using online! Use books.
- Can we use current curriculum from previous years? How long does curriculum last 3 years 5 years? Can we save on curriculum this year and plan for years we have to change it?
- Go back to using text books.....we used to have a ton in storage.

- Re-evaluate curriculum being taught and what the actual needs are. For example, math/history don't necessarily change. We don't need new books every year.
- Cut now to save the need to cut later.
- The wasteful spending on inadequate curriculum and materials needs to stop.
- Does the curriculum budget cover online subscriptions? I feel like we have way too many. How much of this budget item is used on consumables? Do we currently have curriculum that meets requirements for the science of reading and math? If so, let's use what we have long enough to see that it's effective and not change course until our budget deficit is resolved.
- Stop buying curriculum that is thrown away because no one is using it. Talk to the warehouse and see how much they do throw away.
- The most recent curriculums (CKLA and i-ready) purchased by the district are ineffective for teaching students reading and math skills

Teacherage Supplies

Comments:

- Cut

Summer IT Crew Travel

Comments:

- 30K on IT travel seems high to me. Limit summer travel while we have budget issues? Summer travel in Alaska is very expensive.
- Cut
- What is the world is this for? Use zoom.
- This needs changed

Districtwide IT Software Licenses

Comments:

- Cut

E-rate Category 2 Expenditures

Comments:

- Cut

School and Datacenter Servers

Comments:

- Cut

Districtwide IT Maintenance contracts

Comments:

- Cut

Tech Plan Computers

Comments:

- Cut
- Stretch from a 6 to 8 year cycle to reduce costs by 25%

CTE Supplies

Comments:

- Cut

Districtwide Librarian – Operating Accounts

Submitted Responses

- District Librarian - Operating Accounts - No Change: 253 (71.47%)
- District Librarian - Operating Accounts - Reduce by 10%: 71 (20.06%)
- District Librarian - Operating Accounts - Reduce by 5%: 30 (8.47%)

Comments:

- Close the library..or combine it with the public library system. This could be just a zero, or even charged to the public as a revenue generating stream..

Assessment Software

Comments:

- Cut

Charter Schools

Charter Schools Budget

Comments:

- SMCS take away busing. Charter schools should not get bussing or meals, make that a parent responsibility. Should get reduced funding due to lower student to teacher ratio. If students do not perform in Charter schools they should have to go to community public school for extra help like intervention, counselling services, behavior help.
- Cut charter schools before community schools.
- Cut, cut, cut!
- How come we didn't get an option to adjust charter? Can we eliminate all of charter? Doesn't seem fair that charter classrooms are allowed to have less per student ratio than a normal school.
- Charter schools need removed ! They can attend regular school that is being underfunded but charter schools get millions
- if schools must be closed we should look at closing charter schools before others
- eliminate or reduce charter schools significantly
- Charter schools should fund themselves and not be funded by the borough.
- Close Kaleidoscope. They aren't meeting test scores and the building could accommodate an expansion of Aurora.
- I believe our public school system is strongest if we direct all our resources to public schools ONLY. I would suggest making up budget deficits by closing charter schools.
- Eliminate funding for charter schools.
- All Charter Schools should be closed. They are extra. It is not equitable for two areas to have luxury items like a charter schools, when their perfectly good other schools right next door. This is completely unfair when you are ask other areas to have no school, but you are allowing one place to have multiples of the same thing.
- I believe Alaska statute allows for districts to close charter schools if necessary due to financial constraints. Before closing the only school in a small community, it might be necessary to consolidate and close a charter school in a large community, where there are already multiple school choices.

General Funds charter schools rent and in-kind adjustment

Comments:

- Put all Charter schools in 1 building, combine the principal, nurse, counselor and intervention staff for 1 big "super" charter school instead of combining elementary schools.
- Increase charter school rents
- Cut chart schools and private schools
- How are we cutting \$2 million here?
- This seems like an awful lot of money
- Eliminate funding for charter schools.

Utilities

Phone/Internet

Comments:

- Seems like a lot. Can starlink provide something more affordable?
- KPBSD should not be paying for homeschool internet connection. If you want to homeschool, internet that should be a parent responsibility. Low income kids have access to internet via phones provided by medicaid.
- Gotta find a way to get this cost down with how easy it is to get internet these days

Water/Sewer

Comments:

- Cut

Electricity

Comments:

- Increase the price for building use agreements. Have the people who use the buildings after hours pay more to generate income or at the very least cover every item they use.
- Cut
- solar to offset?

Garbage

Comments:

- Cut

Heating Fuel Oil

Comments:

- Increase the building use fee for those who use the building after school.

School Locations

Building Rent for non-owned KPB Schools

Comments:

- Cut
- Cut this

School Sites – Supplies/Travel/Maintenance/Postage/Copies

Submitted Responses

- School Sites Supplies - No Change : 251 (70.90%)
- School Sites Supplies - Reduce by 10% : 69 (19.49%)
- School Sites Supplies - Reduce by 5%: 34 (9.60%)

Comments:

- Business partnerships

On-Behalf Payment

TRS/PERS On-Behalf Payments

Comments:

- I think those have to be paid.
- If all the near retirement teachers have to teach 40:1, they will leave. Then this will go down too.

Lapse Calculation

Salaries/Benefits Lapse Calculation

Comments:

- Introduce a 401k

Discretionary Materials – Per Collective Bargaining Agreement

Discretionary Funds

Comments

- Slush fund....cut

In-Kind Services

Custodial

Comments:

- Contract out custodians, no other entities, including the borough staff full time custodians with benefits, why do we?

Maintenance

Comments:

- Would closing aged facilities reduce this expense?

Liability/Property Insurance

Comments:

- Cut

Quality Schools

Quality Schools Salaries/Benefits/Operating Accounts

Comments:

- What does this cover?
- This should be way more

Connections Homeschool Program

Connections Homeschool – Operating Accounts

Comments:

- Why is home schooling being funded by the KPBSD? If other physical schools are on the chopping block, why is homeschool not a consideration at \$4.9m. If a family chooses to homeschool, is that not considered opting out of KPBSD support and receiving that funding through the state? Maybe the funding is funneled through the state, however maybe this should be considered since homeschool families choose to opt out.
- Connections should be shut down. Our school has suffered greatly because of parents finding it easier to homeschool their children (don't have to be places on time, can vacation whenever they want, etc.).
- Cut ... so much waste at Connections.
- Not sure what we can cut here but travel doesn't seem like it should be an expense that's covered.

Connections Homeschool Salaries and Benefits

Submitted Responses

- No Change PTR 1:90: 139 (39.27%)
- Increase PTR to 1:200: 102 (28.81%)

- Increase PTR 1:100: 40 (11.30%)
- Increase PTR to 1:150: 34 (9.60%)
- Increase PTR to 1:125: 31 (8.76%)
- Increase PTR to 1:175: 8 (2.26%)

Comments:

- Connections advisors are already overstretched. We should leave extra capacity for new homeschool students (hopefully coming from IDEA).
- they aren't actually teaching in a room! The parents should be teaching, so PTR should be high!
- Connections - like public/charter schools - provide kids with the opportunity for a quality education; however, there isn't a metric for comparing the success or failure of the Connections program when compared to public schools. Additional steps should be taken to require a consistent data set in order to justify the expenditure and future funding.
- Homeschool kids have parents to help them. They have access to their parent teacher daily!
- There is only one advisor currently with under 100 students and she has 80 something. All other advisors are right at 100 or well above it. So this question is confusing for resolving a budget issue.
- Public school shouldn't be paying for homeschooling. Leave that to the feds or the state.
- Why not? Go 200:1 and it will be done soon and then this group can either come to a real school with walls, or not. The choice would be none.
- Do not increase PTR at any level.
- Because I have to cut something, even with maximum funding, I chose to increase the PTR for connections homeschool because these kids theoretically have a parent who is qualified to be a teacher living in their home. I do think there should be more accountability placed on homeschooling. I know that some children who are homeschooled achieve great academic success, but some do not, and I believe all children deserve to be educated. If their parents are not able to keep them at grade level, they deserve to be enrolled in public school and given the same supports that other children receive.
- There should be more accountability of home school families meeting state learning standards annually.
- If High School can have 6 classes with 30 students each, that's 180 students per day they are responsible for teaching. Home school program teachers can handle 200 that they don't have daily contact with.
- Homeschoolers already have great PTR because their parent(s) is teaching them. The connections staff is important and works hard for the kids, however, if increasing this pupil staff ratio allows arts, sports and extracurriculars to continue and that benefits ALL the kids in the district.
- Homeschool families should not get allotment or allowances unless their children are testing at grade level and making adequate progress in their schooling. Too many parents are "homeschooling" now days and they are not qualified to teach their children. Public schools get the homeschool children when they decide to enroll in public schools. Many of the students are significantly behind grade level peers.
- I'm not entirely sure how or what this does. Does this mean 1 teacher or administrator that oversees x number of students?
- Why is the Borough doing this at all? I Home Schooled our daughter through the Juneau based Centralized Correspondence Study program. This was a statewide program We should eliminate this KPBSD program entirely.

