

2025 Budget Consultation Text Responses – All

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In reviewing the information in the presentation, do you feel the budget adequately supports the Board's primary goal of student success? (Other (please specify))

Not sure what you are asking as there are no specifics in the "presentation"... goals of the budget are fine but what are the specifics?

You may state the right things in your proposed budget, but where does the money actually go? Over the last decade or so, we've seen the budget go from school-based to centralized, and our students are suffering for it. You make us charge students for basic things that are required for them to take their courses (math or science workbooks, english novel study

booklets, etc.). This is not standard practice in other districts, including those nearby, such as Chilliwack.

I don't know where the money for our students is going, but it surely isn't going to actually support them, as it should be.

I did not review the presentation so feel that I can answer this question.

If retention is a major issue, how are we addressing this? Are we investigating why Abbotsford is unable to keep employees? What aren't we doing for people to stay? Is it lower wages than surrounding districts, is it lack of support from upper management, is it lack of supports for employees to be safe in their workplace, is it lack of hours for employees needing to work more than one job which leads to burnout?

I think the focus would be best put for all staff safety and support staff wages as these two focuses would then adequately support the board's primary goal of student success. The reason being staff would not be burning out from an unsafe workplace and the students would have the consistency of staff they have connection with! As well support staff would be able to have one job if the wage was higher allowing them to be fully invested in their job with Abby.

Senior Management needs to do a better job of listening to community members and staff member. The organization seems very top heavy with senior management who are not held accountable.

Success of student literacy has fallen substantially. Library funding for sources of reading materials is lower than ever. The library materials collections are not funded properly in the materials themselves nor with the library support staff (library technicians) to be able to provide for all of the students at each site. There is too much money given to learning commons teachers who do NOT follow a scope and sequence of library learning, and who do NOT promote the library as a major part of literacy learning. These learning commons teachers are also not able to manage a literary collection whereas the library technicians

have the education (university), skills and wherewithal but not enough time. If a fair budget was given to staffing the library technicians and providing literary supplies, there would definitely be a significant jump in student literacy.

Why are we contributing to Housing? Is this for students

No mention of improving people interactions/encouragement/getting input from stakeholders on how to improve the quality of the students' education.

The video was very brief.

I do not feel that i am adequately informed on this matter.

The budget does not do a good enough job of presenting information to meaningfully answer the question to someone without a financial background.

I'm not sure what the presentation is? Was it the video intro on the guiding principles?

Somewhat, sometimes students needs are shuffled aside, due to needs of new students needs first.

There were no specifics in the budget, so how do we know how the money is actually allocated? What percentages go to actually helping student success?

Yes and No (Neutral)

Not all programs in the school district get proper funding for safety equipment.



The presentation was lacking.

Honestly, I don't have enough information to gauge that.

You do not teach the fundamentals of a balanced education.

What constitutes an emergency because classrooms without qualified or consistent teachers seems like an emergency to me. Could this surplus you keep working to generate help aid solving this “emergency”.

The presentation discussed nothing of the budget?

What does it mean to Maximize the allocation of resources to support the goals & priorities in the Strategic Plan? How does this affect class sizes & supports for the teachers with students with IEP's or special needs? Is money going to hire additional EA's & have those resources available in more classes across the district?

Information too vague for me to comment

The information is vague, it doesn't specify the areas the money is going to in details. For example, student sizes and teachers getting an assistant or students being exposed to book authors or where the budget is going in specific.

I do not think that students are getting everything they need to succeed, and that starts with the board and the budget, however that being said I appreciate that the board is doing what they can with the funds available.

Please don't give teachers desktop computers to replace their current laptop computers. It will serve no good purpose and will weaken teacher effectiveness.



Thank you

Didn't look at the presentation

It does not balance, so no it does not set up students for long term success.

Students requiring learning assistance are not getting serviced under the current LSS model. This has been happening more over the years. Let Learning Assistance teachers do their job, and reinstitute special education teachers into schools (see ATU collective agreement for ratios) to help support programming for special ed students.

More EAs are needed throughout the district to help support our students

Could not view the presentation

That question is vague and broad.

My answer is yes.

It would be nice to have the budget with the information of last year's budget to understand changes in allocation and how they reflect the primary goal of student success.

More details are needed. It would be nice to have a breakdown in simple language of what each category means and what it encompasses.

which presentation are we referring to? The 1 minute video on this link?

Definition of student success should expand. Many schools managing difficult situations and graduating should be minimum standard. How about beyond graduation. How are we preparing our children for the changing volatile world we are sending them into. Many young people are not prepared to face challenges in life. So answer is no.

We need more YCW and EAs in our schools. Children are changing. There is more trauma, more poverty and way more autistic students than there used to be. Students with ADHD and MID are unfunded and a great many of them are non readers in grades 4 & 5. UFLI is great but it can't replace people who can run teacher-directed reading groups or social skills groups.

I think that some of the budget reflects student success but I have questions about how the feeding the futures grant is being allocated.

The short introduction clip does not give enough information about the actual budget to a judgement call.

Unsure do not have enough information to provide a definitive answer.

I'm not clear on the budget plans. I can't seem to find a video or article that represents the plan

I have not been able to review the budget, so I am conducting this survey from a place of not knowing.

Where is the presentation?

It seems the district relies much too heavily on International Tuition Revenue. I imagine it is one of the main reasons why Grade 9 and 10 PreDP is not a district program. Meanwhile accommodating numerous students (in home stay families OUTSIDE of the Abby Sr

catchment) seem to be more important than serving our own academically-minded Abbotsford students.

Don't be afraid to charge cost recovery for academic programs and transportation. I think most parents would rather pay for it than lose it.

Rethink the incentives paid to international recruiters. Pay them a bonus if they can fill spots at schools that have the capacity. We should not be encouraging them to market our schools that are already full.

Yes and no—I think there could be more sports offered ie ball hockey for youth

Substitute employee costs have been identified as a major budget pressure facing the district? What solutions do you think should be considered?

Less high cost management meetings, Whistler etc. less high cost managers, so top heavy.

Hire more classroom teachers. This will decrease workload and stress. You keep asking classroom teachers to do more and you give them less support. With more classroom teachers, the workload becomes more manageable.

Hire lay persons as babysitters

4 day week for students, support staff, 5 day week for teachers -teachers take their prep, pro d, meetings, staff meetings on the fifth day

How so? Would those not be calculated from the sick days each teacher gets?

Internal coverage for extra pay

Incentivize TOCs to take on contracts. Better financially, and better for the students.

Make employees feel valued so they don't want to leave. Listen to their concerns.

Hire more teachers

More incentives for people to go into teaching and to stay.

Reduce non enrolling staff positions. Invest in building leaders from within. Eliminate educational barriers that prevent good leaders from growing into roles.

Hire more staff. Workloads are not sustainable therefore leading to more absences.

Some teachers miss a lot of days. In comparison to other teachers. Perhaps those teachers need some support that would help them stay healthy, mentally and physically in the classroom.

workloads have teachers burnt out. We often work short staffed when EAs are away, making it a challenge to

Pull some funding from the SBO's conferences/ PD fund to cover some of the costs.

Talking with the Ministry about budgets. In years when the system has been short, the pressure that is put on non-enrolling teachers and admin is leading to burnout and it is not good for students' education.

This is certainly not true for support staff. EAs have so few sick days compared to teachers. The district often doesn't replace EAs with substitute employees that way they aren't paying the employees or replacing them. The district saves thousands .

Give teachers more support for behaviour and special needs, that's why absences are so high

Pay teachers adequately and treat them better in order to improve retention. Happy employees take less time off

Find ways to help avoid employee "burnout".

Provide more supports in the classroom so that teachers aren't getting burned out

4 day school week every other week. Where the 5th day is in school meetings, prep and collaboration time for teachers. This will be one day where TTOCare not needed and will lessen the burn out for current teachers to complete many of the extra pieces

Employee recruitment, options for collective agreement (may be at the provincial level). I would think offering a % payout of sickdays on retirement would drastically decrease use.

Adequately fund the schools so that teachers actually want to work in this district.

Why are they paid a lot more than being in a contract or temporary position.

Hire more regular employees instead of forever casual



More strategies to retain current employees and attract new employees. Other districts nearby are a lot more attractive due to benefits.

No idea...but you need to sort out bussing for sports teams. buy more busses, hire more drivers, allow teams/schools to purchase their own bus...or the district needs to pay for charters when school busses aren't available. But it needs to be sorted out

Conditions need to be better to incentivize recruitment and help prevent burn out. Every school I've worked in, staff feel like they are being asked to do too much with too little support. Class composition and size needs to be adjusted to help staff.

Offer more for the staff that are currently employed by the district so sweeten the pot and make them want to stay.

The uncertified teacher on call is a good solution at this time.

Retaining teachers, pay Uncert. TOCs less (not \$50+ an hour)

If the working conditions for full time staff were improved there would be fewer leaving the district. Teachers have to take contracts with multiple course preps, they don't have allotted classroom space and are under resourced leading to ongoing stress

Actively recruiting teachers to the districts... SD34 is not seen as a favorable district by many university students. Promote the district by having student teachers tour the district sites, work with the ATU to create better 1st year teacher experience

Listen to your teachers with last years survey. Teachers have identified major sources of work stress, yet the district continues to do the very things (change tech platforms, take away resources, add on to teachers plate ie. sparkrock, etc.

This is unfortunately a cost of education that cannot be avoided. Teachers get sick due to close proximity to students who are sent to school sick. Under qualified substitutes are not a long term solution, the budget should expect this expenditure

Staffing shortages cause burnout, increasing the need for substitutes. Wellness initiatives can reduce burnout, improve health, and decrease reliance on substitutes, supporting sustainable budget management.

I didn't realize this was an issue. Perhaps the district should explore the factors around TOC costs, as TOC costs appear to be more of a symptom, and without blaming/shaming employees for requiring a TOC.

Have EA's with more than 10 years with the district sup for Teachers at lower rate than teacher but more than an EA. That are willing and able. Make it an application, not just people with a degree, make your own fast track teacher program EA with 5 year

Hire more substitutes and stop putting the pressure of covering classes on the non-enrolling teachers. Non-enrolling teachers are not substitutes!!

reduce classroom teachers' workload and support the diverse learners with direct service staffing - this will lead to fewer absences

Using a program to manage absences which would track, predict and find absence patterns allowing for better planning and having discussions around patterns in absences.
2) Providing competitive benefits package, mental health support, and leadership well

Make a plan to retain teachers. Increase pay, and modify leaves, increase classroom budget, make it easier for teachers to reach out to HR, etc.

More support for teachers in classrooms so that they don't have to take leaves.

Prioritize teacher health and wellness. Consult teachers BEFORE changes to their jobs. Less administrative busy work, international ELLs minimum language levels, support ELL teachers, consequences for poor student behaviour, stop pandering to parents

A small percentage of teachers use up a whole bunch of TOC resources. They're always away. They abuse sick days as they are obviously not sick. The district should look at replacing these chronic "sick" teachers.

determine why employee absenteeism is so high - mental health issues?

Spend more on TOCs and less on PD activities, or other spending, that does not necessary yield immediate help/impact.yield

Hard to say, as the district's budget is not transparent. Substitute employees are a necessary "pressure", so I think this phrasing is quite interesting. Identifying subs as a pressure frames them as a negative, when they are needed for schools to run.

Substitutes are NOT a major budget pressure. They are crucial for learning and safety. The BOARD OFFICE is overstaffed and overpaid. I noticed that board salaries and operating costs were suspiciously omitted. ciously omitted.

Pay out sick days when they retire at 50%

Reduce/reallocate some money used for administration of schools. Cut back on bureaucracy and waste. Use these savings to offset costs of rising substitute costs AND put more money into promoting teacher wellness.



Teacher retention, incentives, and support. Teacher wellness is at an all time low so retaining them is hard. Why would people want to sub when they aren't appreciated consistently and the workload is increasing while tools and supports are decreasing.

More support for teachers so they want to stay working in this district instead of leaving to go to other districts that will support them more.

More support for classroom teachers including, special ed. classrooms for students with developmental and behavior designations, enforceable student conduct standards with consequences for non-compliance, more EAs, practical, applicable pro-d.

Upon retirement, teachers are "paid out" a certain percentage of the value of their sick days. This incentive would reduce the number of sick days that teachers take, resulting in less need for substitute teachers over the course of the school year.

