

Date	Increase its revenue stream?	Suggestions to reduce costs?
02/02/15	Obviously a tax increase would do this. I am sure this is not a popular option however, if East Penn is to remain committed to it's students and giving them a quality well rounded education it may be necessary. Possibly families could pay a fee for using bus transportation ? Possibly students could pay a membership fee for sports activities and clubs?	offer some incentive for teachers that are nearing retirement to retire. This would enable the district to hire younger teachers that would cost less. Perhaps a salary freeze or asking the employees to contribute to benefits?
02/02/15		Freeze the salaries of ALL personnel at the present level and allow no increases through the 21011-12 budget year. This of course means obtaining agreement from the unions.
02/02/15	I am not opposed to the tax increase to maintain the quality of the district that we have. My concern is more in cutting costs as this will be an ongoing problem.	Few in this day have pensions anymore and I think the teachers should have to contribute more to their retirements. Most of the working world only has a 401K anymore and we have to live with the stock market ups and downs. Same goes for contributing to their healthcare. Very few people don't contribute to their health care programs. I work in health care and have been contributing to mine for 8+ years. Tax payers can handle the tax increase to maintain quality but why should we pay higher taxes for pensions and health care programs that we ourselves don't have in our working situations. They need to be brought up with the times. There are plenty of unemployed teachers that would take the jobs and let them find something better in this economy. We can't even use 2/18 as a snow makeup day as too many of them made plans despite their contract saying it could be a snow make up day. <u>It cuts both ways.</u>
02/02/15	Rent out the facilities more often. Could a day care run after school programs out of the elementary schools and pay to use the facility?	Please carefully evaluate all extra academic programs and electives. The remediation programs and aides that administer may be better left to a team of teachers, especially at the middle school level.
02/02/15	If we need a tax increase to ensure the future of the country is properly prepared to face the challenges of the rest of the world, then please do it.	There should be a flat per-participant budget for all extracurricular activities. For example, football should not see any more money than arts programs, and this should be based on a per-participating student figure. This way activities must all work on a fixed budget based on participation, not on any other metric.
02/02/15	Aggresively rent out unused buildings.	Eliminate all adult education classes. Across the board salary freeze. Too many people are losing their homes to support year after year 4+% pay increases. Social Security has had no increases for two years. The military has had 1%-2% pay increases. The East Penn salary increases are an insult. Have volunteer coaches. Retire all administrators making over 80k per year and start new administrators at a reasonable salary. Vote new members in that are not in such a hurry to spend money as to move money from the general fund to the capital reserve fund where it cannot be touched to offset the budget. Get a Superintendent that represents the tax payers and teachers, not just the union and pay him 30% less which is the going rate. I am able to balance a budget each and every month at my employer. I wish I could just tax someone more to make up for my ineptness or unwillingness to do so.
02/02/15		I am wondering if you might offer a "buy out" to potential retirees over the age of sixty ? Most have reached their highest salary level yet still have six years of employment. You might replace them at half the cost. A one time lump sum payment would be cost efficient. I think that Allentown is considering such an offer.