- I do agree with having a choice on how your family chooses to participate in schools. And I love that our brick and mortar schools have an open door to let connections participate in classes and extracurricular activities! What I do not understand is why they also get funding to do extracurricular activities and get them paid for through connections. Dance classes, trips to Aleska, gymnastic classes, art classes, etc.. if the brick and mortar schools want to do something extra, we do fundraisers to give the opportunity to the children. Couldn't connections do the same thing for extracurricular. I do agree with providing funds to give them the basic tools for learning, but for brick and mortar schools us parents have to buy supplies such as pencils, paper, erasers markers, tissue paper, Kleenex, glue sticks to provide for our children. Why does connections pay for those supplies? Also, all these children have access to public libraries and the libraries within the brick and mortar schools. Why does connection give extra funds to buy books? While I do believe in having a choice to send your child to a brick and mortar or homeschool, I do believe if you choose to homeschool a lot of the financial portion should fall on the family you get the basics and the rest is up to you they fund raise within their connection community just like we do within our brick and mortar
- I do agree with having a choice on how your family chooses to participate in schools. And I love that our brick and mortar schools have an open door to let connections participate in classes and extracurricular activities! What I do not understand is why they also get funding to do extracurricular activities and get them paid for through connections. Dance classes, trips to Aleska, gymnastic classes, art classes, etc.. if the brick and mortar schools want to do something extra, we do fundraisers to give the opportunity to the children. Couldn't connections do the same thing for extracurricular. I do agree with providing funds to give them the basic tools for learning, but for brick and mortar schools us parents have to buy supplies such as pencils, paper, erasers markers, tissue paper, Kleenex, glue sticks to provide for our children. Why does connections pay for those supplies? Also, all these children have access to public libraries and the libraries within the brick and mortar schools. Why does connection give extra funds to buy books? While I do believe in having a choice to send your child to a brick and mortar or homeschool, I do believe if you choose to homeschool a lot of the financial portion should fall on the family you get the basics and the rest is up to you they fund raise within their connection community just like we do within our brick and mortar
- A 1/150 PTR is not unlike a high school or middle school teacher would face teaching 6-7 periods per day. The Connections staff serves as a resource for parents and students, not a full-time teacher. If that's what families want they can enroll in school.

Career Development

KPEA

Comments:

- What happens to these funds if they are not used?

Transfer(s)

Transportation

Submitted Responses

- Transportation transfer - No change : 246 (69.49%)
- Transportation transfer - Eliminate: 41 (11.58%)
- Transportation transfer - reduce by 33.33%: 39 (11.02%)
- Transportation transfer - Reduce by 50%: 28 (7.91%)

Comments:

- Kids should not have to spend more time on buses.
- Sell the school buses and the kids can walk or ride with parents.
- Do not allow students to be bussed to outlying schools like McNeil.

Extra-curricular Travel

Submitted Responses

- Extra-curricular Travel - No Change: 283 (79.94%)
- Extra-curricular Travel - Eliminate: 71 (20.06%)

Comments:

- If the district stops requiring teams to ride together in Central Peninsula, it would help! We waste so much money paying for busses from Soldotna to Kenai and Nikiski!
- Travel needs to be paid by those who get to play.
- Halve this budget and distribute equitably among all sports. Booster clubs may have to increase participation and there are numerous sporting bodies and private sports equipment companies that offer grants.
- Business & Industry partner sponsorships.

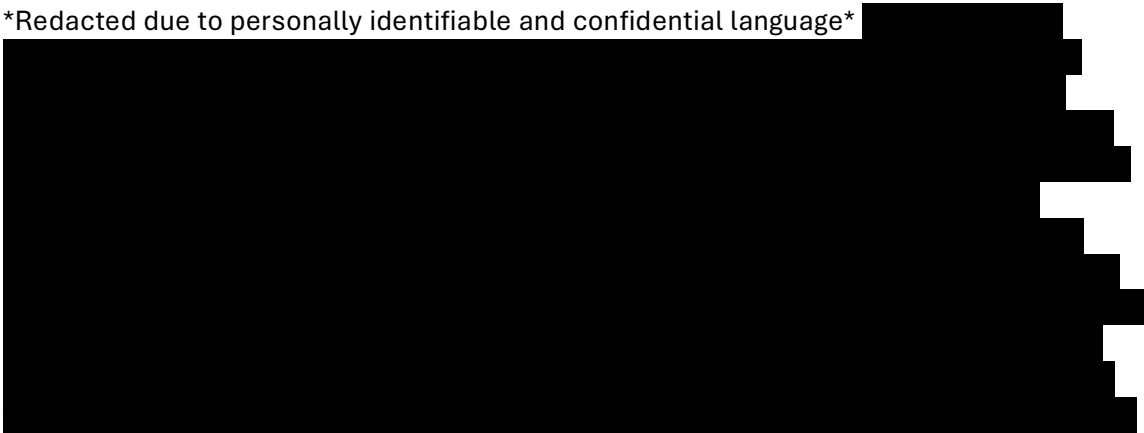
Your Suggestions

Comments:

- I'd like to see a long term plan to look at school closures. We have a declining school age population in most areas of KPB and many half empty buildings. This is not sustainable. School closure conversations should not be held during these Budget discussions; its really terrible public process. I know its a complicated topic, but we have too many underutilized building to heat and maintain, and this trend will continue and we need to plan for it. I think we need more staff in KPBSD administration (or contracted help/consultants) do work on larger tasks like school closures. We also need to get back to adding money to reserves, not just scraping by with a barely balanced budget. I think theaters could be contracted out an much better utilized. Pools could also be better utilized/open more but I realize may be harder to contract out. The fees for the public and clubs to use the pools should be much higher. We're balancing the cost of pools and theaters across the backs of all students, when not all students have reasonable use of the

facilities. I'd like to see more of a user pay structure, especially by non KPBSD student users. Also more emphasis on student swim lessons if we are going to continue paying for pools. Thank you for providing this tool, the opportunity to comment, and your time and service.