More UTTOCS

Revisit language regarding sick day usage for Teamsters. ie. bargaining carry-over or payouts

better incentives to keep teachers in continuing contracts

Increase special education supports so that EAs are not the only people responsible for our students with diverse needs and disabilities. EAs are getting burnt out, injured and sick. Create incentives for teachers to take contracts in Abbotsford.

It's real simple, just connect the idea that your attendance is attached to a certain type of reward. If you are able to have "no" sick days throughout the year then that employee should be able to get some sort of reward. Paying out "sick" pay in cash

Pay staff a percentage of their sick days upon retirement. Teachers are frugal, and would use less sick days if you paid us out at even a fraction of the cost. Would save TOC costs.

If there is no TOC for that teacher, where does that money go? There are MANY times that EAs/Teachers are away with no replacement. Where does the money go from that? If it's not paying a casual/TOC/UTOOC?

Proposing that teachers who retire with a certain number of sick days are able to cash in those sick days as a bonus.

We are top heavy district. Start by cutting there. Your upper crust have no idea what the boots on the ground are doing.

better working conditons for teachers

Ministry funding increase.

A lesser pay rate for uncertified subs. People that have not chosen to be or completed the training to be a teacher should not be paid at such a comparable rate.

Before solutions can be considered, an understanding as to why there has been an increase in staff absences needs to happen.

Make an incentive for staff to not use their sick days. Maybe pay teaching staff 1 sick day for every 3 used sick days.

Look at expenditures on senior staff that are unnecessary. A lot of money going to large senior management/school board executives and assistants.

Burnout is real. Find a way to make the job more manageable and the TOC costs should drop. Having worked for 20+ years, the job is more difficult now than previously. I don't take as many sick days as I should because of the TOC situation.

As I have said before in similar surveys, this is a difficult conversation to have when you are sitting on a large surplus. The pressure seems artificial.

The focus should be on retention of the quality staff we have and being a district people want to come to rather than leave for better wages or better working conditions where all staff are shown value and respect.

focus on wellness. This work is stressful

Weird question. How can you “solve” employee illness?

More supports and follow-up to help ensure absent employees are actively working on their return to work as soon as possible. Sometimes people stay on paid leaves longer than necessary when they are too comfortable and unmotivate to return.

Enhancing the current options for flexibility in employment situations (i.e. job sharing options for more employee groups, etc.)

Revamp senior management positions, re evaluate recruitment and retention strategies that are not currently working to solve the staff shortages. Look at effective work performance reviews, stop dividing staff and focus on belonging and safety for all.

Incentives for taking a classroom positions. Why take a classroom position if you are paid similarly without report cards, parent meetings, late evenings?



pay teachers more who don't miss school, have some incentives to not use sick days

Increase the budget for substitutes

perhaps improve the moral by listening to those teachers that are already currently employed - longstanding employees - and make the changes they suggest. Their voices are not actively being listened to because teachers are tired of the lip service.

Hire a restricted pool of subs that are paid full time and deployed where needed versus the unknown costs of ongoing subs

Better hiring for full time teachers so that we won't have to rely on TTOC; and wellness programs/supports for teachers so that there would be less absenteeism.

Allow those that are able to work from home. AVS had minimal substitute costs when teachers could work from home with flexible hours.

Pay out sick days when teachers retire

Teachers select substitutes they want

Mental health/wellness supports and pro-d for support staff. A governing body for support staff that promotes health, wellness, training, hiring, and finding/sharing appropriate pro-d for support staff (from one centralized place)...Child care offered on p

Some roles could be split between multiple staff members, reducing full-time absence rates. Implement flexible leave options, and incentives for reduced absenteeism.



A SAIL program or something similar to get high behavior kids out of classrooms fulltime, and into spaces where they can be more successful. Less burnout for teachers and remedy pay.

Attendance management for teachers who are always sick. Most workers require some form of attendance management when off sick more than one or two times a year. Teachers seem to take days regularly. Take control of the abuse of sick attendance.

Tiered positions for EAs and advanced training to alleviate some of the pressure on teachers/classrooms

Having more EA/support in classrooms will cause less burn out on teachers and less substitutes needed as the teachers won't be calling in sick as often.

Consider increasing pay or hiring permanent staff

Hiring permanent people

have rotating, fixed substitute employees per school no more on call basis

What is causing the substitute employee issue to begin with? Sometimes the answer is the result of solving the issue before it occurs. Perhaps planning ahead of time so those issues don't occur.

Subs have better perks than permanent teachers. This is a significant issue in retaining permanent teachers.

Move special education children to their own dedicated classrooms, to remove the excess disturbance and in turn stress this causes in the classrooms. Doing so will improve the teacher's stress levels and attendance records.

Budget accordingly. If you're burning out your teachers, you can expect the need for more substitute teachers. Pump up the substitute teacher budget line.

amount of \$ that is saved from non-enrolling teachers cover classes! Allowing TOCs to choose assignments puts rural&innercity schools at disadvantage. No incentive to take fulltime positions if pd on par. +workload/responsibilities=stress stress=absences

Reduce teacher burnout and make Abbotsford a better place to teach. Further, reduce CORE and put those teachers back in the classrooms. Reduce District level administration to save money. The salaries for "Other Professionals" is very high.

Creating programs for practicum students to be in schools for more time and able to fill in classes if necessary. Full year practicum in schools instead of the time at university. Its a win win

Put less stress on teachers, support them and then they won't need as many days off...

Maybe manage the sick time and/or unexpected time off, in a way that would be more feasible to the staff, so that they are having to take those extra days off and needing replacements.

Depending on whether as-needed substitutes cost more or less than having some 'floater' employees that could fill in, when needed, it may be prudent to keep some extra staff on hand, that could move from school to school, or role to role.

You should have a few Educational Assistants per school that are allowed to teach a class that can take over if anyone calls in sick instead of calling in a substitute teacher for the day.

Create more part time positions or job share opportunities

I think it is a necessary expenditure. Since COVID, work culture has changed and teachers are not working sick anymore.

Without having the appropriate data, it seems that teachers are getting sick too often or feel the need to take days off from being burnt out. Addressing that may reduce the number of sick days used.

Raise there pay according to Seniority levels.

Hire more teachers

Hiring more Education Assistants like myself to work more full time shifts to help with the teacher and EA burnout.

Substitute employees are not working well in classrooms. The students show a lack of respect to these facilitators and the teachers do not typically know how to deal with the problem. More appearances by teachers/principals are needed

That the teachers pay helps pay for that cost

Long term substitutes/permanent substitute per school.

Teachers should be committed for the school year and TOCs should only be used when needed.

Additional EA's in the classrooms and in school that could be called upon to instruct classes on the short term to cover minor teacher/staff absences.

Change how you treat staff and they will stay in our district and stop moving to neighbouring districts.

I think it is a mindset that sick days are owed not there incase you need them. Not sure about a solution around that.

More students who do need support on one on one base is important.

I think, You can use volunteers employee. There are many new comers . They have teaching experience. You can hire them

Retaining teachers, retaining EAs, rebuilding SD 34 as a great district to work, giving teachers a few discretionary days a year, providing more support for teachers so they don't burn out

Why are we paying for internal teacher coverage for things like sports activities? Why do we need 3 teachers to take a team to an away game? Other districts do not pay 'block coverages' for sports, only for TTOC shortages.

More supports within classrooms so teachers don't get so burnt out. Stop incentivizing teachers to remain teachers on call (ie, pay them more similar to other teachers)

Be a better employer that teachers want to work instead of transferring out to commute to Langley, Chilliwack, or Mission.

See what you can do to improve the wellness of your teachers so they have few sick days

To make this a priority in the budget before budgeting for anything else.

Substitute employees seem like an important role in the school system. Money should be allocated so teachers can time off when sick etc.

Hire an additional employee to act as a floater who can fill in when need be. It is ultimately cheaper.

Increase EA supports in classrooms

Reward teachers for not using up all of their sick days...maybe % bonus upon retirement...could actually save money!

Hire more teachers so that we don't need to use substitute teachers to fill positions that can't be filled. Perhaps target teachers in the US right now like they are doing with doctors.

Max their hours out so they feel more inclined to take a full or part time position.

Hire more teachers! I volunteer at a local school and it's so hard for the kids when their teachers are constantly changing. Hire less administrative staff at the Administration level. We have way too many bosses and not enough doers.

Government needs to provide more funds and. Public also Help

Not sure if I'm answering the question or not, but... I think teachers would use less sick days if they were better supported in the classroom. It is extremely stressful to deal with the demands of today's classrooms. Also, offering a %age of unused sick da

Districts should be standing up for their teachers by shouting from the rooftops that we need more funding from the government. Tocs with no teaching degrees is not okay to save money. My kids have had these people in and they are just a "warm body"

Noon hour supervisors have not seen a raise in 6 years. I tried going through the proper channels and HR dropped the ball.

Maybe if the teachers were supported more there would be less burnout and illness.

More support for the teachers. Also the noon hour supervisors are the lowest paid in the province. They have not had a pay raise in 6 years. And they are a crucial part of the system.

Allow more job sharing options. Teachers seem to be getting "burnt out" by the stress. Maybe teacher would like more option to job share. It seems very scarce these days.

Higher lower cost replacements (ECE workers , retired teachers , etc at a lower rate)

Programs to actively address frequent absences.

The use of secondary substitutes & lesser qualified EA's like Alberta uses. We had excellent support for students & some were better at the job than those qualified. We also need to transfer from provinces without recertification.

Preventing teacher burn-out by providing adequate support for all classrooms. Looking at the current Elementary level in French Immersion, students and teachers in the program should be provided with adequate supports to ensure they are meeting prg req.

Hiring more teachers

Maybe pay the teachers more and what they deserve, then maybe this wouldn't be a issue.

There should be EAs in every classroom in addition to the aides assigned to specific students. They should be skin to jr teachers and can take over teaching if needed. They can be an extra support when the teacher is well and can also cover preps

Have administrative staff step up to cover single day absences etc such as Principal, Vice Principal. Introduce higher wages for teachers with high qualifications and introduce a sliding scale for substitute teachers based on experience education qualific

Support teachers for class fundings and EA so good teachers have less pressure and stress and are happy to stay to educate our children. Get rid of teachers that abuse the system and are constantly away for no reason triggering schools to find substitutes

I do not feel that the substitute should even come close to reaching the budget measure of the fulltime person

Hire temp teachers on full time continuing contracts vs laying them off each June and having them wait for a call in September to see if they have a job.

Support teachers so they feel less burn out, so they don't have to take off sick days as personal health days in the first place. Then you wouldn't need to spend so much money on TTOCs.

Wellness program to keep staff from going on medical leaves

Creating an environment where teachers don't feel isolated in their schools. Budget cuts, no support for educational resources, lack of culture and team, forced fundraising, no transportation and lack of any support for teachers that provide extra curricular

I think that if you can, instead of a substitute ask a teacher in your school like the gym teacher to substitute or maybe even the principal

more incentives to all teachers (not just new ones) and EAs to stay and want to come to our district so we do not have a shortage thus then exhausted and overworked employees that go on leave of absences

Treat your full time teachers better and that will alleviate some of the pressure on needing substitute teachers.

Improve the working conditions for teachers so that they feel appreciated and supported.

renegotiate union contract, remove unnecessary administrative funding, remove 1/2 school board executive, staff and funding

? I have no idea. They are union paid, and this should be included in the budget

Require the contracted teachers to show up for work.

Employ more teachers.

If teachers and EAs weren't so overworked, they would be healthier and take less sick days.

Definitely NOT using your admin to cover . 4 days in class for secondary students ?
Eliminate one day of coverage needed in those grades?? Make the one day an independent work day .

Review why employees are increasingly absent- mental health and wellness- look at further supporting staff to decrease absenteeism

Funding for longer term temp positions

Limit the number of paid sick days for FT employees

Involve parents in the classroom. Take some pressure off the teachers. Have enough educational assistants.

Allowing EAs to fill sub positions for shirt periods

Continuity for our students.

Without understanding why this creates a budget pressure its hard to answer this question. Is this the result of increase absence amongst FT staff, what is triggering increase of absence, do we have appropriate supports in place to explore/address absent

Pay people a living wage and incentivize teachers to work by making their work environments less hostile

Employee retention. Better classroom ratios and support staff would make teaching a more desirable profession. Imagine subs are needed to offset early retirements and lack of new staff entering the field..

Petition the ministry to fund so many hours of substitute employee cost. Take the Sick/Vacation time allowance within teachers and that is how many hours the ministry should cover. District would cover any over and beyond.