02/02/15	<p>East Penn can set the pace for district reforms in PA by seeking alternative sources of revenue generation other than from local taxes and grants. In the current climate of economic difficulties and accountability for public spending, the district needs to look at enhancing revenue streams like: Working on the concept of a "community center" for the district and its building, which are not used for many months of the year. Fee-based enrichment classes for both children and adults can be run in the evenings and weekends, and space can be made available for community organizations at a low rate. Work with LCCC and Penn State LV for example. Move away from ad-hoc "bake-sale" type fund raisers and work with area employers (Air Products, Mack/Volvo, Amazon, etc.) to sponsor a school- not by selling things to students- but to introduce them to real-world skills and applications of learning. This has worked in other locations and would be a great way for companies to gain public trust and a future stream of employees.</p>	<p>This is the easiest part although difficult to implement with the unionized labor that districts have to deal with. -You need to outsource classes that are not your core strengths and use technology much more effectively; in this way you can provide more customized services to students and not have to increase payrolls dramatically. If a video or computer can do it better than a live instructor, than by all means, do it. Think about alternatives to bussing and transportation to and from school, as well as change class times and dates that make more sense with respect to using energy and fuel. Work with Air Products on getting some energy efficient gas or hydrogen-fuel busses as a national model for school transportation efficiency. Partner with both local schools and business to become a model district with respect to green energy use and application. Every district building should be covered with solar panels and integrated energy sources, services by technical school students learning to work in the green energy field. Work with more volunteers and students from the many area colleges that would love to learn at a district for credit and/or work-study monies. With your increasing staff and instructor costs, this would seem like an easy solution. I would be happy to discuss more if given the opportunity.</p>
02/02/15		<p>Email report cards to parents or send them home with the students. When mailing them to the students home, the student is usually home before the parent, if the parent(s) work. Between postage and other costs, you would save at least 50 cents per mailing. Multiply it out times the number of students and it is all savings.</p>
02/02/15		<p>stop the Thanksgiving meal for senior citizens. eliminate use of gold card discounts for admission into school activities.</p>
02/02/15		<ol style="list-style-type: none"> <li>1) Institute a reduced work week during the summer; work M-Th with longer days.</li> <li>2) Do away with the bottled water in the high school...is tap water really that bad? Do other schools have this cost?</li> <li>3) Don't send home progress notes to parents/guardians who have access to the grades online. This would eliminate postage, supplies and man hours.</li> <li>4) Regulate building temps like I do at home...wear a sweater in cold months...make due with a building a little warmer during the warm weather.</li> <li>5) Double-side summer mailings to staff...we often get pages and pages of single-sided...or don't mail at all...utilize email.</li> <li>6) Suggest students pay for their own tech ed and fcs kits/projects instead of district funding</li> </ol>
02/02/15	<p>Apply for more grants for technology, STEM, Special Education, and Professional Development.</p>	<p>Increase walker areas to decrease busing costs. Offer online alternatives for required electives in the High School curriculum such as Computers, Art, etc. Decrease in teacher salary. Increase staff costs for health insurance and related benefits. Decrease paper/copying cost with less handouts/worksheets. Consolidate positions such as Principal and Vice Principal.</p>

02/02/15	fundraisers	
02/03/15	I believe the school buildings can give night classes to parents who want to further their education, and have childcare for parents who have no one to leave kids with, a fitness program in the gyms for families at low cost. Sell water and sport drinks and towels, tshirts etc. to families who attend, karate, zumba and offer childcare.	
02/03/15	Why do you need to at this point? The tax base growth in this area over the last 4-6 years has been significant.	Yes....teacher unions need to start looking out for the students at least equally as much as their power/entitlements. All teachers should begin paying for a portion of their health care coverage just like the rest of the private sector employees. Don't get me wrong...GOOD teachers should be compensated well and have competitive benefits....but the union has gone overboard. Due to the rate of health care cost increases, they need to start paying a portion. Also, the union needs to gain credibility back by stopping the protection of poor teachers.
02/03/15	The kids work hard doing fundraisers to raise money for their sports/music/groups. The adults are no better. How about the school district officials show the kids and the residents they are willing to put a little sweat and time into raising money?? It sure can't come from higher taxes. We just don't have any more to give. We have already pinched back where most of us could short of selling our homes and moving out of Emmaus.	Stop funding "extras". This district does NOT need fancy sports fields, playing turf, stadiums, school remodelling, furniture, etc. at this "bad economy" time. You get the idea. All around the country, parents are struggling to make ends meet and trying to explain to their kids that sacrifices must be made. You have the ability to back those parents by showing these kids that education is more important at this time than the things I listed above. Temporarily eliminate the night adult classes. I know we pay for whatever we take but does it pay for the entire cost of instructors, electricity, security, janitorial services? If this district is taking in troubled students from other districts... STOP it. Why should we pay police to handle the troublemakers in the school? I do not know if this is true, but rumors were flying that you do.