- Closing a school is always a difficult decision for a community. However, schools such as Sterling, River City Academy, Soldotna Montessori, Kaleidoscope Charter, Aurora Borealis Charter, Kenai Alternative, Marathon, Homer Flex, Fireweed Academy, and Paul Banks Elementary all have neighboring schools within 10 miles. It is unjust to close a middle school and leave an entire community without one while other areas retain multiple options. Similarly, it is unfair to shut down a school and force students to travel up to 30 miles when other communities have multiple elementary schools within close proximity. School closures should be based on equity, not just geographic location.
- Our schools need increased funding from the state. The finance presentation in Homer on 2/11/25 was very helpful. Perhaps KPBSD could continue to do that kind of messaging and advocacy. I know school board meetings and info are all publicly available, but most of us don't follow very closely and have to be spoon fed information, so to speak. I'm guessing most of us do follow our children's schools on Facebook. Perhaps that's a place you could post information, like "Hey parents, did you know KPBSD is facing a \$17 million deficit? Click here for more information". Also, the Homer area busses really do look fairly empty going to/from school. Perhaps there's a way to run smaller busses or do more consolidating. Lastly, I was interested to learn that so many students in our borough are enrolled in non- KPBSD homeschool programs. Is there a way to make Connections more attractive to those families? Have those families been surveyed about why they chose other programs? What incentives does KPBSD have to encourage those families to join KPBSD? Perhaps it should be made significantly easier/ less expensive for Connections students to access KPBSD programs (like school sports), in relations to non-KPBSD students.
- Clayton mentioned at the budget workshop on 2/19/2025 that closing a school is only a short-term budget solution and districts end up losing money in the long run. Do not close the schools, but consider consolidating classroom load. For example, create NMHS into a CTE / Vocational school for the area, move advanced classes to Kenai and move any Kenai workshop / non-college classes to Nikiski. Instead of trying to do both at both campuses, tailor each one to the student group it would serve. Lastly, all funds that do not directly impact student learning should be cut first. While I understand the importance of district staff / services, these are not the first line of defense in teaching our kids, those budgets the furthest from the work with the kids should be slashed the hardest.
- *Redacted due to personally identifiable and confidential language*





- MY thought is if Charter schools and Homeschooling were eliminated, that would help with balancing the budget.
- MY thought is if Charter schools and Homeschooling were eliminated, that would help with balancing the budget.
- Public schools in the US are hemorrhaging money. Cuts absolutely need to be made but NOT at the school level. Let's tackle the administrative issue. We pay people who are wholly removed from the classroom to research and implement classroom policies and curriculums that are, at best, ineffective. At worst, they hog tie our teachers. For example the new reading certification they had to get last year. Teachers with years of experience and education were suddenly deemed "unqualified" to teach reading and the district paid a ridiculous amount of money to reeducate and recertify them. School repairs over a few thousand dollars are paid out at Davis bacon rates - which are supposed to be "fair" but are actually just billed out at double or triple the going contractor rates. I'm pretty sure we can find all these cuts without touching the actual people on the frontlines or doing damage to our children. Cut red tape not schools and teachers. How about we give teachers more of a say in how they run their classrooms and let them do what they know is effective. Let's cut some of the money from where is actually doing damage.
- While you have provided many options for the public to survey, you have made many options "non-negotiable." This is where the problem lies. I worked for school districts in Alaska for years. The problem is occurring in executive administration and bureaucracy. This is no secret to the public, parents and school staff. The school districts are being given exorbitant amounts of money and the money is not making it to where it is most important, the students and the teachers actually doing the work to teach our students. This survey is a complete waste of people's time without areas that actually need to be evaluated, executive administration positions propped up by complicated processes that are put in place to keep those positions funded. Children need a safe learning environment, nutritious food, sunlight, physical activity, and creativity to learn and grow. Very little of those resources are being provided to children and strict or rigid policies and procedures are enforced on to teachers and staff preventing them from providing the basic needs.

- Probably time to also close one of the soldotna area pools - Skyview makes the most sense since they don't have a swim team and the location isn't as good for the general public. My cuts are more extreme than necessary if we get at least a \$680 BSA increase but it's time to eliminate extra programs and get down to the basics because we can't keep overspending our income.
- Reform health plan. Allow opt out of health plan by staff who may be covered by other health insurance.
- I suggest we get back to the basics of education by eliminating alternative educational models and focusing on public school education. This means eliminating charter schools & utilities and home school programming which yields 22.1 million dollars in savings. I feel strongly we no longer have the luxury of financially supporting more than one educational model. We should provide one basic model - and strive to do that well. If parents want alternative educations for their children, that's their choice, but not by using public funds. They can pay for it privately.
- There wasn't a budget option to eliminate the entire home school program, saving 4.2m. As mentioned above, I would cut out the program and let home schoolers use the Statewide CCS program. Charter Schools: State of AK law means we can't eliminate this. It appears that the entire charter school formula is ruining public schools with a big \$8m hit to the budget. The idea of charter schools is great but I hear constantly how it is abused financially. My parents paid for my and my siblings Catholic school education. I believe that if a parent wants an alternative to the public schools, let them finance it. I expect my parents contribution to that religious entity was tax deductible, but we don't have an AK state income tax. It makes no sense to pay out big PFD dividends, then make up revenue shortfalls with a tax. Use PFD earnings and increase the BSA.
- I believe that spending public money on programs that aren't available to ALL of the public is not financially sustainable in our communities. Charter and homeschool take from the public schools, period. These programs only make it more difficult for everyone around them to be successful. The message of charter and homeschool is "I not only need my educational circumstances to suite me better, I need to be separate from others that are getting in my way." If some folks believe that they need to be separate from the public, that means they are private, and it's fine to be committed to that, but that commitment should be demonstrated by also bearing the full financial costs associated with it AND also by not taking resources from the public. I do not wonder why we find ourselves 17 million short when our state and school district pay for families to leave public school.
- Close Connections. Students/families that want to homeschool can use other program and pay KPBSD \$ for kids coming for 2 classes, etc. Allow other homeschool programs to use gyms and pools for a fee to increase revenue.
- There is a significant amount of accounts and funding with no information as to what it is. It definitely appears there is redundant software and programs being utilized, adding to wasteful spending. Some ideas that I have are. 1.Reduce Operational Costs Energy Efficiency: Implement energy-saving measures, such as upgrading to LED lighting, improving insulation, and using smart thermostats to reduce utility costs. Consolidate Services: Combine administrative functions (e.g., payroll, HR) with other local government entities to reduce overhead. 2. Review and Reduce Non-Essential Programs Program Audits: Evaluate all programs and services to identify those with low enrollment or impact. Consider phasing out or consolidating underutilized programs. Extracurricular Activities: Reduce funding for non-essential extracurricular activities, or ask for community donations, or utilize grant funding opportunities. 3. Increase Revenue Grants and

Partnerships: Actively pursue grants and partnerships with local businesses, nonprofits, and government agencies to fund specific programs or initiatives. Facility Rentals: Rent out school facilities (e.g., gyms, auditoriums) to community groups during non-school hours. 4. Negotiate Better Contracts Vendor Contracts: Renegotiate contracts with vendors for supplies, services, and software to secure better rates. Health Insurance: Work with employee unions to find cost-saving measures for health insurance plans. 5. Explore State and Federal Assistance Advocate for Funding: Work with state legislators to advocate for increased education funding or one-time emergency assistance. Federal Programs: Explore federal programs that provide funding for specific needs, such as technology, special education, or rural schools. 6. Reduce Administrative Costs Central Office Cuts: Reduce administrative positions or salaries at the district office level. Streamline Processes: Use technology to automate administrative tasks and reduce staffing needs. 7. Conduct a Comprehensive Audit Financial Audit: Conduct a thorough audit of all expenditures to identify inefficiencies, redundancies, or areas where costs can be reduced. Program Evaluation: Assess the effectiveness and cost-efficiency of all programs to ensure resources are being used effectively. Especially during a time when we are fighting the Governor to increase the BSA for his beloved charter schools, from what I can only assume to push religious agendas, the school district needs to do a much better job of evaluating redundant programs. It looks like there is licensing for Zoom software when Microsoft and Google are already widely used, and both provide options for meetings. On the healthcare front, I'm very aware of the self-funded health plan options KPBSD has opted to use. Studies have been conducted across the state evaluating school district healthcare options, and I agree there are far better options than a self-funded healthcare plan through Rhen & Associates. The Assistant Superintendent received a 10%. Department directors received an 11.38% increase a couple of years ago to account for inflation, and our teachers have yet to see any meaningful raises. I'm aware we usually love to be top-heavy in these instances, but with the current budget deficit, maybe we should look at those salaries over cutting teaching and support positions. Our district still never received the \$8 million due to us from COVID funding that the state was supposed to appropriate, I hope we continue to pursue legal action for that funding. Lastly, can we evaluate a ballot measure to allocate a portion of the taxes received on marijuana sales to be sent to fund schools? Anchorage had voted on this, and I was initially under the impression it was statewide, but I feel like this is something that should be considered for our community. Key Considerations - Minimize Impact on Students: Prioritize cuts that have the least direct impact on classroom instruction and student outcomes. - Engage Stakeholders: Involve teachers, parents, and community members in the decision-making process to build support for difficult decisions. - Long-Term Planning: Focus on sustainable solutions that address the structural deficit rather than one-time fixes.