New high school, more teachers and less UTOCs. You need to be making it more desirable for teachers to join and STAY in the district.

Substitute teachers and staff is, and always will be and issue to financial budgets. There is no simple solution, except to allow for the expense in the budget. If the year finishes with a surplus add the to the next year if available.

For education assistants specifically better hour and better pay and more EAs can be helpful to reduce the burnout and financial pressures we are feeling in the job. It will help keep your experienced EAs stay.

Pay wages and benefits that match or better surrounding Districts

Making sure there are actually enough substitute employees. Employees feel so much stress about calling in sick because often there are no replacements. Also, when there are no replacements it puts such pressure on the students, teachers and others.

'- reduce turnover/burnout > provide more support (not programs or more employee training/pro-d) in schools with more underfunded designations

Bind them by temporary contract fulfilling c number of hours per year. If unfulfilled then remove from substitute roster

Lower substitute qualifications

I think there are people available with reasonable cost, since a lot of skilled people are looking for jobs and we don't think spending too much money to the substitute staff

Ensuring teaching remains attractive to all gender by addressing fundamental issues on compensation as talent attraction and retention strategy in education. Also good job with bridging programs for international teacher and support for domestic students

Hiring more full time qualified teachers. Accept job applications from the qualified teachers.

Pay your teachers, EAs, and support staff better so they're less likely to need a day off for illness, stress, and other problems. Reduce admin overhead.

Permanent 'float' positions

Better administration on dealing with TOC call out and juggling.

Would love to do a deeper dive into what is driving that number up so high first.

1. Limit the length of leave with pay.

1. Limit with pay any kind of leave by any employee. 2. Contribution of \$5 on monthly basis from each and every student and \$ 10 from all Teachers, E.A's, administration and management on monthly basis.

More benefits/motivators for teachers that take 1.0 FTE positions. Examination of retired teachers (at the top of the pay scale) taking TOC positions.

More support in the classrooms, then maybe teachers won't feel so overwhelmed and will want to be a work more.

Consider employing people with less training who require less wages

If you hired enough specialist teachers and supported teachers with the appropriate amount of educational assistants that would greatly decrease teacher workload, stress and the amount of teachers on leave. That would reduce the amount of money spent

Wage increases for Education Assistants

Get rid of PRO D days.

Casuals are paid less than the staff member who is away. EAs & many teachers have no sick leave & are not paid when away. That cost is then covered, plus. EAs/Teachers would be away less w/better support. Mental health has been a major contributor.

Hiring full time teachers and finding ways for them to stay within the school district. Ex. Increase salaries/benefits

renegotiate union contract, remove unnecessary administrative funding, remove 1/2 school board exec, staff and funding

Pay out support staff sick days

Publicly call out the BC Government for underfunding in a sustained and meaningful way. Shine a light on how it is affecting students and staff on the ground level, and continually highlight this. Become a thorn in the BC Government's side.

Job satisfaction. Good teachers and administrators are leaving Abbotsford to the same positions in other districts.

This is confusing because I know of multiple positions that have not been filled by qualified teachers. Why isn't the district saving on staffing costs from vacant positions that have only been filled with UFNs

We need qualified employees. We are hitting burn out and not appreciated enough. Better pay. More programs to deal with changing student LS and outreach programs for kids not attending enough.

Pairing with local universities to speed up the process of becoming a teacher, HR starting hiring of student teachers Sooner, adding in personal touches like confirming receipt of applications , speeding up process...bargaining : discretionary days

Stop paying head school board members hundreds of thousands of dollars, properly upgrade schools like Mouat a crumbling infrastructure. Build new ones like Chilliwack. Support Autistic Children, use their funding allocated JUST to that student. Wake up!!!

When there has been events like snow or where students and teachers may miss make that day fully off

put less pressure on teachers, give them more support systems so they miss less school

Listen to the teachers requests for bargaining contracts.

Workload of general education teachers is ridiculous. We are now scanning our receipts! Hire people to do this. You will spend far more dealing with teacher burnout if you keep piling more on them.

Additional teachers included within the school that can cover in cases where a substitute would be needed.

Taking care off your employees is first & foremost. Sick days, mental health days are needed in an education system that is evolving. Hiring adequate trained staff to cover teachers & support staff.

Make sure the district has a sufficient number of employees.

Parent Volunteer

I acknowledge the tremendous efforts that have been made to recruit. I think more can be done at the university level to attract potential future teachers to join the programs.

Hire more qualified teachers, educate families about keeping students home while sick so that teachers are not getting exposed to students who are sick while at school.

Lessening the burden on teachers by having adequate staffing. Including counsellors so teachers can focus on teaching.

More health and wellness focus in school buildings. Ie- work out spaces for yoga, exercise, etc

Increase wage/ hire more teachers

Exploring internal coverage options and evaluating alternative scheduling solutions may help address this issue.



Bringing in students from colleges and universities doing their practicums could take away some pressure.

Create a retired employees substitute list offering them continues maybe 50% benefits to stay available on call

Allowing trained and vetted people (not necessarily certified teachers) to step into a classroom to cover when needed. There are many people in the community would do excellent at substituting that aren't certified teachers but can contribute.

Focus more of using non teacher degree people at a lower wage

Fewer special needs in classrooms, more EAs, better EA Training, literacy EAs in all K-3 classrooms, extended vacation fee to parents who take kids out longer than 2 weeks as we don't have the finances or man power to catch up students

Increased support in classrooms to prevent teacher burnout/ fatigue.

Continue to recruit UETOC's

stop hiring substitute employee, instead hire a permanent floater employee to cover for employee during sick days and emergency.

I do not know, maybe create a budget study; cost wise between substitute and having a permanent employee.

The right question to ask is why we need to substitute employees. Then we address the problem from its roots.



Retain teachers, but only them accountable.

Combine classes

One reason the cost of substitute employees is up because the district used to cheat full-time teachers out of the pay they deserved for covering classes during their prep time.

Have EAs flexible to travel to meet needs as Teaching Assistants on days where surplus due to non attendance of assigned student (they are paid for say regardless)

I don't believe this. District has saved millions of dollars over the last few years by not filling absences with TOCs. Nonenrolling has been carrying that burden for free.

Well, increase the budget.

Better administrator leadership; Focus on employee satisfaction and well-being

Hire more. They are needed. Use more district level personnel.

Make an incentive program for teachers who do not call in sick.

Resource rooms. There needs to be one or two EAs in every classroom due to so many behaviours, resource rooms could lessen needing so many EAs in classrooms. Bigger and stricter consequences for violent students.

Staff retention incentives, perks for staff who rarely need coverage

The board and district should do everything they can to make it possible for capable and willing teaching candidates (i.e. UETOCs) to get certified, including lobbying the universities to count time spent teaching as a UETOC towards their practicum reqs.

Pay teachers their true value and more would enter the industry. Respect for teachers and supporting the supplies and needs required to teach the children. Be encouraging with the demands placed on them. Pay them for their time - prep + teaching.

I feel like the remedy money that Middle and High School teachers receive could be put to better use in the district. Elementary teachers work SO hard with their students and receive no benefits of remedy.

Pay out teachers for unused sick days at a partial rate yearly

Reduce the number of students in the classrooms, create more teaching spaces and hire more teachers. We need more specialists (LSS and ELL) in schools. Reduce the teacher/student ratio for specialist teachers.

Have an incentive for teachers who do not use as many sick days or pay out sick days. This is common for nurses and many other employees. For Example. If teachers have used less than 5 sick days (or less) in 10 months they get 5 day wage bump.

Encourage employees and students to stay home if they are showing signs of sickness. A sick person spread their illness among any teachers, staff and students they meet.

Have more certified teachers.

More incentive to be a full time teacher, being a substitute you have more flexibility and choice, less commitment.

Make the district more desirable to employees

Raising taxes and strictly using those moneys as investment in recruiting teachers, EAs and Counsellors. At our school, and many schools, so I'm told, to needs continue to exceed the provided support. Full time counsellors every where is a real need.

Take the funding from somewhere else, TOC's are essential

Encouraging teachers (financially) to have permanent contracts, instead of only TOCing, valuing certified teachers, supporting teacher education costs to recruit more teachers

Employee more casual TOC

Support for students to relieve some pressure from teachers in their day-to-day work.

More incentives for EA's

Introduce a retirement incentive where you can get a percentage of buyout of sick days. That way, teachers won't "use their days" because they'll want some of it back in money

Stop paying non certified TOC's at such a high rate.

Trains EA 's and pay them accordingly to supervise classes where there are no teachers available

payout staff who dont use paid sick time

A return to work/wellness/stress/health program to support current staff, find solutions, in keeping staff working and not needing to be off work.

More support for teachers that have multiple students with multiple behaviour disorders, more EAs! This will help retain teachers in difficult classrooms

Make absence a major hiring criteria. Check former employer's and references for how often the prospect misses work, and hire partly based on that. Somebodies sick grandma is not your problem, until you hire the prospect. Then she is your problem.

Improve salaries, working conditions and benefit packages to retain staff

Retain current teachers and make it more appealing for educators to wanting to be hired by this district.

Solutions can only be decided on if we have clarity around the actual problem. Why are we needing substitute employees more frequently? Can supports be offered that would reduce the need?

4 day week for students staff pro d

Invest in staff mental and physical health initiatives to reduce absenteeism. Employ a small team of full-time “floating” substitute teachers who are already familiar with the district and can be deployed as needed, potentially at a lower cost.

4 day weeks

Continue to pressure the Ministry to dedicate funds to TTOC costs.

Staff are now staying home when they are sick, so I would suggest you consider this the new normal and budget accordingly.

Drop in program can be cancel instead of coverage

Assign 2 subs to each school. On days they are not required they help support literacy, assessments, LSS, ELL, resource. This also encourages community and increases experience of our new subs. They get to know students and different positions.

I noticed this as well it. It's up from 7% of teachers salary last year to 9% this year. This seems to be outside of the norm.

Investigation into why so many substitute/casual employees are needed (eg, burnout, illness, lack of qualified candidates, other?) to determine possible solutions. It is difficult to suggest a solution without understanding the cause of the issue.

No action needed.

Hiring Incentives for permanent Teachers in classrooms, financial support to encourage EAs to further education their education

Teachers are under increased pressure to do more with less time and resources, so I feel they are getting sick and burnt out more easily. This is why there are more substitutes required. Treat the teachers better & substitute costs will decrease.

Eliminate the entire board of education, have only financial leadership in this area

No Solution - TTOCs are needed!

Re-establishing programs for students with intense behavior needs, re-establishing specialist teachers at each school to support special ed services, and hiring a person to upload receipts for classroom expenditures. Classroom teachers cannot keep up.

Parent volunteers with a strong education background?

Use non-enrolling staff to cover classes; allow EAs to cover classes;

Students that need help, are getting minimal to non in some classes.

Providing more support for behaviour students in schools is necessary. Many injuries / work related stress is do to the lack of support for these kids. The effects on staff culminated in poor health and absences. Healthy staff are able to be at work.

Hy would this be a major pressure facing the district? Is the lack of support for special education services burning teachers out? The media talks about an increase in designated students so hopefully the staff supporting these students in increasing.

Create an Internal substitute pool or invest on part-time certified staff who can step in as needed. They often require less training and can be more cost-effective.

More permanent positions

Volunteer teachers

My experience is that there are many teachers who do as little as possible and leave students to “figure it out”. While I am happy for kids to have to use their brains, I am not impressed with the teachers attitude of indifference.

No solution to employee costs, it is what it is. As long as resources are utilized properly is what's needed.

Hire more full time staff

Hiring of more assistant teachers in full time positions to battle the substitute costs.

Hire more teachers

Funding is needed to better support kids. Teachers and assistants. Too many cuts and nothing to show for the “savings” or “cuts” - we have kids going to high school now and will be glad to be out the school system as Abby doesn't support teachers enough

Kids stay home when teachers aren't able to come in

Creating a pool of part-time or on-call substitutes who are familiar with the schools could help manage costs more efficiently.

More part time positions

You should raise their salaries after probation and select the right people in the interviews who love teaching. The people who come for money won't stay long.

Teachers and sybarites need to be paid more.

Keep the substitutes

On days that a sub is needed. Use the EA's that are familiar with the class already and pay such stated higher. They would most likely be more effective and already are in the loop.

Don't offer as many useless courses that don't help you survive in the adult world.

More permanent teachers to be employed.