02/03/15	<p>Charge fees to parents whose children have after school or Saturday detentions. They use up resources that cost the district money. They should foot a small part of that bill.</p> <p>Figure out a way to charge real estate developers when they build more than a certain number of houses in our school district. The housing market will turn around, they will pass the fee onto the people who buy the houses. It will become just one more cost of doing business for those developers.</p> <p>Take a clue from colleges and get businesses to sponsor certain wings of our buildings and facilities. The Deloitte business lab or the Merck science wing. Colleges have figured this out.</p>	<p>Control salary increases. No one is denying that any one works hard and deserves an above market raise but when times are tough we all need to figure out how to do with less. We should never agree to a contract with any of the groups that has an above average wage increase. Negotiate future contracts to have a minimum wage increase (say 2%) and then have a clause for a discretionary wage increase on top of that based on some indicators or performance goals. The days of accross the board wage increase are long over for everyone but government agencies and School Districts. Employees need to start paying more for their health insurance. No Company can keep up with rising health care costs. We need to grandfather in current employees and any new employees need to have certain perks limited or removed. I'm not educated enough on what all the perks are but someone who is educated on the issues enough can help figure this out. We need to find out a way to work with the state and figure out how to lessen the burden of the pensions. There is a reason these types of pension plans have been eliminated by most large corporations, THEY CAN'T AFFORD THEM. Neither can the taxpayers. Make sure all old schools have had energy audits and address the leaks that cost us money each year if the ROI makes it worth while. Renegotiate all contracts with long-time vendors/suppliers/Partners. Price creep has a funny way of working its way into contracts with long time suppliers. Keep them honest by putting everything out to bid regularly. Yes we want to build long-term relationships but we also want to pay true market costs not some inflated costs because we have always used supplier X. Shop health insurance and other types of insurance each time a policy year ends. Adjust deductibles and co-pays to minimize health insurance costs. Do an analysis on duplication of costs. Each school has a PTO and other similar organizations and fundraisers. Combine them into one unit for the whole school district. This will save duplicate costs that each organization pays and could lower some of their other costs as they get volume discounts for items they buy. Form co-ops with other school districts to take advantage of more buying power. Do away with the evening education classes if they are not making money. There are community colleges that do this along with many other organizations. I applaud you for trying to offer adults more things to do but if they really are losing money we have to charge more for the classes or eliminate them. Maybe consider letting outside organizations rent a section of the building at night to do the teaching themselves. Make sure the rental income is enough to cover the overhead. CONTROL SPENDING WHEN THE ECONOMY DOES TURN. The good days bloated our budgets when they should have been adding more to surpluses. Containing spending is a yearly chore, not a when times get tough chore.</p>
02/03/15	<p>I think the district has to levy higher fees on builders who turn farmland into housing developments. New residents are great, but the taxes they pay don't come close to paying for the costs of educating all the additional children they bring to the district. Even if developers pass those costs on to home buyers, families moving here from New York and New Jersey will still find it cheaper to live in East Penn.</p>	<p>I think we have to discourage the growth of charter schools. The costs can't possibly justify the benefits. East Penn is a suburban school district, not some urban hellhole. The district does a terrific job of educating students from a wide range of socioeconomic backgrounds. My wife and I chose to live in this district because of the schools. The same can be said for many, if not most, of those with young children who live here. If they bought a home in East Penn because of the schools' solid reputation and performance, why do we even need charter schools? People who want a private-school education can always pay for the real thing. I don't see how creating a private-school experience within a functional public-school system benefits anyone.</p>

02/03/15	<p>Here are a couple from Austin, TX: Establish an education foundation to supplement the educational programs of the district with items that the district could not otherwise afford. Austin ISD restructured its education foundation and brought in \$385,000 in the first year.more at: <a href="http://www.window.state.tx.us/tspr/cutting/">http://www.window.state.tx.us/tspr/cutting/</a></p>	<p>Provide incentives to encourage employee attendance; discourage excessive absences. Fort Bend ISD developed an incentive program with attendance bonuses and included teachers' attendance as part of the principal's appraisal. The district provided six-week, semester and end-of-year recognition for teachers with perfect attendance. The district saved \$116,000 in substitute costs in the first year and reduced absences by 7,000 days.rack bus ridership and keep it high. The state funding formulas used to calculate linear density encourage districts to maximize ridership capacity. Del Valle ISD conducted a complete re-routing of bus routes due to elementary boundary rezoning. The rerouting increased the district's linear density from 88 cents to 97 cents per mile, which increased state reimbursements by \$104,000. more at <a href="http://www.window.state.tx.us/tspr/cutting/">http://www.window.state.tx.us/tspr/cutting/</a></p>
02/03/15	Use the surplus money	Offer early retirement package for teachers