- Sell the unused buildings and sell the damn chromebooks; you're screwing up our kids with all the screen time, you overpaid bureaucrats. You're clearly not teaching the kids anything based off the test scores. You made this mess, you fit it out of your paychecks instead of taking our pfd. This tool is a joke - this doesn't clarify any roles or job titles, it's just a bunch of numbers you people are going to glance at and say "the people don't understand, we can't get rid of that."
- The remaining deficit could be made up by eliminating classes taught by 2 certified teachers and eliminate certified teacher librarians.
- Find other way to cut the budget down without getting rid of Tustemena Elementary. We moved here for our girls to attend that school. I as a parent do not want to be far from my

young children, so making young kids attend school 30 minutes from their home when we have a perfectly good school is insane.

- Allow school teams/activities to rent a van or vehicle for travel in times it would be beneficial.
- Everything needs equally cut across the board 10-25% rather than eliminating one or two specific areas or schools. The budget didn't get out of control on its own and it won't straighten out on its own. Everything getting cut the same percent is equal for the unit. I don't see how closing schools that have an influx possibility of need be the best decision - it is just the simplest because it effects the least amount of people relatively. Seriously as a parent I don't see how the budget got so out of control in the first place and with no contingency plan in place. My voice on closing Nikiski Middle High School is that is a highschool that has the potential to increase in size with the creation of the LNG Plant and the Hydrogen Plant. More businesses and industry predicted to come into the area means more people working and more families needing school. Bussing them about 25 miles to school one way (Halbouty Road to KCHS) with stops for each child in the route sounds more like a road/travel safety liability, more transportation costs - time/gasoline, more time for children in routes - Pick up earlier, and less time for them to get good sleep or family time, drop off later. I am sure there are other negatives also that are not mentioned. One thing to consider - Look back at previous budgets and find the last one that was not over by millions of dollars and then equally increase across the board to get to the current budget number you are wanting. Starting low and going high due to COLA/Inflation will look better than starting high and cutting to get lower. Even if it means going back 15 or more years before the large salary strikes... When my budget gets out of control by a year or years of unusual higher pay like we have had from free money (COVID, Grants, Strikes...) I have to go back to before the extra money, start at the low basics and then add in equally...
- I've heard that onboarding teachers is about \$20,000. How about we try to keep the teachers we have so that we don't have to waste money getting new teachers. Also, stop buying new curriculum. We are a STANDARDS based district. The curriculum is used to assist teachers in teaching the standards but was never meant to be used with fidelity. It is not appropriate or good. The amount of money that is spent and wasted on workbooks is unreal. Even if the last bit of money was a grant, doesn't mean it should be wasted on workbooks that aren't getting used. How about we use some common sense as well. Why are we sending two buses to the same stop for siblings? Siblings should be allowed to ride the sped bus. How about we have express buses? If you live way out, you have to get to a certain place to get on the bus with a group of kids so that the ride is not so long. PLEASE stop paying for "mentors" from these terrible companies who do not teach or add to our knowledge. Why are we flying them to Alaska? Do you honestly think they know more than us? They have hardly been in the classroom. Please start taking the advice of your teachers. They are the experts. Kids in today's classroom are not the same kids as they were when anyone in the district office was in the classroom.
- I believe in equity over equality, but I do not believe that this school district does. It is clear that if admin at the district office had their way they would not only keep their pay but they would try to increase it. I saw the legs off the table while standing on it thinking their so tall. I understand this is a harsh proposal, cut everything across the board and gain a surplus. Take from everything because things are only going to get worse in the coming years and having a surplus could help us in the long run. Additionally dismantle the district office and section off districts across the peninsula to more manageable district sizes with more manageable budgets.

- Turn down the heat. Kids in Alaska shouldn't be walking around inside the building in shorts and flip-flops. It would be a real problem if there were an extended evacuation at near zero temperatures.
- Make a better tool. This is not helpful and does not appear sincere in asking for feedback.
- Make a better tool. This is not helpful and does not appear sincere in asking for feedback.
- Close Soldotna Elementary. Shuffle those kids to Redoubt, Sterling and Tustumena. Why close Tustumena? It's one of the nicest buildings. Soldotna EL needs to be torn down. Take a tour of these places. Think about how to increase students into buildings that still are good. Soldotna Prep School needs to be better utilized. Make Skyview a 6-8.
- Start selling off buildings no longer in use. Vacant buildings are expensive and when unused lose value in maintenance and repairs. Slash support staff and stop giving raises. The first people that should be cut are the ones who are not on a school site. Cut district department jobs and give salary adjustments to people taking on more work. Stop giving out huge benefits packages. The only people who should be making good money are the teachers who are in the trenches every single day. I also saw nothing on here about cutting charter schools. That was locked. Cut those and make them absorb into other schools. If any Homer schools need to be cut they should be McNeil and Fireweed being absorbed into PBE and West Homer and Homer Flex into Homer High. To r amount of support staff it takes outside of each school seems absolutely insane when the teachers at the school aren't having their needs met. The staff in the schools comes first. The children need the support there and the teachers cannot manage bigger classrooms, it's hard enough as is with the workload they have.
- This budget tool speaks only to tactical needs. There is a much larger, strategic vision that must be considered and implemented to prevent this scenario, year-over-year. For the population of this borough, there are too many small schools. The facilities and equipment (F&E) budget is bloated due to a community desire to have small, conveniently located schools, and a plethora of non-standard education options. Given the current budget reality, this is not sustainable. There are MANY rural school districts in the conterminous U.S. that operate with student populations and regional areas that are similar to the three largest population centers of the Kenai Peninsula Borough. Those districts usually have one large high school and one or two large middle schools to satisfy the public-school needs for an entire county, or in some cases, two or more counties. Students are either bused to or commute to schools that are sometimes 30-45 minutes away. Just one example of this is the Midwestern county that my wife and I grew up in. For decades, there has been one high school and two middle schools that serve one county with a population of 35,000 people. KPBSD has long offered too many educational funding options to charter schools and the Connections program. These programs drain the core budget of the public school system. It is nice and convenient to offer these options to parents, but it is fiscally unwise to continue these programs in their current form. Additionally, there is some waste and lack of accountability (particularly surrounding Connections) that must be evaluated and checked, to continue to fund the core public school system. Teacher pay/benefits and recruiting/retention go hand-in-hand. We cannot afford to cut certified teacher salaries, and I do not believe that the KPBSD can continue to operate in its current paradigm for any sustainable period. Consolidation must happen and certain optional education funding must be cut to continue to provide a competitive education for the all KPBSD students. That education may have a more uniform look than many in the community wish to entertain, but until Alaska school funding takes a higher priority, that is a fiscal reality. It is unfortunate that so many itemized portions of this budget tool were locked out. I

understand that may be due to current legal commitments. A 3-to-5-year strategic planning tool would be a better option in the future.