Computers teaching all courses possible, only aides needed to be in the classroom. Get rid of teachers that don't want to be there, their attitudes are toxic to the children and parents.

Substitute teachers should have a wage decrease that reflects not being in a permanent position. It would encourage subs to apply for positions within the school district, therefore supporting the teacher shortage.

Well I think the employees should have more compromise (especially bus drivers), but unexpected situations happen, so the only thing I could suggest is to be more meticulous in the commitment part at the moment of recruiting new employees. Less AI

In our experience with our children, there are not enough qualified substitutes for classrooms. You either pay substitutes or create more positions for full time staff.

I think UETOCS need to be limited and the district needs to be considerate when creating positions that would hopefully attract qualified teachers. That also includes retaining teachers & supporting new ones. Listen to the concerns and address them.

Good employee benefits should be given so that teachers won't leave the school

Potential TTOC benefits? UTTOC program that tracks people into teacher programs?

Make the district a desirable one for teachers to enter. New technology for students and teachers would help. Adding in uncertified TTOCs is not the answer.

No other option but to cut funds in another area.

Leaves of absence cost a lot to the District - perhaps looking into prevention of this instead of reacting to the cost of replacing teachers.

Not sure why teachers bank up hundreds of sick days and when they retire, they are taken away. I can assure you that if the district would pay out even a percentage of sick days, staff would be motivated to use less. The nurses union gets this option!

Permanent TTOCs assigned to a school or family of schools.

payout sick days upon retirement

Government needs to help and parents can also participate

Taking a proactive approach to help staff manage their workload and classroom challenges

“Hire more full-time teachers to reduce reliance on substitutes. Offer better support and training to retain existing staff and minimize absences. Prioritize consistency in classrooms for better student outcomes.

Having more teachers working in the classrooms on a full time basis.

Hire enough TOC's to ensure teachers aren't having to cover teachers in the classroom.

We should investigate the causes of absences and direct funding to improving those issues. Also, uncertified TOCs salaries should be renegotiated

better wages and better benefits for full time teachers

A better union for support staff....Teamsters is terrible

if there is a shortage of ttoc's, clearly there isn't a "solution" to the cost of having them. pay them for the value they have. pay the superintendent and head office less. let's see an audit of their expenses and costs.

Create a healthy work environment where employees feel safe and heard which will result in less sick leave time

Advice more how to not waste items

Hire more full time roaming staff

Hire more teachers

schools can hire 2 permanent teachers for whole school and if any teacher is absent or on leave then they cover and having these teachers around the whole time, students won't feel as if they are studying from a new teacher

Invest in comprehensive benefits packages that attract and retain staff



allow permanent job share positions, remove equal pay for TOCs- no impetus to take permanent positions, allow teachers to book medical appts when they need to (instead of needing to book as sick the night before or morning of), allow personal days

Hire more part time teachers to help cover leave, sickness, etc. Job sharing instead of hiring out

Pay teachers and percentage of unused sick days at retirement

Abbotsford must raise its voice. Underfunded education harms students and leads to long-term costs—poverty, health disparities, lost potential. Like healthcare, education deserves investment. School districts must unite and demand sustainable funding now.

It should be managed by same teacher online but at different timings

Need more teachers in class and also need more classroom

treat your staff better, have no remedy classrooms, work better to make classes manageable (workload)

Teachers have applied here, but got faster responses with other districts, so went there instead--take a look at our hiring practices and see how we can speed the process up. Support teachers better so they do not get sick and stressed.

Use online learning platforms for absences, allowing students to complete assignments online. Also more full time float teachers should be hired to cover absences, reducing reliance on substitute. This can lower cost and ensure consistency in instruction.



If you hire full time employees that act as substitute employees you would not have the shortage and eliminate the extra cost

Substitutes should be considered “emergent need” costs.

Training and retaining more teachers. Allowing parents voices to be heard as to who is going to teach their kids.

More types of sport for kids

Hire more teachers and EA's. The Abbotsford School District is known to be a school that teachers don't want to work in. So where's the attraction for recruiting? That's the problem, not fiscal policy, but staffing positions well.

I don't understand the question. Is this suggesting TOC's are expensive and therefore straining the budget? If teachers were better supported in classrooms then I would imagine there would be less time taken off which would decrease the need for subs.

Retention of employees so that TOC's are more likely to stay in the district based on more favourable opinions

Drop people who can't even maintain a moderate level of showing up for work. I have very close relations with teachers in a few districts and it boggles my mind how some teachers simply never show up and in some cases working other projects.

I think need to hire at least one employee for extra help everyday but not a substitute in this way school district can save a little bit of funds. e



At the end of career, teachers usually start taking sick days regularly to "use" them up. I would think about some sort of payout for retiring teachers for sick days banked. Maybe not the whole amount, but a percentage.

This is NOT a major budget pressure. Pay qualified teachers to teach.

Hire more teachers

I think all money should be spent on a new curriculum that's designed to help boys and girls succeed in an ever changing world. Meaning more education on how to handle money on how to save money on how to invest money. Better prepare them for the world.

Start letting people buy a garden plot to take care of or sponsor

overhire or hire into a float position that covers sick calls and when not needed will support other needs-library, gym, music, in classroom support for teachers with not adequate EA

Need more teachers doesn't matter of budget

Addressing teacher burn-out, morale and health which is likely to alleviate the number of sick days taken. Continue to support uncertified teachers and well crafted paths for their certification. Continue to publically highlight this need, lobby funding.

I think board should organize more fundraising programs. Charity events. Etc.

Lower sick day allotments, and reward those that do not use them (monetary incentives).

Training / hire more people

Give old Teacher helper chance to do Substitute for day in same classroom, as kids already know them.

Aside from trying to focus on having these employees pulled from local area

IMO big EAP companies like Morneau Shepell, & Telus Health focus on reducing costs for the employer, and limit employee choice in selecting a health vendor to no choice/the lowest bidders. Quality of service suffers IMO, which may increase absences.

Hold teachers accountable for coming to work like any other company.

More full time teachers on rotation

Less emphasis on LGBTQ and aboriginal studies. Should save enough money to hire competent substitutes.

Maybe by choosing better employees

Too much time spent on high needs kids. Takes teachers time away from those that are actually there to LEARN. the high risk kids should go to a specialized separate school.

Off the top of my head maybe each classroom should have minimum of 2 teachers to revolve around subject schedules so that if one teacher is in need of a substitute the other teacher could be there for the entire day instead

Offer more permanent positions that are flexible in hours or allow teachers to job share, rtc

Bigger budget. Fully trained teachers should be a priority.

Hiring incentives to keep teachers, adequate benefits and pay for subs, priority subs placed at schools rather than going all over, providing a bank of plans and activities to ease sub lesson plan pressures, focus on retention of current staff

How can substitute teacher costs possibly be a new issue? There has been subs forever, what changed that THIS is an expenditure issue?

I do not support uncertified teachers, being in classrooms. I believe if there were more resources put in place to support teachers with their many demands and spectrum of student needs there would be less need for teachers to have substitutes.

Asking the teachers the best way to move forward and collecting information from them. We need more teachers in the classrooms to teach

Pay teachers more. Pay EAs more. Acknowledge the necessity of TRAINED teachers!!

Why do teachers need substitutes? Because they are overwhelmed and stressed out. Pay teachers what they DESERVE in the first place, including meetings, prep time, that are being held OUTSIDE OF PAID HOURS. This is not a truly DEI environment for teachers.

Have teachers available in schools to step in.



Focus on staff morale. Need employee development focus at support level as well as increase FTE in support staff for student numbers increases

Sub. teachers not skilled in the class they are subbing is babysitting. Allow/facilitate teachers to teach lesson remotely from home to class via tech & ability to record lesson & make accessible to students. In sec. school use paid vol supervisors.

Relieve staff stressors! Provide more supports so schools run more smoothly. If teachers weren't exhausted by Thursday night, they wouldn't have to take Friday off.

More teachers in classrooms to reduce the number of substitute teachers.

Volunteer retired teachers can be a replacement.

Hire educated teachers. Don't need more staff

well I think if substitution teachers are taking up so much of the budget why not have a day at home for some of the classes instead of replacing the teachers that phone in sick all the time or find other programs that would be suitable for the children

Teachers call in sick often due to morale and burnout. If working conditions improve you will see a reduction in call ins and therefore need for substitutes. I think more consultation with the teachers is needed because the current system isn't working.

Talk to teachers within the district and other districts to find what perks there are to their job (what makes their job great) and incorporate those to lure and retain teachers (happy teacher have less absences). See the Union as an ally not an enemy.

Before considering solutions, one must look at the root cause(s) of the problem. What are the factors related to the increase need for substitute employees? Why would a teacher prefer to be a substitute rather than have full or part-time status?

Using UTOC employees should be a temporary measure, although it has helped a lot. If teachers felt more supported with the appropriate staff in the buildings (EAs, YCW, Counsellors), then they would not go on as many leaves and miss work due to burn out

Set aside funds for that..

I think the district should consider hiring more TTOCs to fill in the gaps, as well as providing more support in the classroom so teachers and students are not burnt out.

Better satisfaction among employees may lead to a more positive outlook and the need for fewer sick days.

Hiring an additional regular teacher who fills in or acts as a 'float' to go between areas. 1-2 additional regular teachers would be cheaper than subs.

Paid sick leave should not be allowed to be used to stay home and catch up on things, or simply just have a day off, that is what weekends and other break periods are for.

More part time hiring

Reduce the stress load on staff by adequately staffing classrooms that are overloaded with IEP/ behavioural students.

I think we should look at ways to lower staff absences by supporting wellness and workload balance. You could also build a regular sub pool to control costs and avoid last-minute hires.

Build stronger communities within each school and across the district. Why doesn't each school have a handful of regular Subs, EAs, support staff? If we know rltshp builds strong communities and growth then creating this would decrease needs

More notifications when teachers are absent for better planning

Less demands on the classroom teacher. There are so many needs in each classroom, yet, the district has completely shut down LSS. Students arrive in the classroom with needs well beyond education. Classroom teachers are always the frontline worker.

None. Cost of having them is jystified

The solution is to allocate more of the budget to the Substitute Employees. Teachers are influencing our future and must be paid more.

Supporting staff all around health and provide classroom resources

Staff should get paid out for unused sick days at the end of their career. \$100 per sick day would likely be enough of a deterrent for teachers to take a day when perhaps they could push through and be at be at work, saving thousands a day over time

I don't know how you deal with this pressure, but we need more TOCs and they should be properly trained by the SD so that they are equipped to manage all aspects of classroom management and teaching.

I am not sure but would be helpful if a teacher would sub with same classes so it doesn't disturb class from having to know someone different each time

Are there supports that can be offered to schools and classrooms that have high substitute employee costs that may have an impact on teacher absence?

Hiring more qualified full time staff

Extra support teachers on every staff whose Job description includes intervention, collaboration and coverage. These support teachers would be first line TOCs but also can offer remedy options 1,2 nd 3, as well as giving much more targeted interventions.

Research shows that health related employee absences would decrease if education funding increased. The Ministry of Education must increase funding to the district. This question is misleading.

Well, I checked of that I'm a parent.....so probably not the best person to ask. None of the options that are listed cover issues that need to be addressed in the schools. Can you fight the teachers union? No? Then you have no options if they don't teach

Could start posting (without judgement) the substitute employee cost for each school in weekly/monthly updates to staff. Bonuses for sick days not used. Admin spt, including sr mgmt, fill in 1 day per week. WCB leave emp go into classrooms or admin spt

Flex teachers available in schools. Can cover temporary leaves when necessary, can support students in "help center" type rooms

More funds to support services for special needs students, speech therapy services, more EA per student ratio, safety in schools

Less teacher overwhelm with more ea support in classes (particularly primary) more supports for kids with behaviour and IEPs. Then less stress on teachers therefor less TTOCs needed.

Make smaller class sizes and give supports to teachers so that they can do their jobs teaching students instead of evacuating their classes due to wild behaviors. Teachers miss time because of they are exhausted, fearful, and disempowered.

Revisit current staff sick day banking policy

More EA's in classrooms—encourage better hand hygiene and classes.

Increase the non-instructional time having mandated minimum 2-20 minute recesses and 30 minute lunch. Reduce the use of tv and shows in the school. Better behaviour, reduced cortisol and emotional regulation will reduce burnout. An EA per class to help.

Hire teachers with good attendance levels and good records while making sure they don't have problems. (They ain't in the union until you hire them)

Longer lunch hour and playtimes. Extend the day so parents can work. Kids benefit from more play too

Review teachers on short and long term medical leaves.