02/04/15	<p>Take a look at our bus routes. There are bus runs that could be either eliminated completely or re- routed to be fuel efficient. For example if the is a bus in the afternoon picking up at EHS that takes students home to Alburdis, wouldn't it be better for that bus to go to a near by elementary close to where it ends up? How about Alburdis Elementary? Try Lincoln in Emmaus. Why? More miles to go, more mileage to charge the district. Some runs could be better combined. Not just public this is with some privates that also are ran by EPSD. In essence this would reduce cost by a margin. I also believe cutting half day kindergarten would make a difference. You save on fuel fir the mid day transportation. Especially for Wednesdays. The pm children go in for maybe a hour total.</p>	
02/04/15	<p>I don't have any suggestions for increasing revenue, just cutting back....which I guess, in the end, increases revenue...</p>	<p>For the past two years, my daughters school has always said how they would stop handing out paper announcements and use email or the web site instead, last year I rarely saw that initiated, this year it has slowly started...but there is more that can be done. I do feel a ton of paper is wasted on this sort of thing especially when most of the students parents are up to date with iphones, blackberry's and ipads.....more information needs to be streamlined to reach and stay in touch with parents via media rather than paper.....</p>

02/05/15	<p>fundraisers for specific areas that may be on chopping block or even other areas that are not, but whose funds could then be used to fund other areas (Under the Streetlamp is a night put on by the cast from Jersey Boys to support fine arts).</p> <p>seek businesses that might be willing to sponsor a specific group (academic club/team for instance)--could still offer them free advertising at well-attended school events (football, play/musical, etc.)</p> <p>some of the suggestions already put forward (increasing fees for community use of facilities, etc.)</p>	<p>have PTOs pay for ALL their own copying (I'm a Shoemaker PTO president--we've been trying to cut that back) start a volunteer group to help with Special Ed. needs (looking to do this at Shoe, starting with helpers for the ESL students, but could be done district wide)(obviously this only works for jobs that don't require special certification-- aides and the like-- I'm not looking to put anyone out of work, but as more are needed, perhaps a list that could include older members of the community would be available. This would also give our older citizens a vested interest in the schools. Even if the school district eventually needed to offer to pay for clearances, it might still save some money. have PTOs organize efforts within schools to seek the items that staff is needing and have donation drives instead of buying new. You'd be amazed what people have available some times.***Perhaps none of these ideas may make a huge difference, but every bit helps, and all of them would make the community more a part of the schools. The community doesn't usually know what the specific needs are.</p>
02/06/15	<p>Charge a fee for students who participate in after-school activities -- from sports to drama club. This would be unpopular, but many school districts do this.</p>	<p>Over the past few years, the football schedule has grown longer and longer with the so-called "loser round" tournaments. What is the point of a team continuing "play off" type games after being eliminated? This year Emmaus played two of those games (or was it three?). How much does it cost to send the players, coaches, cheerleaders, marching band, etc. off on buses to Bethlehem (or wherever)? This seems like a substantial waste of money. It is also a waste of time. The pre-season and season commitments for the players (as well as cheerleaders and marching band) are very time-consuming. Adding two weeks to their schedule of practices and games is a drain on them academically. The season should be over in October, not November -- from a fiscal as well as an educational standpoint. No more loser-rounds! Thanks for instituting this survey -- a good idea.</p>
02/06/15		
02/06/15	<p>Charge a minimal fee for all extracurricular activities, apply for more educational grants</p>	<p>Allow technology to be donated to schools, seek reimbursement for manpower/electricity/etc. from outside organizations who use district facilities, encourage after-hours personnel to only use lights in the part of the buildings where they are working, replace traditional lighting with CFL lighting, offer online courses for students, use smaller school buses for limited numbers of students to save fuel costs--full sized buses are often less than half full of students</p>
02/08/15		<p>Eliminate field trips sponsored by the district. Pay only partial for additional education both by teachers and administrators. Everyone share the same health plan across the district. Restructuring of aides in district. Taking a look at after school activities and costs associated with them.</p>
02/08/15		<p>These things might have been considered already, but just in case....I would suggest looking at noninstructional areas - admin assistants, custodial/maintenance staff (does there need to be a full time person delivering interschool mail? (if that's the extent of his responsibilities), consolidating central admin positions. Also, perhaps someone could liaison with families who decide to homeschool, use cyber or charter schools - what is it that they're looking for, what do they need that we're not providing, etc. Thank You!</p>
02/08/15	<p>Assess a \$5000 per new home charge on new construction in East Penn</p>	

02/09/15	Fee for extracurricular activities & Student parking Fee	No field trips, except those sponsored by PTOs.Reduce tuition reimbursement for teachers and administrators; seems like double dipping if they also get an increase in salary as a result.Same health care for all with no additional health care benefit.Be cost conscious with cell phones, etc. Volunteer advisors for after-school clubs.Reduce number of athletic coaches.