- I don't know that the district should eliminate extra-curricular transportation. However, I do know that cities around the state are working with communities to supplement sports and extra curriculums in order to ease the burden off the schools. Perhaps this is a model we can move towards - though as a collaborative effort to shift in that direction rather than end programs outright. Allowing cities to take on sports/activities would also release educators from being primarily responsible for coaching/activity directing-coordinating/transporting students which interferes with teaching/instruction time anyways and would open up possibilities uniquely available in each locale.
- First and foremost I feel that anyone involved with the budget, finances and allocation of those funds should take a pay cut until the budget has been fixed. Second I believe that school employees that are employed to work directly in the school should not have their wages altered. Third make the state invest more money in education and trust me I know the situation there and that's a whole other argument. There has been a tremendous amount of money spent during Covid that can be spent elsewhere which leads me to my final recommendation. Eliminate all the Covid related "safety" measures that we all have come to find out were nothing more than scare tactics and lies. I'll repeat myself in suggesting that it's critical to not alter any teachers, essential staff that work inside a school each day. Reduction in teacher pay will lead to teachers who lack ambition, pride, and integrity. Oh ya anything having to do with lgbtq in kindergarten and middle school needs to go as well and don't tell me it's not there because i had to teach my 6 year old son at the time about sex, marriage, and gay and lesbian relationships because his teacher felt was something they needed to learn. It's unacceptable!! No child in any school should know about their teachers beliefs on marriage, sex, politics, religion or anything else that could influence them in any of those areas of life especially any MINOR.
- As an educational assistant in an IN room, I would give up working the parent teacher conference days if it would help with the deficit and keep our schools open.
- Eliminate purchasing new adoption materials every year. We used to have a new adoption every few years. Now we have more and more stuff coming all the time. We don't need stuff to teach. We need certified teachers to teach.
- Any proposed increase to the BSA must NOT service the growth either in salary or staff numbers of district office administrators. An honest, transparent, and impartially administered survey of teachers and service providers about the needs of schools in the KPBSD, framed within the context of benefiting students, would be illuminating and would inform budgetary needs with real data. My running theory: administrative growth would be near the bottom of the list of features that would benefit students.
- Have parents take over the extra curriculums. Raising money and finding coaches and all. Athletics and other extra curriculums are vital but our main goal is education. We can't even do that with our budget so I think anything not directly related to education in the school cannot be funded. I know these are vital to schools but we are faced with the impossible in this scenario. This is a bad situation and if this goes through our youth suffer. I know you already know this.
- I recall having 32-36 kids in a class all growing up and it was just fine. I don't think teachers need pay cuts but we have too much overhead in our district. We need more cuts than are allowed by the calculator in district offices. We need to streamline the policies that require the additional overhead staff to operate, and then hold the remaining employees accountable to their jobs. We don't need as many teachers aids. We are already paying

teachers to do that job. They need to be well compensated as well as held to a higher standard. I also am curious where the -\$2million for charter schools is coming from? I think we would be better to support those schools more and expand them instead of focus on the base elementary schools. They consistently have better outcomes for students, have more people put in for them than they can accept and have more involved parents. I also want to know where the money is from the property tax increase in 2022 to move SMCS and Redout into the soldotna prep building. As a tax payer that was voted on and seems like it's either going no-where or being illegitimately absorbed into the budget somewhere else. That was a ballot measure and if we are going to do anything different with that money it needs to go back to a vote or be repealed. We didn't vote for an increase to the general budget.

- Carefully evaluate the effectiveness of new programs and curriculum, considering the level of teacher training required. When training is necessary, it should be scheduled during in-service days to minimize the need for substitute teachers.
- None of which I selected ended with this budget in the green. I do see your dilemma. May I ask would eliminating Monday school day help to solve the budget in the utilities and custodian duties to offset some of the deficit more?? Hope I worded that correctly.
- I have very little to offer. The voters asked for this (not me, I vote better than my neighbors). However, if you do close schools on the southern peninsula, focusing on newer and cheaper buildings to maintain is a good way to go about it. It would be nice if you could talk the city of Homer into leasing the Middle School and proceeds going to the district instead of the borough somehow. As to the rest, I suggest a deeper cut to the district office. Always cut management before you cut staff. Keeping arts and sports access is also crucial. The needs of the kids has to come first and they need more than just the three Rs. If it's a choice between closing a building but keeping "extra" curriculars, the building should close. Otherwise the impacts on mental health for the kids will be beyond bearing. However, I recognize that these are real people with real jobs involved and the ripples will be felt in the broader economy. Thanks for doing this. I hope parents participate in helpful ways.
- to up the amount the schools need is to have state Lottery dedicated only to funding education in the states. this works in other states and it helps make sure the students are getting the best education they can receive.
- Why does the district pay for the pools? Why doesn't the state fund our schools completely like in other parts of the state? Will the superintendent and assistant's pay reflect a reduced budget and workload if schools are closed? With a smaller budget and less personnel , why is the superintendent's salary higher than the Alaska Governor? Can school administrators and their budgets reflect the performance(GPA, test scores, Graduation rate) of the schools? Should we focus on closing smaller schools that cost more per student first?
- I'm not sure how much kpbsd spends on recruitment, especially out of state recruitment that typically requires reimbursement for moving, the time and energy spent by DO staff for onboarding new hires etc, etc,. I'm wondering if the money could be better spent on retention? For example I am working on my M.ed in Special Education without any help, assistance or incentive from the district. If the district would be open to simply reimbursing me for my tuition I would be more than willing to sign a multi-year contract committing myself to KPBSD. I have enjoyed my time The lack of incentive to grow in the district that I truly love working in leaves me to interpret my importance to the district as less than favorable.

- I think our school district has a lot of work that needs done. Eliminating charter schools from our budget would be a start-how can one justify this? By comprehending that KPBSD tax payers are paying for ALL schools-however, the charter schools are a luck of the draw for children. KPBSD supporting charter schools clearly shows that they are not in support of fair and EQUAL educational opportunities for ALL district kids.
- Cut all unnecessary spending and close extra schools
- Cut all salaries in have for those who work for the Office of KPBSD ! Close all special school that are there for stuck up parents who think their kid is to good for regular public school! Special schools should be funded strictly from the parents not the state
- Cut certified librarians
- Close a school or two. I would rather have a few excellent schools with lower staff ratios than a bunch of schools that are stretched thin and no producing stellar results.
- \$0.75 percent year-round sales tax on everything but essential food items with initial cap of \$1.1 percent subject to increase by majority vote of "legitimate" year-round residents of the KPB. Make it exclusively dedicated to the public-only education system to be administered by elected KPB officials only, not legislators or the governor. "They" did it, sin-tax, on alcohol and tobacco so,,,, I'm a senior, retired and lived on the same property in Ninilchik since 1982. Also am a native Alaskan, born here in 1948 and raised in Anchorage. My son, his wife and their two children all attended and graduated from the Ninilchik school. Also need to take a hard-line look at the senior property tax exemption, most especially for people who are only seasonal residents. Public education must be resurrected and sustained before we lose it to the political and wealthy elite. It is or at least used to be a truly American institution. If we are to prosper and flourish as a society high quality public education must be a bed-rock permanent element of that foundation. Look no further than Anchorage, if they would institute even a 1 percent sales tax they could balance their budget with plenty of surplus within 2 years. It applies to virtually everyone who buys anything and we all know what happens in Alaska every summer. The KPB just approved money and task force to "get those tourist dollars" rolling in so do the same thing for public education, dedicate some percentage of all tourism revenue specifically to our public education system and keep it off limits to the whims of state politicians. There's my rant, thank you. D Bear, Sr.
- I suggest making your schools more attractive to parents, so they choose to enroll their children at your schools rather than pull kids to avoid an 23% proficiency in ELA or Math. This budget is directly impacted by enrollment losses. If KPBSD schools were better at educating, then it's assumed that more parents would choose to enroll. Please do not fund failing programs without changes! Any school performing at less than 50% proficiency should be evaluated. Schools that aren't educating well should be under scrutiny.
- Consolidate schools and rent out the facilities. Get creative. People are sick of hearing the sob story of how the schools need more money. The schools need to be run like a business. Cut jobs and services if you can't afford to provide them.
- It would be better to make the cuts gradually when times are good than all at once when money is tight. Increase the student to teacher ratio to some level, but implement it through attrition rather than elimination for instance. As for proposed school closures; the closure of one school should not put the receiving school over 80% or so capacity, particularly as it is a 5 year time between re-opening. By the numbers given, closing Moose Pass and Seward Middle will still only put the receiving schools less than 50% capacity. Any other school closures as given require over crowding--closing McNeil would make bus routing easier, but getting in and out of Paul Banks and West Homer is already a traffic

nightmare. As for the over crowding at Chapman, change the boundaries: North of Anchor Point goes to Ninilchik, South of Silverberry (or other points) go to Homer. That may allow a closure of Nikolaevsk without further overcrowding Chapman. Of course, since Niko has a higher capacity, by the numbers closing Chapman and moving to Niko would be warranted, but in a practical sense, closing Niko (18 students) would be better.