Provide a half day off school for report card writing so overwhelmed teachers won't get sick, or feel they need to take a mental health day to get them done.

Perhaps charge a fee for those that are choosing to enroll in cross-catchment schools for the convenience. Answer to #5 - wish there was an all of the above option.

Better working conditions for teachers so they require less time away (not letting classes go in to remedy by having enough space at the start of the year for fluctuations, more YCW in schools, more EAs, smaller work loads for LSS teachers)

In what ways do you think the school district can improve financial transparency and engage the community in budget discussions?

Make all budgetary meetings public and stream media

Actually listen to feedback, because it doesn't feel like you do.

This is fine.

Post budget on website to refer to

Actually do something that employees ask for

Surveys like this help.

Put out more communications. Don't use surveys to gather info. Have in person round tables.

'-Discuss with staff at all levels

-communicate effectively with community members

Budgets are sometimes hard to understand. Where possible use language that helps non-educational professionals understand what is being budgeted for

Be open. Consider the aesthetics of certain decisions. Share the why.

Show us the numbers and be able to explain them clearly.

I think school budgets should be shared with staffs at all school sites to help them understand where money is being allotted and to as a community, ensure money is being spent responsibly at a school level.

Let public know who makes decisions right down to the individual school level.

Be honest. We need more money and are not meeting the needs of the kids.

Publish all information

This is a start

Share each expenditure with the public and explain why each is necessary. For example, the amount of money being spent on salaries for district personnel (those located at the board office) continues to rise but with no change to the school funding.

Permanent teachers having their own classroom, rather than going to 3-4 different classrooms. More teacher rooms.

You can't

Let the public know about what challenges schools are facing financially. Don't support board members that don't believe LGBTQI+ students should have rights.

Some positions should have a pay cut instead of padding their pockets.

Send more info. out where the money goes in accessible language

listen to what schools need instead of focusing on a surplus

School by school breakdowns

Making sure that it is translated to the languages' that reflect the district.

I think the district is doing fine in this regard currently, but maybe release reports and charts that don't need to be colourized and glossy.

let them see how little money each school gets per child

Open house days with flexible schedules where the budget is clearly defined.

I think you are already doing a good job of this.

1) Make financial reports, including budgets, expenditures, and revenue, accessible and understandable to the public. 2) Hold a budget meeting that is open to the community allowing them to attend, ask questions and provide input. 3) organize public forums or workshops where community members can learn about the budget and ask questions or offer suggestions.

Make expenditures public. Provide reasoning for such.

I think that the district needs to realize that they need to compare apples to apples and not apples to oranges. Showing our fiscal responsibility by comparing our district to a provincial average is not valid data. Compare our spending to districts with similar strains and characteristics like student population and other demographic markers.

Surveys like this are a great start.

Be open in where the money is going, and actually let schools run their own budgets. Schools are not all the same, and you do not know what is best for schools, as evidenced by previous budget decisions and lack of transparency. Principals are professionals who the district has chosen to promote, and as such, should be trusted to make budget decisions for their own schools.

show us the numbers for the board office

Continue with the same transparency

At the school level, budget information is sometimes shared with staff, but there is little or no input by staff on where to allocate the money. The amount of school-based discretionary money has steadily decreased over the years - hindering school-level innovation and initiatives. Several recent decisions on technology spending (or not spending) have been bad decisions - negatively impacting classroom instruction and learning experiences.

Give actual numbers. How much is the surplus, how much did we spend on x, y, z, etc. each year.

Continue the practice of sharing annual budgets with school staff, twice per year.

More staff input to decide how funds for their school are allocated.

Give department heads more discretion about how funds are spent in their specific department.

Newspaper

Currently being done.

it is important to talk about finances in context to how other districts allocate their budgets - I have heard from contracted professionals from the child development center (who work in Abbotsford, Chilliwack, and Mission) that it appears that Abbotsford spends significantly less money on specialized positions that support students with diverse and complex needs. But I don't think many people know that, and it impacts how they respond to questions about budget allocation.

Many people in the community do not understand how the school system works. Senior administrators don't even understand how the day to day of the school system works and what the staff needs, so I am not sure how the public can.

Ask and listen to parents of children with special needs and the lived experience of the disability community when financial decisions and allocations when making decisions around needs and supports for students

The school district should send out a letter/email to parents in "Lamens" terms outlining the costs and funds that are being spent in the district.

indifferent

I'm not sure; perhaps we can talk about it during a staff meeting. But that depends on the principal - if they do find that important information to discuss during the meeting.

I think community forums that people can attend and ask questions who be helpful.

What is the point?

Ultimately, the School District district is going to do with the School District needs to do with or without the sale of the public or the employees.

Present methods adequate.

Be more transparent, offer more opportunity to the community. If folks don't know that they are able to engage, they won't.

Show a break down of the budget and what percent goes to each section of the budget and for each year with the info for the past 20 years. This way the public can see how the % allocations are changing>

Detailed audits should be supplied, not the cursory one that KPMG send outs annually.

Show the results of every consultation so we know how votes really go.

Have dialogue during the process not just slideshows about what is happening.

the district does a good job of this

Seems like there are too many district jobs. Why so many assistants, district vice principals & principals, etc



Public body reporting seems to be working well. Perhaps a portal for community input or periodic round table discussions.

Further information sharing about the budget and its processes - finding increased ways to communicate the information with students directly.

Actually have transparency in all areas of the organization.

Be honest and clear about the issues were facing.

The more transparency the better. I know it isn't easy.

Plan and simple language, you know that the average comprehension age is low for most of the population. Specific questions and not general overarching questions.

I think the school district is already doing a great job.

Have the QR code posted in windows if each school.

each schools should be open about their expenses and revenue.

Not sure as I am a new employee

Doing great

Publish simplified, easy-to-read summaries of the budget, including infographics and FAQs, to help stakeholders understand key financial decisions.

Scale down administrative bloat (why so many VPs) and invest in floating support staff.

How about publish the cost of sick, TOC for backfilling!

How about attendance management figures. Per capita sickness costs.

Surveys and community presentations

Be more open about spending(s)

The district can hold regular public forums, share detailed budget reports online, and create accessible visuals to explain financial decisions.

publishing printed material

Every school is unique and shall be individually assessed through parent teacher involvement.

I feel like there is generally enough transparency, the issue is getting the community to pay attention and engage with what is available to them.

Only way to get community feedback is to show them granularity or program specific spending (ie, anti-bullying, truth and reconciliation programs, etc), not just job or department based spending reports.

Semi annual budget - financial updates



put money into schools- not management

bodies in schools working with kids

when this is evident, money is well spent

Be honest on how much money is spent on district administration costs, professional development travel for district admin, etc.

training the principals and managers better so they have more understanding about the budget process and how needs are addressed.

Involve parents in reasons why classrooms are suffering with low support needs.

Make info simpler and more 'digestible' and also have more in depth info for those who prefer to know all the details. Use less jargon.

The only thing I think that might help is to put things in more layman's terms or in a more visually appealing format. They won't be engaged in what they don't understand.

publish line-item expenditures monthly so people can review, and/raise concern.

Provide a summary of what the Board considers to be the top 5 most important areas for improvements for the coming year.

Include information that goes home with report cards to ensure every family is aware of the information.

Media, meetings,

Holding more meeting and more surveys like this one can help reach the community

Surveys such as this

Surveys and taking the information to make people aware of the misconceptions if any

More direct support to students. Less pro-d days or other non instructional time.

you could provide a sample budget breakdown for a typical school with an average enrollment. For a typical Elementary School with an average enrollment - break the financial requirements down to a more understandable level for the average person. I would also like to know the percentage of increase or decrease of major items and if there is a proposed increase in resources. For example how many additional staff is being budgeted for. Is there an increases to programs offered. A summary sheet would be helpful.

Schools need to have access to the funding for their own students and programs. Get rid of the centralized budget, and give an itemized and detailed description of Board member salaries.

More emails to families and a constant reminder for families to step up and help and support their child when they need it most, communication is the biggest key.

There are different ways for tranparency.

Each school should to has a member financial oversight

Parents of students with special needs/ IEP often are upset that their child doesn't have a full time EA.

Present plans and spending breakdown. Engage people in conversations and determining needs and priorities

Allocate Provincial funding for students with diagnostic designations, to the school that the specific student attends; not holding the funding at the district level to be allocated at a different school that the student does not attend.

It might make sense to simply post some high-level budget information at the front of the school and info graphic posted in the window showing how money is allocated essentially a pie chart would go a long way to help people understand

Sending out emails like the one that brought me this survey is a great way to get information. But making informative videos and media is costly. Its a tricky balance making information easy for parents/community to access while spending money to do so when that money should go to the students and the resources they need to succeed.

Post more infographics for ease of knowledge acquisition

More communication about when budget meetings happen

Talk to your local PAC's more about what the schools need and how money should be spent. They have a great handle on where things are at.

Through meetings and. Parents also include to help school

Be more transparent about what teachers are saying about where the needs are. Planning for the future needs (buildings/technology/emergencies) sounds somewhat logical UNLESS you hear the whole story. It doesn't make sense at all if those things come at the expense of the current needs of students and teachers. Students have great needs these



days...fancy buildings and shiny new technology doesn't matter when kids are climbing up the walls.

The budget should be easy to find online and in plain English, not rhetoric.

It should be mandatory for principals to share the budget with their staff yearly.

Frequent bulletin updates, ongoing surveys.

This is the first time in all these years that I recall being asked for my input. My oldest child is in grade 12! Maybe email to parents more frequently? Engage with us more.

Provide more explicit breakdowns of where money is going & what the drains on the system are.

Include breakdowns of how many people are employed in each district department .

Allowing community to view budget reports and vote towards what is best for the kids.

This is fine

More online options. It's very hard for parents to attend meetings. A simple survey & feedback that is online is so much easier.

By using public friendly language, hosting town halls, utilizing Indigenous ways of knowing and sharing information to avoid patriarchal and colonial ways of delivering information.

Continue doing what you are doing right now.



You're pretty transparent already

Have a parent board at the school with all information posted, in addition to emails and website.

Community engagement is hard, you already put the word out there but unfortunately it's up to the community to choose to be more involved. Continue promoting as you do..

Engage in public announcement of a financial meeting.

Unlike the city of Abbotsford that has a nest egg of \$500 million uncommitted dollars from taxes and simply saves vs invests in infrastructure, be transparent and be honest with citizens and tell them that the city of Abbotsford is not a friend of public education. The city of Abbotsford prefers the private parochial school model like ACS, MEI, Dasmesh...

Make the community aware how much teachers spend their own money on their classrooms by hearing from teachers and them sharing their concerns first hand to enlighten the public. The public don't know how much money teachers spend because there is no support from the district.

Quarterly emails in regards to where the money is needed and how it has been used most recently.

Decentralized budgets. Let a principal lead their. Individual building and be held accountable for what the building needs are.

post often

Does the public now about remedy money?

Disclose what you are squirrelling money away for. What future projects you are planning for.

By using technology such as social media, monthly newsletters describing about school's goals.

Provide information in a meaningful and authentic manner with transparent explanations as to the changes year to year.

DOGE - cut, slash, burn

Ask better survey questions, these don't give the community much info or place to share opinions

Based on the two documents provided with this survey: they were written by and for accountants, very hard to interpret for anyone without financial expertise. They are also presented as a statement, rather than as something that is negotiable or that still needs decision making. If public engagement is encouraged, it is probably more comprehensive if input can be made when specific funding comes available. E.g. we have \$1mln for playground upgrades, what would you like to see?

Sharing of how children with designations eh attract funding are allocated and used. This is a complete mystery and it appears that the children are losing out

Have meetings online.

Monthly newsletters

voting

Relating this to parents more, breaking it down for parents who may not understand the complex budget details. What is the budget to provide education to a variety of different students (no additional supports, EA supports, etc) = \$\$\$ per year for x student.

\$1.7 million in professional development and travel. \$10.3 million in "supplies". Some more transparency around what is entailed with those expenses?

Simple Charts Updated and posted thru out the year not only in the spring.

Post a tab to keep informed in your website.

Doing things like this is a great start to have the community, get involved. As well as, having a say in what is happening in their classrooms.

Stop promoting people that end up being terminated

Show the actual numbers in these presentations, not just vague statements.