02/10/15	Rent out building space evenings and weekends for seminars and social events.	Install energy saving devices such as CFL light bulbs, replace all doors and windows with energy saving doors and windows, (apply for a grant to do so). Ask townships to improve access to schools so that some students are able to walk instead of requiring bus transportation.
02/10/15		Turn off the lights in the schools at night.
02/10/15	Ensure all outside groups are being properly Charged for use of district facilities (governed by Board Policy 707 and the associated fee schedule) and or raise fees.	Make Willow a walking school to decrease transportation costs.
02/10/15	<p>1. Make the Community Education classes a break-even venture. I think it's great that the district can offer these classes, but we shouldn't lose money on it.</p> <p>2. Charge more for outside agencies/organizations to use facilities. If there are groups that use the school gyms for free, then maybe something nominal to at least cover the increased electric bill.</p> <p>3. When the time comes to review the teacher's contract and benefits, bring the teachers to the norm in paying for part of their benefits. The standard across the country is 75/25, with some Larger companies paying more or less, depending on the benefit plan selected.</p>	<p>1. With 426 Gifted students in the district, can you combine them (at the elementary level) to one or two schools? Then you could reduce the number of gifted teachers? I don't know how many of those students are elementary and what it would do corresponding class sizes. As a parent of a gifted second grader at Jefferson, I do realize that i may not like it, but would support it if it would reduce costs.</p> <p>2. Can you combine classes at elementary schools, say Jefferson &amp; Lincoln and Macungie &amp; Shoemaker. Have K to 2nd grade at one school and 3rd to 5th at another school. This might change the nature of class sizes and the needs at each school, and it would depend on demographics. Buses could easily drop the younger kids off at one school then go right to the second school to take the older kids.</p>
02/12/15		Busing, seems that so many kids are "dropped off" by parents. Streamline/combine clubs, ie.. one service club, one "outdoor activity" club. Clubs would be larger and perhaps more effective and it would reduce the cost of advisors. These may be small amounts, but any amount that doesn't increase class sizes or cut out classes would be preferred.

02/12/15	In the parkland SD they just put on a play "Seussical the Musical" and invited elementary schools from all around to watch the play. They charged about \$8.50 per child attending. Now I know whoever actually puts on the play would get paid for doing it but parkland also brought in quite a bit of money. Now its not a huge amount of money but say you have five 2nd grade classes and each class has 25 kids. Thats \$1062.50 per grade per school. How many 2nd grade classes does the EPSD have? 25-30ish? Thats over \$25,000 for 1 grade in one district. Invite other grades and other schools and you have a source of money which would help out a little bit.	DO NOT lay-off teachers. EPSD is a notch above most schools in this state with its curriculum. I actually think they are a notch above most in this country. Don't bring down the integrity of the district by making the class size even bigger then what it is.
02/12/15	Running school district wide events( like a carnival) to benefit all schools. Get PTOs and schools together to raise funds throughout the distrcts to be put in one pot and distributed evenly amoungest the schools.	Text books can be eliminated and put online. Multiple benefits besides financial. That is a savings of \$2 million right there. Charging small fees for clubs and charging fees for sports. If there is a child in need there are Angel networks at all schools and a certain criteria form could be drawn up. Solar panels on schools. Initially expense but over all savings. May be federal, state grants available. PTO's taken over costs for field trips and assemblies.
02/13/15		Stop sending paper home to families. Post information on the school websites or email reminders to parents instead. Require all families to register their email with the schools and have a log on to access the student directory online instead of printing it. How much is it for the middle of the day bus run for kindergarten? Would it be less expensive to have all day kindergarten, or more because of the extra staff? How about the early dismissal for Wednesdays? If the students were in school for all of those hours, would the school year be shorter and thus not need to have the buildings up and running for xx number of days? (Custodial staff, lunch rooms, etc.) Set the heat back a couple degrees in all of the buildings.