- Combine Soldotna Elementary & Redoubt Elementary in the old middle school facility next to SOHI. This should reduce some cost of keeping the outdated and failing Soldotna Elementary School up to code and combine the utility cost of two schools into one location. You may also find other savings by by doing this.
- Automatically take \$200 from everyone's PFD each year. The PFD fund is extremely variable, ranging from hundreds to thousands each year. As such, it cannot be relied upon for survival and a relatively modest reduction in the fund would not completely sink anyone. By taking a flat \$200 from everyone's PFD on the Kenai Peninsula the school district could generate roughly \$12,000,000. Alternatively, increasing taxes would also work, though a tax increase would only draw from households and not every individual (i.e. children without jobs) and not provide a stable amount each year as some years people don't make as much (fishermen). Not to mention the fact that people really don't like taxes. On the plus side, it could be taken as a percentage and therefore would not effect the very poor.
- While I do believe the BSA needs an adjustment to account for changes in inflation, I believe there are many areas that we could budget more wisely in this school district. I wish the options for school closure were available for consideration in the "Districtwide Certified Salaries and Benefits" section. I feel like if this section had a dropdown for those options we could reduce this line item. I feel like people filling out this survey should be able to see the cost per student attending certain schools when there are nearby schools they could attend. Why are we paying exorbitant amounts for certain buildings to remain open when we could educate those same students in a more cost-effective way in nearby schools? Regardless of whether the BSA changes, I think we need to close Nikolaevsk, Nikiski Middle/Senior High School, and Tustumena Elementary. The Paul Banks/West Homer/McNeil consolidation is also a great option if the Paul Banks building is to be rented out to the Fireweed charter school. It seems like that could increase rent income for the district and in-kind adjustments. Additionally, the Homer Connections Homeschool Office should not be renting space when there are school buildings in the area that are not at maximum capacity. What kind of maintenance falls under In-Kind Services? If any of this is maintaining theatres, pools, tracks & fields, etc. then I think the school district should stop maintaining those. Those spaces should be managed and maintained by city parks and recreation departments. If the U.S. Dept of Education gets eliminated please don't waste those funds. Please prioritize teachers, counselors, and specialists. Please stop purchasing subscriptions to learning apps and AI gadgets. Please be prudent with maintenance projects and upgrading technology.
- Consolidate schools - Nikolaevsk, Seward Middle and Moose Pass
- Many of these sections were locked for editing. What about programming changes? Offering a blended 1/2 home school 1/2 public option. Decreasing "operations" costs by increasing the amount of school outside and the amount of community members that teach our children valuable skills. Reduce technology and the tech support required and increase natural learning.
- I feel very strongly that the responsibility for athletics needs to be transferred to the borough. KPBSD students can still use the facilities for classes but outside of the school

day, the borough is responsible for organizing & maintaining athletic programs. Let there be clubs. Also, don't fuss with distance ed. We're your force multipliers and your cheapest solution to difficult problems in all of your small schools.

- make the huge cuts now, even with the public outcry. yes it will sting but you can always start to add services back in to appease folks, it is going to be an endless void of deficit if we let this go on
- Lobby the legislature and governor to increase the BSA.
- I would suggest reducing the school week to 4 days, eliminating 36 days of the school year.
- There has been a lot of wasteful curriculum spending in recent years adopting new programs that put kids on computers.
- In my time here at KPBSD, I have noticed far too many "training" trips from remote schools to some two day conference, etc. Cancel ALL of these trips. Training can be done online or during the summer. There should NEVER be a training trip that requires a teacher at a remote location to spend \$600 in airfare and, perhaps, \$300 in lodging to miss two days of instruction. It is not practical, nor does it have a significant impact on learning. Eliminate ALL of these boondoggles. Individual teachers should have a health care account. They can pay into the account or subtract from it. But healthcare for all, paid into by the healthy is a mistake. It will require some money to fund, but teachers could be retained based on merit. If scores on specific tests are not reached, depending on students and expectations, that instructor should receive some base pay. If scores are exceeded, that teacher can earn bonuses. By all means, close the pools. Close the theaters. Cancel the extra-curricular activities. These are important, but not as important as maintaining a budget and funding classes in the future. Whenever possible, remote students should be able to attend "extra" classes online. The transportation budget should be slashed to the minimum, a bus to get an appropriate number of students to school and back. Nothing more. Use just MAPS for tests. The Alaska Star is mediocre at best and costs a fortune. Cancel programs like the reading programs that pushed books that were used for just a year, etc. Amplify Science is one of these. Let individual teachers match the published curriculum with creativity and effort. No outside nonsense instruction "methods."
- Docusign. I have 4 kids and the amount of permission slips I sign is insane. I wish the teacher could just send me a link to digitally sign a permission slip or other form. It would save parents time and money on paper.
- Start with District office when you start cutting. Put more into the schools and the certified teachers and support staff who are committed employees. Take care of the employees who STAY and build a reputation that makes your employees want to continue to work instead of being burnt out. The struggle to continually find employees to fill vacancy is hard enough. Finding subs is hard enough. Pretty soon the district will have no employees.
- All decisions are tough. I noted several locked areas, which I wish I could adjust, but I suspect federal regulations won't permit that. My wish is that more parents would be involved in their education of their children, as it should not fall mostly on your staff. But I don't know how you change, somebody's values or thoughts. Holding kids more accountable for their actions would help eliminate some of the stress the teachers and staff are feeling and would possibly not make some of these tough decisions so difficult if they had the support of parents.
- Eliminate the Curriculum Director, District Interventionist and Title IX Coordinator positions. NO increases in PTR.
- This is really difficult. I say take away the things that our students can still learn without. Don't reduce bussing as there are parents who can't or won't get their kids to where they

need to be and school has to continue to be a safe space with room to grow. Cutting everyone's pay and eliminating non essential jobs unfortunately may be the only route. I do believe extra curricular activities such as sports, music, art are necessary for our kids to discover who they are. Budgeting on what products you're ordering as we don't have to have name brand things for them to work well. I'll be praying for you all as you make these decisions for our kid's future.

- These are shitty suggestions. The kids lose no matter what. Sounds like someone needs to figure out a way to come up with the money that is needed in order to operate properly rather than continue to skimp. Alaska students perform last in statewide testing for a reason.
- The cuts need to be deep, the revenue surplus needs to cover three operating years with potential 20% cuts per year, and reevaluated every four years for realignment. This is an estimate based on the need to adjust for national and local inflation, declining enrollment, reduced tax streams, and a need for our schools to be reliable bedrock upon which our communities can operate. I am fully aware that many of my suggestions can be accepted as reductions ad absurdum, but why not? Why not respond in a way that offers an actual suggestion for change instead of tippy toeing into a survey rife with confirmation bias and invalidity?
- *I really love the idea of Paul Banks being a place for Fireweed to have one campus. *I also thought of Paul Banks closing, opening the zone for McNiel so more kids would go, and making 2 k-6 schools with McNiel and West Homer. *or take it further and close the middle school and add those students as well to make k-8 schools (with portables?) Chapman seems successful with that model. * Fireweed taking on middle school grades (is that even an option?) and the middle schoolers being split between the high school building and Fireweed if they get a new building. *There could be the idea of 7th staying in the elementary schools (West and McNiel) and 8th being in the high school building , though I know there's thought to be had about that effectively eliminating the idea of middle school. That is something that is a marked time period for a lot of people and it could not be well received. I will say as a parent I have not heard anyone ever excited about sending their kids to the Middle School or West Homer, I don't know if its the ages or the school, but a lot of parents send their kids reluctantly to those schools while they are enthusiastic about both Paul Banks and McNiel Canyon. McNiel has lots of families that are out of area and request it even with the bit of a drive it takes. I have no idea what any of this would require. I do not envy the job of the school board
- Please do not cut special ed classes and please don't reduce salaries for sped teachers or aids. As a mom to a special needs child, they deserve an education even if it does not look like the typical child's education. Their teachers and aids should not suffer with less pay when they deal with more than the other teachers do. Reducing P.E and other extra curricular activities would be detrimental for students, obesity is on the rise in the U.S and some kids would not have any physical activity if it wasn't for P.E class at school.
- I understand that it's difficult to implement this suggestion, as are any of the potential solutions related to covering the deficit. But I believe that the shortfall should be shared by as many programs as possible. Reduce each category by 11.1% to spread the reduction throughout all programs. (Or as many as legally possible) Obviously this is more easily said than done. I'm sorry for the hardship that you and our community are facing.
- Instal more Vape detectors in High school bathrooms (Mainly KCHS where the drug Epidemic is) remove some special education teachers and instead of closing down schools double down and start treating teachers with pay adjusted for inflation. Don't change the

curriculum every few years, stick with one that we know works. Just because money is tight doesn't mean that teachers and students at KCHS should be forced to adapt to another schools with of children should come here. Student leadership classes should also be given a budget for events. Better events at the schools means that the district can bring in more money.