Downsize management level employees and increase teachers, EAs and support staff

Promote meeting times and encourage parents to attend

I have noticed that money is allotted to teach languages other than English and French, what's the need of spending money for teaching other languages such as Punjabi? But I support for the native or First Nation's languages



Publications

Allow parents to attend meetings and have input of where funds should go.

email, such as this, and website, newspaper bulletin

Releasing ALL expenditures to the public

A bunch of numbers is just confusing. Maybe give us percentage and areas that are increased or decreased... Maybe tell us areas that more focus are needed.

I think the district does an incredible job with financial transparency - 2 public budget meetings, DPAC meeting, PAC meeting with principal to discuss school budget plus senior mgmt always willing to answer any questions at any time. We cannot force people to read/listen to the information. Unfortunately, those that complain about the budget and how money is or isn't being spent are those that are never going to attend a meeting, have a discussion or take the time to understand the information provided.

1. Record everything 2. Every expenditure filed & clear , & available for community.

Must have all the record ready to display for community and members.

More accessible surveys.

Increased presence on social media with transparent info and conversation about budget.

Ask teachers for their feedback often. Visit schools and see what impact the budget has on schools. Teachers and staff feel removed from school board affairs. Staff opinions feel unimportant. Teachers are smart and efficient, with many ideas and brainstorming power. Use your resources.

Break down expenses into more granular categories.

It would be helpful to understand how our district continues to have surpluses while other districts are short. Yet talking with teachers from other districts, they have many more supports in their classrooms and are staffed appropriately in regards to ea's and LSS teachers. It is insulting to your teaching staff when money is being donated to golfing tournaments and we are told there isn't money to hire LSS support staff. Our site is short by 0.8 according to our contract.

Earlier consultation and actual consideration from feedback.

Use an independent department of efficiency to audit all funds

By keeping sharing their goals and spending

Breakdown budget costs using info graphics and animated videos that are colourful and easy to digest.

In letting the community know how they respond to a growing population and staffing shortage. How does this impact the budget?

Email updates. Question and answer opportunities.

Inform the staff who work in the buildings. They see what is going on and can give good feedback.

Organizing meetings in each school, besides the PAC ones to talk and ask suggestions.

Budget available for community members to read. The draft should be put out to community for advice/feedback before finalizing it. Maybe have a townhall night in regards to the budget where all can attend and use their voices face to face.

Surveys such as these offer only one answer for what is a priority. The results will be misleading. Participants should be able to rank 4-5 areas from

Highway to lowest priority

Show what the head of board gets paid, & how they are earning this wage. Explain why chilliwack can build new schools but we cant build a new one for Mouat with the highest density population, in a crumbling rotting crowded school. Allocate funds to inner city low income schools. Pay attention to Mouat HighSchool and its lack of everything!! Why hasnt this school been upgraded? Even Abby senior has been beautifully renovated. But not Mouat Secondary, its embarassing that the board only upgrades in higher wealth areas and leaves a OLD highscool to fall apart and be so crowded and underfunded leaving vulenerable students at risk and behind. Both academically and sociallly. Why has this highscool been negelcted for so long with endless excuses? How is it chilliwack can allocate funds to create new schools but abbotsford is an embarassment leaving a OLD over crowded school to fend for itself like some American low budger school. Get it together already and stop with the excuses.

We need new appliances in washrooms better quality resources for clasrooms

Show where the money is going

tell the people whats going on

Show us the budget in a user friendly way? The presentation did not discuss budget

Accessible via website

online forums or surveys like this one

It would help to see a breakdown of the districts financials & how they are being allocated by school need. Hold a forum & present it to the parent population so that discussions can be had.

Improved communication from the administration about the allocation of funds.

We are doing it- this survey is a great way to do so.

New to district, can't answer.

Continue to be transparent

Provide numbers along with the theories.

In explaining better and easier ways to understand, a lot of the parents don't even understand an at home food budget let alone all the wording that really means nothing without examples

Continue asking for feedback. Make the budget easily accessible for review

Offer more transparent breakdowns between high school, middle school and elementary school.

Empathize the importance of how data collected by the district is used for making decisions. More people engage when they feel their voice will be listened to.

Conduct two public meetings for financial updates; mid year and year end.

create more opportunity for public forums or discussions

Publish it on the website.

Just as BC teachers' salary grids are public to all. Should be school expenses. This will for sure engage the community

Communicate more clearly about how much money is being wasted on all the district helping teachers and district principals. All this funding could be spent on increasing the number of EAs, classroom teachers and special education supports we desperately need.

Mandatory budget sharing at staff meetings.

More gatherings to share income and expenditures.

Having school representative representing the school needs as it might look different from others.

Surveys

Allow the budget to be online and have people available to answer via a chat any questions someone may have.

Using more specific terms, not generalizing expenditures in graphs and PowerPoints



Open the books to all to see.

Send periodic reports about budget expenditures.

Survey's like this are a start, but go on site and ask teachers who are busy with the students and seeing the needs.

Monthly updates on website on the financial status of the school district.

Make boards for the schools with the budget mapped out and a survey QR code right on the info board. Similar to the Strategic Plan boards that have been put up.

Share more regularly, keep people informed, and use money to support students and staff, instead of just sitting on money

Identifying when you actually followed through with the majority suggestion when spending the budget. This allows the public to know their feedback is worthwhile.

I think this survey is a good start. I have seen the reminders to complete it every day on social media so the message is getting out!

Actually listen to the teachers instead of just consulting and then do what you want.

surveys like this are good - I think you do a lot of this already.

share where budget is going to public, hold meetings to include staff and community



Yearly reviews of the extra initiatives and if they are actually affective in their purpose and financially doing what they are suppose to do.

Clarity in the Salaries on extra professionals included (is that district admin/super etc)

Clarity in Special Ed...breakdown of the costs

Open up the discussions by having “town hall” type meetings and q and a sessions.

print the budget in the Abbotsford news.

create and share financial reports

Engage different stakeholders such as teachers and EA’s in the planning as they see daily challenges in the classroom.

Make financial information public, this will definitely engage the community.

Provide simplified versions of the budget that break down complex financial data into easy-to-understand language with visuals. Create user-friendly platforms where community members can explore spending by category, school, or program.

Publish a detailed financial breakdown on the main page of the District’s website. Travel to the achools and present the budget at staff meetings and encourage open discussion Ray was not very open or forth coming when he was questioned at the meeting I attended.

Share with parents how much money is saved when EAs aren't replaced, or when TTOCs aren't provided. Also share with parents the cost savings to have non-certified teachers in the classroom over certified teachers. You could also have each principal share the amount they spend on Starbucks out of their school budgets. Any of those topics would perk up parents and increase engagement. It also speaks to transparency.

E-mails with budget information. A Slido type format to submit questions and recorded town hall events parents can watch

Better marketing of pre-budget consultations to stakeholders.

Continuing to engage with the community through established channels (social media, parent meetings, etc.) and increasing awareness of the importance of community engagement (some community members may not realize the importance of their involvement in the process, especially if they do not currently have students in the system)

Make it easier to understand/read. Keep it simple.

Publish reports and invite the public to engage

I think you are doing a good job by emailing out the budget video link & survey with reminders. Not much else you can do.

Have school meetings about budgets and collect feedback from what each community wants and needs

No meetings behind closed doors. Be transparent at all times and go through the budget with everyone. Listen to the feedback provided and budget accordingly.

The school district has improved transparency and community engagement. If substitutes are a financial issue are there more people absent is the question. And if so why? Is their job causing them illness?



Provide a user-friendly platform where the community can explore how funds are allocated, compare year-over-year changes, and track spending in real-time.

Showing the budget paper or send email of it.

Have bullet point and concise points in separate appendix

Put it out on a website and ask for feedback, live if necessary. Meetings are not realistic for everyone.

Budget details

Provide financials to parents or audit reports.

PAC meetings as well as surveys

More notices and/or meetings with parents

Share detailed budget to parents to see where funds are spent and inefficiencies are

Low income families having supplies covered and not feel bad about it

Engaging the community through surveys, Q&A sessions, and participatory budgeting would help build trust and encourage collaboration.

Actually listen to and act on feedback

Some of your board members should be selected from the public.

More district meetings. More consultation with ALL schools.

More transparent policies

Email parents, tax payers to see who would like an actual copy of the budget

Actually make the budget easier to access.

Provide detailed breakdown of the cost and track the cost of each student.

I think it's as transparent as it needs to be.

break down the budgets to reflect each specific school in the district, and use more plain language that someone not in a teacher/school position would clearly understand.

I don't have any complain in this matter. It is completely transparent in my opinion

Have it published in an easy-to-access website. A Budget and a breakdown of spending.

Make the information easier to access and more digestible for people to understand. The budget information is there, but a lot of the categories of areas are very unclear about what they actually are. Provide explanations to what these different areas are and what they mean. Provide surveys to parents in different regions to ask specifically what they feel that their regions are missing.

I think some people may not understand all the data in the current format. Summarizing and highlighting key ideas and major decisions in a presentation format or one pager may help.

Having in person meetings or more accessible resources as not everyone has access to computers or stuff.

By raising more funds

Information on spending and budget more easily accessible.

Actually listen to what the budget survey says. I know most of us don't see the need for a massive surplus in the district. Abbotsford comes across as hoarding their funds.

Keep the conversation going on any platform available.

public meetings

In person in all the schools through meetings and government also be a part of this

More consultation with community when large capital projects (school additions/renovations) are being considered and proposed.

Publish detailed budget reports in plain language, host regular community Q&A sessions, and conduct surveys to collect feedback before major budget decisions are made

By providing ongoing communication with the community/parents and allowing open discussions on a regular basis

Allocate more funds toward extra-curricular activities (busses for field trip and sports teams).

There is a general misunderstanding of how much of the budget is actually up to the board to spend. Employees and families don't understand where funding comes from and where it needs to go- and how much is left after all of the "needs" are covered.

Send out regular reports

Spend the money on the schools and literacy

show us a full audit of spending at the head office and maintenance

Staff in management positions need to stop gas lighting building administrators and teachers when they bring up concerns in their buildings. Saying things like "Oh so you want us to pull an EA from a Kindergarten class in another school to send to your school?" That kind of comment is not helpful nor solution focused. It does not promote transparency or engagement. Educators are bright people. We know that the system is spread thin. Listen to the concerns and help us be creative with the resources we have.

Send more survey post around schools to educate about budgeting .

Sharing budget info with parents

Have town halls, attend schools and present directly at the school



having monthly meetings

highlights the importance of a transparent and inclusive budget process that engages the community

transparency around pay increases for senior management and creation of positions at sr management levels

Not knowledgeable enough on the subject to comment

The district can improve transparency by sharing clear, accessible budget summaries, holding public forums, involving stakeholders in decision-making, and regularly updating the community through digital channels. Community input builds trust and shared responsibility.

By giving kind of surveys

Take more field trips and have donation money for trips

explain how things work, put all jobs on job board, send qualified teachers before UETOCs, tell parents if their child's class is UETOC

Have a video (or videos) where each of the sections of the budget are clearly explained--as well as having this information available to be read as well.

Share details, easy to understand documents online.

Actually action request and needs the community communicates.

Post budget in schools and give students the hand out of the budget so they can give to their parents as not everyone is online.

Post your budgets and fiscal reports online. If people want to be informed then the information is accessible.

Be transparent and honest about costs

listening more to the actual needs within the classroom and schools without telling us that we have to do with what we have (and the conversation stops there)

Big general bucket categories explain nothing. Why has Transportation and Housing vastly exceeded it's budget?

Like, If you're more than 10% over/under on a budget, there should be some explanation why. Going under on a budget needs as much explanation as going over.

Separate the needs and wants .

Honestly, we try and engage the public. I think we're doing an amazing job getting the information out there in a transparent manner. I don't know what else to try.

More money is needed in every area.

Education is not a business and should not be run as such.

Telling parents and community about where the money is getting spent. Also schools should be offering healthy lunches and snacks at noon hour for students.



Town Hall meetings.

Further notice ahead of time

Financial transparency in school districts is crucial to building trust and ensuring that resources are used effectively. Engaging the community in budget discussions also helps reflect the needs and priorities of students and families.

Ensure digestible budget presentations to parents with school year package. Enable suggestion participation like these surveys.

I think the it's doing so far is fare enough. Or else can publish to everyone engaged with school district.

This survey is a good start.

Communicate what the budget is used for regularly

Annual meeting in each school for parents.

I have always found it to be quite transparent and have never had a question left unanswered.

Full and open, transparent P&L provided to those who want it monthly.