02/15/15	1. Support county wide reassessment to ensure all taxpayers are paying their fair share.	1. Do more to ensure all students are actually residents of the district. Too many people list a relative or friend's address to enroll their kids in our school. 2. Focus on education - that's your job. Stop wasting money on sports and extracurricular activities - especially a new multi million dollar baseball stadium. 3. Stop spending so much money on special interest groups (i.e. special education, autistic, and gifted) and focus on the average students who get lost in the shuffle. They are the real future of our country and will represent most of our future workforce.
02/16/15		I would suggest that some of the required hours for teachers be applied toward their role as advisors for clubs in leau of paying them. Perhaps, each teachers could also be asked to donate so many hours to the district each year. Not a requirement but a suggestion. I would not anticipate the majority ageing to this, but certainly some may agree to.

02/16/15	Students participating in most extracurricular activities should contribute to the cost of those activities. Students who want to drive to school and park there should pay a reasonable fee for that privilege. Increased ticket prices to help support extracurricular activities.	The primary responsibility of the school district is education. Anything that is not directly associated with education should become secondary for funding in tough times. If you want to play in the band, buy an instrument (with a few exceptions). School students do not require excessively expensive facilities - like a \$750,000 baseball field improvement. Are there any logistical improvements that can be made to reduce bus transportation? Like staging some busses on the eastern side of the district? Charging for non-school functions. Perhaps having more students walk to school.
02/16/15		
02/17/15	It does not need to.	Turn off the lights when no one is in the school buildings.
02/18/15		I have a suggestion to save the school district money. During the summer, I think the administrators, custodians, and administrative assistants should work a four day work week. We would work longer hours during the week. This would save the district money in air conditioning and electric costs. It would also save gas and mileage for the district vehicles. The late afternoon office hours will provide new registrants and families later times to access the school so they won't have to take time off from work. Staff would be more productive because they won't be taking Fridays off for vacations. Working only four days would cut commuting costs for employees and provide opportunities for employees to schedule appointments on Fridays and not be out during working times. I believe this plan would work if the school district does not open for anything from the close of work on Thursday until Monday morning. An example of an administrative assistant's work week could be 7:00 a.m. to 4:15 p.m. with a half hour for lunch or 7:00 a.m. to 4:45 p.m. with an hour for lunch.
02/18/15	Electric demand response program. Sell advertising on district calendar or on athletic fields	
02/18/15	Consider requesting support from local businesses and families. If people know specifically what we are losing and what their donations would fund, I think they would consider making a contribution. Of course, you'll have many residents who will balk at what they perceive to be extra taxes, but many residents understand the fiscal difficulties the district is facing and want their district to be strong. The key will be to market this smartly and be specific about what is being funded. Encourage our legislators to pursue the assessment of educational impact fees to finance construction. Builders pay road, utility and other impact fees. It will increase the cost of homes, but not significantly. There is a direct correlation between the number of homes occupied and the classrooms EPSD must provide - builders of new homes have a responsibility to pay their part.	Charge more for adult ed, or cut back on less attended classes. This is a nice benefit for residents, but it is not a necessity. Use parents as long term, repeat volunteers (like some schools do in the libraries). Many parents are very talented and would love to volunteer in the schools. Rethink teacher compensation packages to fit society today. Teachers are paid better today than in the days when great benefit packages were necessary to entice them to teach. I understand that teachers who are years into their career are counting on the benefits they were promised. At a minimum, begin this change with new and recent hires. Please think carefully before eliminating all funding for clubs. Particularly at Eyer, clubs provide an opportunity for EVERY student to participate and feel connected to their school. Kids who feel an attachment to their school will perform better in their classes (and on the PSSA).