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- Please please do not make further cuts to special ed, counseling, or extra curricular. Please
- How about a tool that doesn't suggest that the only way to balance the budget is to eliminate education.
- Cut administrators salaries starting at district office.
- In order to realistically vote on any of this stuff there needs to be a LOT more data. Expecting people to just throw darts at what they think might be a good idea but leaving them uninformed is about as useful as having a kindergartner vote on this stuff. How much does each school cost? How well does each school perform? Looking at closing 8 schools, well the nikolaesk school (according to to online research) has a 0% graduation rate. While seldovia has a 100% graduation rate. How much is spent on each thing every year? From top down from state superintendents to pencils for the cheapest of schools. Where are we lacking and where are we spending too much? Lady last night mentioned some pretty big bonuses to the superintendents or higher ups. But I don't see them listed in potential wages to cut. There are just so many variables that aren't listed here or if they are just part of a blanket cut where there might be a part of it that can get cut but other parts are either fine or maybe need a little more funding. I want to say this is a good idea to get public input. It's just not very well done and leaves a lot of uninformed people left with decisions that they really have no idea what they're talking about. I would actually love to delve into this deeper if someone would like to contact me or has that info for me to look at, and/or give that info to the public so we can make a better more informed decision. My number is 9075139407. I'll be going to more public meetings/hearings/agendas. The area needs help. I have cancer that's spreading so I don't know how much longer I'll be around but while I'm here I want to be a part of that help.
- These are incredibly tough calls. I can't imagine making cuts like these. Thank you for doing this simulation. I hope it curates empathy from the community for everyone involved in making these decisions. I personally would not mind an increase in property taxes to allow many of these services to continue and do not quite understand why there is no property tax for those over 65. I think this could provide a massive increase in the budget. It will be very hard on many families to combine some of the smaller schools into the bigger, but I understand why this may need to happen.
- Bring youth from Homeschool back into brick and mortar settings. While homeschooling can be beneficial for families, the specialists who we have hired to do the educating should be recieving the funds to do that. Additionally, if we can't effectively manage resources

such as pools and theaters, they should be given to the community (municipalities) to manage.

- Any and all bonuses should be eliminated along with decreasing the yearly salary of all department heads by 10%. Additionally, the Borough could reduce our rents for structures and properties by 15%. Finally, eliminate out-of-state administrator, superintendent/assistant superintendent trainings when they can be accomplished in Alaska.
- Close Pools and Theaters. Not an option but cut Summer School.
- Why are there options to eliminate teachers and education assistants, but no options to eliminate district staff? That's where cuts and elimination of positions need to start, is at the very top. The first eliminations need to be "office/district support staff" not certified teachers that are actually making a difference for the students. When it comes to possibly shutting down schools, why aren't we shutting down Soldotna and Redoubt elementary schools and combining them in the old Soldotna middle? That building is being wasted by using it for a few "district offices".
- Almost every solution here hurts our students. This also didn't seem like a comprehensive list of choices. Sterling elementary school has 124 students with 12 teachers. What is the real cost saving from closing that one school and eliminating 12 teacher positions?
- We have duplicates like Canvas & PowerSchool, Microsoft & Google. Choose one of these and we'll learn to be fluent with it. If we are really talking about closing schools, every penny should be looked at. We should be able to commit to changing/deleting a Learning Platform before closing an entire school. Also, cutting 10 days from staff in the positions I selected for reduction should also be considered before closing an ENTIRE school! Some things are really great, and we've come to rely on, but just like with any household budget, if you can't afford to buy those things, you don't spend the money....and there are plenty of things we can go without before we CLOSE SCHOOLS. Cut out the Reimbursement at \$250/person. It's only a drop in the bucket for what we spend anyway. All support staff should be limited to days students are at school. You're so ready to cut teachers and make it impossible to do our job in the time allotted, but there are SPED aids, librarians, and other jobs that are here when students are here, catching up on work. If I want to catch up on work as a teacher, I have to use my time at home or the weekends. District staff should be cut immensely. Before you think about cutting the people who are doing the work of teaching, you need to consider cutting positions that are expendable.
- Stop ordering new curriculum every 3-5 years. Stop ordering workbooks that no one uses.
- Raise local taxes by 30% to provide enough local revenue to cover the costs.
- Don't change out curriculum as often. No cell phone policy during the school day for staff and teachers. Provide a one year buyout to reduce staff. Don't spend bond money if the project increases annual cost. Don't fund K Selo. You can't build a school when you have huge deficit, especially for remote areas. They all learn online. Improve test scores and outcomes, and you will see more support.
- Eliminate Vice Principals at smaller schools. When I went to Skyview High School in 1990-1994, we had an alternating class schedule that actually added more class time overall by using the following alternating schedule. I don't know if this would help, but it's an idea to consider. Day1 - classes attended 1,2,4,5. DAY2 - classes attended 2,3,5,6. DAY3 - classes attended 3,1,4,6.
- In order to address these issues, I think that the higher echelon you need to address everything from Salaries to operating costs. Maybe for a 5 year period cap any raises, look at maybe going to a 4 /10 schedule or even 5 days one week alternating to 4 days the other

week. Would that possibly help with operating costs. Pay raises. Should be voted on by the public. Not the school board. Just a few ideas

- Cut discretionary funds. Lessen Career Development, we can do more collaboration per building.
- Please keep enough funding for the special education programs. I have two special-needs children that desperately love their school and is the only creative outlet that they have. Their teachers, Para educators and other support staff at Paul Banks elementary is extremely vital to their development. So please keep Paul Banks Elementary and Homer Alaska open. There are so many families that depend on the school. Thank you.
- You are already having so much trouble, finding teachers that you are now thinking of bringing them in from the Philippines. If you reduce teachers' salaries, more teachers will leave, and the children's education will suffer.
- Can you show us the districts proposed plan in this same format? Can you give us the option to eliminate certain schools and see the savings through this tool? Is it possible to increase teacher/student ratio without decreasing teacher wages? Is there savings if school busses are reduced in physical size because of low occupancy? Can more info or explanation be added to what some of these expenses are? Very helpful tool. Thanks!
- More of a CAUTIONARY note: As a school nurse, the consolidation plans are very worrisome! Less so maybe for the Middle and High students. But bringing more young children into a given space is a recipe for frequent and widespread illnesses, especially respiratory and intestinal. The more illness spread, the more school days missed, the lesser the education accomplished. If you want to follow one of Gov. Dunleavy's primary intentions to "Improve Educational outcomes", then jamming more, especially young, students together will have the opposite effect! Kate Finn R.N., A.N.P. Sub-school nurse/Loower peninsula schools
- Increase school day by one hour and try a 4 day week. Salaries could be adjusted to reflect this, as well as utilities. There has to be a way to minimize utility usage - even by an audit to unplug power sucker's (district wide) every weekend or 3 day weekend could have a compounding effect, even every night.
- Sell unused land.
- If some of the elementary schools needed to merge into Redoubt, could the Redoubt building become K-3 and Soldotna prep building be 4-6? With such a larger group of students possible, it would be best to keep younger and older elementary separated.
- Reducing one of these, we will be able to pay a extra teacher that we so badly need next year.
- This tool is flawed, as only allowing 10% reductions at the district office level forces people to think we need to cut entire other departments (or massively change PTR or totally get rid of extra-curriculars, etc.) when it doesn't have to be that way
- Thanks for sharing this, my suggestions got it down to -\$10.2m only, it's good to see just how hard a problem we face. Seems like no good options without more funding. If the state will not provide more funding, we should float a property tax increase. As a parent, a homeowner and a staff member I would vote for a modest increase.
- -Ask educators what they need for curricular materials. Some educators prefer using class sets. Some educators could make minor adjustments to their instruction and no longer need consumable workbooks. The cost of each consumable adds up and many educators prefer more hands-on delivery using the curricular materials. -The discussion of closing Seward Middle School was a hot topic at lunch with educators yesterday. Many of us see the value of closing SMS and bringing 6th grade to the elementary and 7th/8th to the high