Open source info

A real, plain language explanation of how funds are appropriated.

School can arrange seminars or meetings to engage community

Let the trustees be able to have a personal opinion on trans gender issues. I feel the board stifles staff from being allowed to speak up and have freedom of speech on this issue.

I don't think they need to change anything honestly

For example, being more transparent with parents and the community about children have a diagnosis or need that the funding received for their support rarely goes to that child but to the schools to use as wanted instead. School aged children's families lose support from for example, autism and then that funding is not used for their child. This should be known by the community

Provide breakdowns of previous budgets and how effectively managed they were. Highlight shortfalls or areas that require more funding and those that have been stable.

Detailed budget plan, what are costs if teachers and substitutes. What do people in board office make, why are people in board office necessary

Not sure. I would imagine that if the public cared very much we could find any information we'd like.

I believe it is important to continue to share where the money is being spent, and to be honest about how resources are allocated.

providing information and transparency on what the spending was spent on more often throughout the school year.

Report 1:1 financial expenses, for example, how much do Superintendents, Assistant Supers, advisors, etc. make in comparison to teachers, EAs, custodial, etc.

Fire all "hire-ups" that have no purpose, or are doing nothing to further student academic achievement. "Helping Teachers" are a JOKE!

If communication is open and shared with all staff they become informed and are able to communicate with community in supportive manner. Leaving less opportunity for misinformation

Make meetings available via zoom.

Put the budget presentation on YouTube for viewing.

The school district should organize community forums/ make a presentation both in person and online for the community to fully understand the budget.

I think it would be great if the school started having zoom not all of us can go to all these meetings or basically email and do a video of the discussions and what is brought to the table

By doing this.

Doing these consultations help. Doing more consultations with staff and students at other times- check ins and have more accountability.

Meetings

Gift cards

Surveys and email communication to keep everyone informed

Continue to communicate on a regular basis.

School-based budgets should be more transparent

Ease of online resources access. Continuing to send these emails.

Make budget meetings/discussions more accessible for families. Perhaps more opportunities to provide feedback online/ through surveys.

Through setting meetings or conferences with parents or open discussions in person in a year and welcoming more suggestions from parents in these meetings

Distilling the information, simplifying and sent out annual or semiannual newsletters. Simplicity and accessibility would be key. Getting the gist, at a glance.

Round table discussion with specific interest groups

A cost analysis on how funds are being spent vs the budget that was put together

Maintain transparency and opportunities to engage educational stakeholders wherever possible.

I recognize you can't make everyone happy, but there is such a thing as a happy median. Regarding engagement, I think sending out these email surveys will provide equity for those who cannot attend an in-person town hall, for example, to discuss the budget or view a presentation. I think a high-level summary of the budget would be helpful, similar to what a Municipality sends out to property owners regarding their property taxes (as an example).

You're doing it with this survey and sharing budget documents. Thanks!

Make the budget information easier to find, and make a video or some other way of walking people through the budget so they can understand it. Lots of people don't understand formal budgets, but they could with support.

Sharing key parts of the budget -- how much is being kept in surplus? What are the substitute employee costs in a year?

I feel like information is transparent, administration shares with PAC, budget meetings are public

This type of thing is good but listen better. Actually apply our suggestions and spend the reserves, before attrition forces more teachers out and the situation gets untenable.

It's critical that the district take a look at each school and the courses that they offer, and see where the deficits at. Some courses are offered, but there is literally no equipment, or plan or ability to run the course so the students can't actually do anything. This is very problematic, especially when the higher grades have higher requirements, and everything is broken and there's no budget for replacement, so unless the student financially supports their own public education, they will fail. The courses shouldn't be offered! It's literally a lie right now. I.e. Robotics at Abby Senior. All the equipment is broken, nothing can be replaced, but they're still offering the course. I want actual answers of what students are expected to do

As a parent I thought that the last financial update was trying to hide the number of international students in our school. All items showed total whereas int'l showed "per student".

Common language. These types of things always contain such stuffy language which makes it less engaging and hard to follow.

Publish how funds were allocated

Being more specific with budget items. When they are so vague we don't the public is unsure. Very specific feedback from those in the trenches.

Write it in a way that it is summarized and translated to how it actually affects the kids and what those numbers mean. e.g. if the budget for buildings is only that that it means that the water fountain will still be 3 years to install till money is present for it.

Make a publicly accessible spreadsheet based on each school so parents know where their child's funding is going

Be transparent and release actual numbers to the public.

Share more details of spending.

Make the wording more public friendly - I work in accounting and understand the jargon, others likely wouldn't.

With a bit more honesty.

Do you support the Board strategic priorities established in June 2024? Literacy; Parent and Community Engagement; Student Participation in Extra-Curricular activities; Early Learning; Employee engagement - If not, please provide your thoughts below: (Other (please specify))

Employee engagement was a joke. Follow up and discussion of results did not exist

These are great but we can't forget math skills either. Too often basic math skills are overlooked at younger ages, which leads to struggles in math and math concepts as they go through middle and secondary school.

Focus on the task - educating students and discipline- some of the issues around student behaviour and attendance are so bad it is rotting the society. Children are just that - children but they have become omnipotent - treated like royalty - wake up and see that the adults have no power and the children recognize this. Guiding them is just that and we have abdicated our positions by allowing the "poor kiddies" idea to rule instead of the "be better than" idea. Wake up and utilize the law that says you can fine parents whose children do not attend - lock the doors when they show up late and tell them to try again the next day (again with fines to parents) - bring back failure at all levels of schooling - sometimes we fail at things then we figure out ways to succeed but if there is no failure why try? And that is what is happening - take vending machines that spew junk at kids at ridiculous prices and that they go to all day long no matter that they should be in classes - stop giving them spares and allowing them to "go for a walk" during class times. Hire security people to man the washrooms to stamp out the drug use and vandalism - ADDRESS THE PROBLEMS in a society whose kids now make the rules. Start "sweating the small stuff" because when you don't that small stuff becomes big stuff and that is where we are at right now. Also downsize the district staffing to put more money into the schools and stop making teachers order their own supplies - who came up with that idea?? Really?? As if we have any idea of cost or amounts plus ordering in bulk has to be cheaper. Also find secretaries who actually are polite and want to help out instead of sending out edicts of what their jobs do not entail. When middle school children are having sex parties and everyone knows about it

then we as a society are failing our children and everyone else. So if you are proud of what you have achieved then you are hiding your heads in the sand.

Parent & community engagement should not come at the expense of staff jobs. The way for parents to engage is through the pac.

I think Numeracy is critically underfunded and not a priority for our board or our senior management team. I'm curious about putting something like student extra-curricular activities ahead of numeracy and I'm also curious about extra-curricular is part of our budget; I'd like to know how much is being spent on that.

That only works if the primary goals of education are met. They are not.'

Support TOCs in professional development opportunities as other districts do. Allow teachers to use remedy money for classroom supplies such as technology, books to support literacy and more. These changes will help support the priorities established.

I support these priorities but also struggle to see Literacy, but not Numeracy as I think those two things go hand in hand.

Numeracy is also a concern.

I do for the most part...but the cost of bussing is making it almost unaffordable for student participation in extracurriculars. Barriers need to be removed to support that. We need more district support for coaches. TOC support, clerical support using CLEVR, transportation assistance. What is being done now with league fees and provincial fees is great and appreciated. But the bussing, especially for large team sports, needs to be looked at. Thank you,

What does employee engagement mean? Employee support should be a priority.

More time and resources should be put towards staffing, staff morale, supporting teachers in the classroom via classroom budgets and funding. We are expected to do more with less resources, time and with very little appreciation for what we do / have been doing. We are all professionals please treat us as such.

Some areas have not been addressed: more specialist teachers, more space or even new schools.

Competitive Compensation:

Pay Equity: Conduct regular salary reviews to ensure competitive and equitable pay for all employees, particularly support staff.

Benefits Package: Offer comprehensive benefits packages that meet the diverse needs of employees.

Professional Development:

Mentorship Opportunities: Establish mentorship programs to support professional development and knowledge sharing.

Recognition and Appreciation:

Employee Recognition Programs: Create programs that recognize and reward outstanding contributions and achievements by support staff.

Regular Feedback: Encourage a culture of regular feedback and appreciation, acknowledging the efforts and contributions of all employees.

Work-Life Balance:

Flexible Work Arrangements: Offer flexible work arrangements, such as remote work options or flexible hours, to support work-life balance. Offer 4-day work weeks.

Wellness Programs: Implement wellness programs that promote physical and mental well-being.

Inclusive and Supportive Culture:

Employee Involvement: Involve support staff in decision-making processes and ensure their voices are heard in strategic planning.

Open Communication: Foster open and transparent communication between leadership and employees.

Continuous Improvement:

Regular Surveys: Conduct regular employee satisfaction surveys to identify areas for improvement and take actionable steps to address concerns.

Focus Groups: Organize focus groups with support staff to gather insights and feedback on their experiences and needs.

Again, these are good ideas, but the follow-through is not evident. Staff continue to leave the district due to a lack of support, and a lack of trust in the district. Literacy may be claimed as a goal, but teachers are pressured to push students through, despite the fact that they cannot read or write at grade level.

I think that Literacy is the most important!! But I feel that the goals of parent/community engagement and extra-curricular activities assume a level of SES in order to be successful. Extra-curricular activities can be very costly, and require parents being available to drive them to and from events. Parent engagement assumes that there is a parent who can take time off of work to participate in events and discussions. These are goals that may be doable for certain families of schools, but don't feel like they are very respectful of the realities for families across the district.

mandatory training for teachers and staff re true inclusion in classrooms UDL diversity education i.e. ADHD AUTISM training and support for diverse learners in the classroom

We do not have enough busses to accomodate the needs of the district. Why don't we let schools invest in short busses that can be used by small sports teams, academies, music etc. Sending out messages that busses are not available on certain dates is ridiculous. Students are missing out on opportunities. Teams are having to pay high prices for charter busses and the cost goes directly to families.

If you want to save on TOC costs, support teachers more. Bring back consequences for missing school, failing classes, and behaviour. Teachers are burnt out because everything is downloaded onto them. Also, since when do teachers have to do clerical work? Sparkrock? What a joke of a program. Been teaching for 25 years and this program makes me not want to offer anything extra because submitting receipts is impossible in that program.

Yes, but please also add in facilities operations as a priority i.e. the ability to extend the life of our building inventory and to be able to effectively manage deferred maintenance costs and PM's.

Teacher development and student achievement - as curriculum widens and classrooms are more differentiated, more focus on development within the classroom is needed. Teachers are getting burned out and students are falling between the many cracks. Streaming being removed has not helped students but created a gap where students are

simply pushed through, leaving them without the skills needed for their level when they graduate.

I feel it is important for all staff to recognize the need to support the social emotional health of all students/staff. The way we educate needs to be more about connections vs compliance.

I would like to see actual employee engagement, not just email surveys but courageous conversations that build trust, more EA Peer Mentors and more helping teachers, more hours for EAs to collaborate with teachers to actually give the students the world class innovative education experience they deserve!

Yes, these are important. However, employee retention is a current issue driving expenses. Hiring more support staff (in all areas, not just EA's) to bring workloads into balance and providing more competitive salaries will certainly help reduce expenses, improve absenteeism due to burnout, and improve employee retention.

How can extra-curricular activities be a focus when the District is not willing/able to pay staff adequately and requires staff to volunteer time and energy to develop and maintain. Pay attention to the information from the employee engagement survey and have achievable recommendations to address the concerns that were reported by staff. When staff report issues with managers, deal with it rather than promote the manager. Intentionally focus on culture and climate of all District sites.

employee well-being

Literacy can be solved by class compositions that allow teachers to actually reach the levels in the class. We should also be holding back students in elementary who need the extra time to have basic comprehension so they don't fall so behind they want to drop out in highschool.

Food program please— cannot learn if hungry

Extra-curricular activities are not, to me personally, a priority.

Literacy and Mental Health awareness.

I agree with the strategic priorities but not with the execution.

Having a strategic priority of student literacy is setting the bar far too low for an entire school district. It is similar to setting a goal for myself of getting out of bed. If that is all I achieve, I can still say that I reached my goal. The Board should be focused on: 1) Academic Achievements for all students, 2) Safe and enriching learning environment, 3) Student Participation in Extra- Curricular activities, 4) Preparation of students to be responsible community members, and 5) Financial sustainability of the district.