02/23/15	Yes, reduce spending and property taxes to induce more families and businesses to locate within East Penn SD, thus increasing the tax base. Works every time.	Yes, disallow teachers to work or be paid for overtime. Have teachers themselves contribute more to their own retirement and health care expenditures. Stop giving teachers such lavish pay increases as the 5%/year for 4 years in their last contract. Stop the automatic Step Pay increases every year; they should be based on merit every 2-3 years, as in Federal government. Stop spending millions on such projects as an outdoor all-weather track that is not needed for a good public education, and which is only ok for college campuses where the students have a choice about attending or not. Stop employing so many redundant employees, such as 6 janitors for one elementary school (Shoemaker); there are many more redundant positions. Increase class size up to 30 students. There will be no adverse effects in a properly run classroom (many of my generation grew up with larger class sizes and received a fine education).
02/24/15	Increase summer school options, price so classes are profitable (for non-failure students) -- would both provide income and reduce classes in school year.	Work towards 3-year hs degree option. Work towards combining districts. Combine principals (Lincoln & Jefferson, Shoemaker & Macungie, Alburdis & Willow Lane, possibly even LMMS & Eyer). Expand and encourage testing out of hs classes (for some reason, it's a big secret); for instance, varsity athletes don't need gym class, aquatics option a nice skill but not necessary as the schools are not near water; and a waste of time for the many kids who are excellent swimmers; My usual suggestions are the 3 G's: Gifted (from 15 years' experience, useless -- parents really just want higher-level tracking options) German (relic from 1950s when it was language of science, not true anymore; our population is not dominated by PA Dutch anymore) Golf (and other small elitist teams) But these won't save millions; really, I think you should poll faculty (not admin) anonymously for their ideas -- they have many, are in the trenches, and are not inclined to attach their name to a survey
02/24/15	1) Offer additional enrichment lessons after school such as language or music. For example, my son is at Willow and there was an introductory Mandarin lesson that was free. If these lessons were to continue, we would be willing to pay for them. The key to this is that the lessons are at the school and could run from the end of school period until say 5pm to help close the gap for working parents and give them options for post-school care. I see some of those coming through to us but am not sure that they are treated as revenue generators at this point in time but think that they could be. 2) Push for a raise in local taxes if that raise could be directly attributable to school benefits and opportunities.	Not
02/25/15	Can we let businesses in the area advertise to the parents? In publication by the district or events at the schools? I think this is a great way to generate customers for local businesses and help the district increase revenue.	Let more people volunteer at the schools. We have many retired professionals that live in our area. Let them volunteer and take up some of the administrative tasks at the school. The main office, the attendance office etc.....

03/01/15	<p>Involve parents more in the educational process. Have parent volunteers in the classroom and doing administrative assistant duties such as copying, filing, tutoring, etc. Parents would see first-hand their students in action and may be more proactive with behavioral and academic issues that teachers spend increasingly large amounts of time dealing with instead of collaborating and working with struggling students. The presence of parents could also deter some of the behavioral issues we increasingly face in the classroom. . Make recycling mandatory. Again, parents could help.Clubs could collect aluminum and sell it at the aluminum center behind the Parkway Shopping Center off Lehigh St. or collect paper to recycle for money. We started recycling paper through a company that pays for the paper recycled in large containers onsite. Rent out school space for annex college classes at night - LCCC, NCCC - or for</p>	<p>Restructure 9th period at the middle school level and make it a study hall, music class, or club time. This would eliminate the need to pay after school club advisors and more students could participate, and each club would be required to do one beneficial thing for the school - recycle paper, aluminum, printer cartridges, etc. that could raise some money and benefit the environment. The students do not make good use of 9th period, and clubs could be run on opposite days of music so most students would have opportunities to do what they wanted. Also, coaches make an exorbitant amount of money - far more than the academic coaches (Math Counts, Chess Club advisors make NO money, and team leaders for the student teams make about \$700 year for hours and hours per week of work ALL YEAR LONG. It works out to about \$20 every two weeks. The money spent on coaching far outweighs these academic positions, and that is a clear misdirection of priorities. Also, free and reduced lunches should come with a required parental participation in some way, clubs, breakfast, lunch monitoring and food stocking etc. Alternative schools should be all online. Make the parents responsible for the student's daily activities and save on transportation.</p>
03/01/15	<p>Institute a nominal charge for all extra curricular activities. It can be adjusted for the number of students in a family. Consideration can be given for low income families based upon a filing of proof of income.</p>	<p>Reduce the number of electives and non-core courses offered. Also, for a given elective, if enough students do not register, the course would be cancelled.</p>