school. Many teachers who are also parents were relieved at the idea and the thought of actually having enough SPED staff in our building is refreshing. The fact that the building could become our Boys and Girls Club is also a great advantage to the community, especially if the 4-day school week is a possibility. -This will be an unpopular opinion... I feel the professional development opportunities/conference attendance for educators is an area that could be adjusted. Educators NOT presenting at a conference should only be allowed to attend in-state workshops and conferences. To attend a conference out of state, educators should have to present. This will cut costs significantly over time and entice people to try innovative strategies in their classrooms that they can share with others. -The discretionary funding can also be eliminated.

- Tighten the belt just until the spending is under control. You have to operate within your means.
- Cut out all catering. Every penny counts and there is no reason we need to be providing lunches/dinners for things when we are literally cutting jobs. People can be responsible for their own meals. These little things add up.
- This tool is flawed, as only allowing 10% reductions at the district office level forces people to think we need to cut entire other departments (or massively change PTR or totally get rid of extra-curriculars, etc.) when it doesn't have to be that way.
- Cut. Cut curriculum. Cut extre. You dont need more money if you let the teachers teach Administration fees are too high. Way to many chiefs not enough workers. Administration does not meet the requirements for thier yearly wadge. Cut most stafe pay exept elementary. Stop assembly line teaching. These are people not a product
- I believe that it is fiscally irresponsible to fund individual schools for small communities. If people choose to live in a small community it should be their responsibility to get their child to a school to attend or homeschool. With distance education as an option I feel that the schools with less than 200 students should be combined or eliminated to better allocate funding to the schools serving the majority. The operating costs for schools serving smaller amounts of students seems like it would be too high percentage wise when compared to larger schools. I am in agreement with cutting the 9 schools that have been identified.
- There is no reason that district office staff should receiving bonuses when a deficit is in place. Curriculum needs to be cut back exponentially. Over the last 2 years alone, we have purchased 2 different and new curriculums for language arts alone. That is wasteful spending. Curriculum should also not be consumables that are repurchased each year. It should be changed back to a basic textbook that is used. Doing so would cut back on annual costs. Any schools that are operating under capacity of 50% or more should be considered for closure or other investment opportunities for parts of the building being unused.
- 4 day school week 600,000 approximately Combine Seward High and Seward Middle 400,000 approximately Close Nikolaevsk 400,000 approximately Close Sterling El, Paul Banks or Tustamena for the remaining 400,000 approximately make this decision after public input and charter school questions on if they can take over a space.
- "I feel that I can only make decisions on topics I have direct knowledge and experience with. For the areas I haven't commented on, I don't feel I have a wide enough knowledge base to make informed decisions."
- KPBSD Board of Education must immediately revoke AR 1330 discounts for all E 1240 organizations and any other discounted groups. Charges for Use of School Facilities and Properties must be charged per Category IV for Rooms and Theater/Auditorium, and in

Pools, with the exception of Category A (school activities), pool rentals must be charged per Category F. Any KPBSD MOAs to the contrary must be revoked per the 30-day notice charge. The current situation represents an existential crisis for STUDENTS in KPBSD. The District cannot be in the position of issuing largess to, in many cases, well-funded non-profit corporations and municipal and other governmental entities, when core curriculum classrooms are under direct assault, no matter the merits of those outside organizations. This is absolutely true relative to eliminating bona fide KPBSD athletics without first completely removing this category of "Community Relations". When the Community is provided with this stark evidence of what a renegade governor and a few outlier politicians are attempting to do to students and Alaska's future, with the immediate collateral damage to local economies and property values, they will join the battle with appropriate existential vigor. This change will eliminate the remaining ~ \$45K in this budget balancing act proposal.

- Most elementary schools already pay for extracurricular travel out of the general budget. Students participating in sports would have to pay to play. Smaller campuses should be merged together. Tustumena should go to Ninilchik, Moose Pass to Seward, Sterling to Soldotna, Nikolaevsk to Chapman, Nikiski to Kenai Middle/High, Paul Banks to West Homer (Paul Banks is in desperate need of repairs). The sixth graders students at West Homer should move to the middle school in Homer as well. K-Selo students should be bussed to Voz. There is no reason to keep this school open. Also, I think moving Homer Flex/Connections into Homer High school would be a good option and free up space. Fireweed Charter School is looking for a permanent space to house the entire school instead of two campuses. I suggest renting out Paul Banks to Fireweed-that would open four classrooms at West Homer and bring in revenue. Having worked at Connections before, I had 125 students and had more than enough time to handle every family's needs. Otherwise, it becomes an office job with little to no need for a full-time teacher. Honestly, these are positions that could be done part-time and still cover everyone's needs. There are several positions in the District Office that could be cut like Library Services, etc. Director jobs should be combined and travel should be limited.
- Enrolment continues to decline and buildings are getting older and not properly maintained. Schools need to be closed and consolidated. Moose Pass, Tustumena, Sterling, Ninilchik, Nikiski M/H. Closing and consolidating schools would provide more educational opportunities for our students, and allow KPBSD to be more efficient. Close the pools and let the communities/KPB operate them so they cover their own costs and generate income.
- If the option to close/consolidate school buildings was offered, I would greatly prefer that versus cutting any of the cut/reduced programs included in the simulation. Closing Homer Middle, Moose Pass, Nikolaevsk, and Seward Middle schools would likely have the least amount of impact per student, while still having a substantial budgetary impact.
- When I click on the information/more details icon, it would be really helpful if there was an explanation of how this funding is specifically spent and what changes would be if it were eliminated.
- Staff high schools to reflect their actual number of kids in their buildings. How does an elementary school get by with 325 kids, one principal, 1.5 secretaries and no counselor, while a high school that size has two principals, tons of counselors, tons of secretaries, counselor secretaries, athletic secretaries etc. and basically no upper classmen in the mornings? Elementary teachers get half the prep time, and if you walk around, they have more students in their seats. Also, look at hiring more sped teachers from abroad and

reducing the number of sped aides. 1 good sped teacher can replace 5 aides who are constantly taking leave without pay. Contract out night time custodial services like nearly every other business does.

- cut the school week to 4 days and an hour long per day
- Schools who are not considered Title I should no longer provide food services for students. This would save on food costs, transporting foods, and kitchen staff.
- Elect a Governor that will be a school supporter. The current Governor does not support the schools like he promised when running for office.
- I would prefer to see schools closed rather than cutting programs or benefits, but that option wasn't included in the survey. My top recommendations for potential closures are: Nikolaevsk, Moose Pass, Seward Middle School, and Homer Middle School.
- Whatever we can do to focus on smaller classes, less time for kids on school buses, and more interventions for students who lost major skills due to COVID---let's do that. If we have the space to add students to other schools but still have the ability to keep PTR down, let's do that. It's worth closing schools down if we can give students smaller class sizes (if the space allows for it) and more attention.
- Also close schools that are under capacity.