If there is to be an increase in extra-curricular activities, that may impact funding and teachers' workloads. As long as it is properly supported, I think trying to increase student participation in extra-curricular activities is a great idea. Otherwise, a different priority should replace this one.

Yes & No. Safety should be high on the list. Inclusion balanced with student/staff safety more important than extra curricular. Inclusion has done wonders for society. Require more measures so inclusion remains integral and students/staff feel safe.

Otherwise it's like being hungry; learning takes the backseat (and staff are absent).

Getting the parents engaged is a problem - they expect the teachers to do all the work. Learning and teaching needs to start at home.

a priority should be inclusion and equal learning opportunities for all students. Extra-Curricular activities should be available to all diverse learners.

Stop spending money on staff get away and development. That's irresponsible use of funds and can go back into the classroom. If you have professional conferences then keep them local and cost free.

I think the well being of the students and their abilities to access their interests, be it through flexible curriculum or engaging teachers, is more important. Kids will be more inclined to read and learn when school allows them some freedoms to follow their own interests, to be seen as individuals and not as a collective.

Kids with learning disabilities need to be identified sooner. There needs to be k-grade 3 teachers with experience in reading programs to help kids who are struggling.

There needs to be more clear transparency with how the child is doing rather than "it just isn't clicking yet". No sugar coating disabilities if they are believed to be present. Just be honest and forward.

I think the priority should be early intervention k-3. It's hard to get psych ed assessments, behaviour interventionist supports, diagnosis of autism, etc. And... dyslexia, dysgraphia, etc. These are quite common yet there are no specific supports to help these students. I think that if these were prioritized in early years, we might not see so many issues in later years.

As an employee and a parent I didn't see any budget increase in literacy programs at our school. I am an early learning teacher and I don't know what this is referring to. I still had to buy all my own toys for my classroom and provide all my own art supplies. There was no body offering me money to buy new toys or books for my students.

I support literacy, early learning and employee engagement. I do not view extra curricular or parent engagement as critical to student success. They are important but priority should be given to ensuring equitable learning and success for every student in the classroom first.

I don't have enough information to comment.

More resources and supports for children that require it

Employee engagement would work if the Teacher Union wasn't so blatantly adversarial.

Community engagement is good if the school district listened to the feedback.

I don't know what initiatives have been implemented in the different categories so its meaningless to answer.

Missing goals on improved educational supports for emerging students such as Phsyc Ed assessments for learning differences and tools to help

Focus on the core requirement of educating the students - stay in your lane.

Meeting all students' needs should be the priority. For most students, this should happen in a regular, inclusive classroom with supports in place, but for some students, something more innovative is needed. Not all students thrive in a regular classroom.

I would also like to see an emphasis on civics and social studies. One of the big threats to our democracy hides in the fact that Canadians have a deteriorating understanding of how government and the law works and I think that could have more attention in school.

Extra curricular activities are parents choices, not school business.

Early learning should happen in the home as much as possible.



More support/education or understanding for parents who have children requiring extra support. Not just communication from teachers that there is no funding for their child etc.... there should be increased communication and transparency from the district level

There is no mention of efforts for children with disabilities

I don't consider student participation in extra curricular activities a Priority. Who will provide those opportunities? Teachers during unpaid extra time - "volunteered". I'd rather support measures for college-readiness for those wanting to do post-secondary or invest time and money for remedial classes for those students massively behind.

Funds would need to be directed to extra curricular as staff cannot be volunteering their time without acknowledgement or appreciation. Look for grants or community partnerships.

It's not clear to me what these priorities mean on a practical level.

Global News highlighted that a person with disabilities was left with no support.

You are missing the most important life saving teachings

Classrooms are imploding. Teachers and EAs are leaving the profession or are constantly away due to stress and injury. Classrooms are maxed out. Buildings are maxed out. Extra curricular activities, early learning, and community engagement don't seem like they should be higher on the list than sustainable classrooms. Safe students, safe staff, conducive learning environment and school budgets that can support these.

Employee engagement is completely unnecessary - if teachers and staff don't want to work for me as a tax payer, they should go somewhere else

Parents and community don't always understand the nuances of what happens in a building and as employees we are bound by professionalism and FOIPPA to not share sensitive information. This is a tricky balance and could backfire. While extracurriculars are a cornerstone of good culture, basic education and sense of belonging have to be fostered in other ways including staff agency and satisfaction. We are in crisis with UTOCs filling long term positions, not enough guidance on interventions and not enough LSS support

Can't say. Info wasn't provided

Who will run extra programs?

I still think the district is missing the mark on employee engagement. There are gaps in substitutes across all levels of staffing.

We have been doing this my whole career. My concern is the worn-out equipment, dwindling supplies and slashed budget in my classroom.

Co-operation and life skills.

I agree with the priorities above however not all children's priorities are the same. Children in kindergarten and 1st grade need a relationship building foundation and to learn learning strategies to laid a good foundation. Yes literacy and academics are important but relationship building is extremely important for younger students

Extra curricular opportunities are not a high priority. Get rid of learning enhancement days and require students and families to be accountable. We cannot afford to baby people along and regular students are left falling behind as we focus on special needs making sure we rescue everyone. This is not serving the work ethic of our youth and is draining our teachers and finances. Also regarding sick days, offer teachers a percentage buy out for their sick days. They earned them.

As parents, student participation in extra-curricular activities can be done outside of school. School must focus on investing on primary mandate as school. Let the parents explore other activities outside of school to competitions.

Invest more on the IB courses starting grade 9.

Your first and foremost strategy should be making classrooms safe.

Hiring more specialist teachers (LSS and ELL) should also be a priority, including a reduction of the student/teacher ratio for these teachers.

The literacy program is good.

Are these in order? I think Literacy and Early Learning are priorities.

Work with the ATU and working staff members on issues like having to order their own supplies which makes absolutely no sense. Putting the onus onto teachers is ridiculous and probably far more costly or the other case scenario is that kids are not getting the supplies they need in order to fill the academic requirements. Teachers in this district are ignored, as probably are other staff members. Review your communication policies and be more present in the schools to see what the problems are. Behaviours are atrocious and absolutely need to be addressed without the fear of social media. Our young people are not able to read, write or do math and then secondary schools are hampered by this ridiculous reporting system. Also, address the attendance issues in a manner that gets kids to school - there are laws we can resort to but everyone seems to be afraid and working off of fear.

add in promoting excellence

Based on the last survey I think the district needs to improve employee retention.

Employee engagement, does not seem to directly correlate to the primary goal of student learning and seems to spread the focus of strategic priorities to broadly. It may be the most fun of the goals for the employees, but may be the least directly applicable.

Academic achievement

Choice programs

All of the above are important with the exception of extra curricular activities that can be addressed by parents providing these opportunities. Are there teachers at the elementary level specifically to provide direct literacy and numeracy support to students all year round? It seems more and more is being asked of schools.

I think a major priority would be addressing bullying. Especially in the older age groups like middle to high school, as well, put more emphasis on paper based work, physical writing, and enough with the digital age.

Should also consider other areas

It depends what they mean by employee engagement. This was unclear in the budget slides that I read. Literacy, extra-curricular, and early literacy depend on teacher engagement, but it needs to be positive and strategic.

Not enough money for libraries...we are struggling with budgets and inflation of costs for books. Online books cross the line for too much screen time for kids.

Our system is at a breaking point. How are we addressing the needs of regular classroom teachers as they try to support neuro-diverse learners and meet the needs of ALL of their students? Teachers, EAs and students are feeling stressed and unsafe in classrooms. All educators - especially EAs, lunch hour supervisors, need more training and tools in their

tool box to meet the needs of their students. Many learners are feeling unsafe, stressed and distracted by some of their peers. It feels like we do not have the resources (human, space) to meet the needs of all of the learners. Some of our most diverse learners are making it difficult for students in regular classrooms to learn in a safe environment. I believe in inclusion but I think we need to redefine what that looks like in our system.

looks good on paper but reality is, not going to happen

the priorities especially literacy is being done on backs of teacher volunteers now instead of a helping teacher model

employee engagement needs a lot of work- please do not make remedy classrooms and please train your admin teams better to deal with violence and behaviour

Please have better policy for how parent complaints are dealt with- too bad you refused to bargain that

Priorities are important--but how they are supported requires more information for me to weigh in.

If they were being actioned yes but no communication as what the results have been from this

In part; this community engagement is great. However, our priority is accessible and consistent EA supports for children. We have 3 children with funded designations, and we have not received any consistent or meaningful EA support for any of them throughout their years of schooling. None. My children are being left behind.

Why is the teacher shortage not on this list of "strategic" priorities? This is a well-known and very serious problem. My child has gone months without a classroom teacher and revolving unqualified TOC's. This is unacceptable.

Stop trying to run Education like a business. Fund Education.

Schools should also start noon hour lunch and healthy snacks option at school for students.

Absolutely not for employee engagement the fact of I wouldn't go see an auto mechanic if I have health issues the same thing like I'm not gonna go to a teacher for child psychology, or child behaviour would never do that. Have the teachers focussed on teaching and what's best for the children in that aspect yes. But for everything else they're not qualified so I don't wanna hear anything about what they believe or what they've seen, none of that matters because it's irrelevant to what's actually needed for children to succeed. Let the parents parent let the teachers teach and work as a community. Everything should be fantastic.

The above are great and a welcome framework for improving our district. As a teacher I am increasingly challenged by the need to meet diverse learning requirements. I do not see enough commitment to make the philosophical, structural, and supportive financial changes needed to ensure the success of students and all those involved in their education.

I feel that too much funding has come away from physical education (full time PE teachers in elementary and middle schools in particular) as well as band/arts programs.

There is not enough discipline and accountability.

I feel grade systems and the ability to skip/fail is an important incentive for kids to engage.

Better support for above and below average students.

I do support these priorities, but do not feel there is enough funding going towards literacy or early learning to best support student needs. I also feel that more needs to be done to retain new teachers.

This means NOTHING to both teachers and parents. There has to be more explicit explanations and how money is being spent to further student success. For example, the District is no longer funding Accelerated Reader, which has been PROVEN to enhance student reading. What is going on? Why are programs, such as these, no longer funded, and WHY do individual schools have to carry the \$\$\$ to fund such programs. This is absolutely INSANE!!!!

Employee engagement needs higher priority

I am unfamiliar with previous yrs priorities. As a parent, is there more than one way to be part of the process? Is the main method for parents to attend monthly district meetings? I have never attended one. Have only heard negative feedback from parents that their input was not welcomed, considered or factored in. I am uncertain about parent & community engagement methods.

How does the board make extracurricular activities a priority for students? Does the board offer financial assistance to low-income households?

If you want employees that are less stressed so you can reduce replacement employee costs, shouldn't this goal be listed as a priority?

Elementary schools have a desperate need for improved LSS. Our struggling readers receive 0 academic support outside of the classroom teacher. Small group reading instruction from an LSS teacher would support our Literacy goal. Also, the LSS teacher has little time to see our designated students and seems to be swamped with paper work.

More support for diverse needs should be on this list. ASD, learning support etc.

Teaching students how to read, write and do mathematics proficiently at every grade level should be the primary focus.

Classroom support and specialty teacher support should be priority. We need more EAs in the classroom. More youth care workers/counsellors, speech and language pathologists. Our system is failing our students. A classroom should not have 7 IEPs with 1 EA. Students should be PRIORITY and they are not. Students first should mean enough support in classrooms.

There needs to be more support for the increasing number of students with special needs. Inclusion without adequate funding and supports serves no one.

Can not find where I can learn about these priorities

So so I thinking funding should be available for parents who are living below poverty line for school starting costs. Last year the principal said he did not know much that school fees would be covered by the district emergency (?) And clothing needed for school like I was to go online find something like runners forward him a link so he could order them... this was too hard to do since I did not know if things would fit ect. So I just didn't do it and my boy just went to school with 1 hole in his runners. The year before 93/94 year I was given Gift cards to get what was needed and that was so much better

I think Teacher Recruitment & Retention (onboarding and orientation, and continued support for new teachers) should be a priority. I don't think that student participation in extra-curricular activities needs to be a priority (as a parent who has recently had children at all levels e/m/s -- there are plenty of offerings for ways to be involved in extra-curricular activities).

Schools today are being asked to take on an ever-growing list of social issues: misogyny, racism, climate change, reconciliation, mental health. While all are important, we risk overwhelming teachers and diluting their ability to deliver core education and simple a focus on consideration and kindness for others!



I do support these priorities but I don't believe in recent strategies. LSS workers are not doing literacy, they are covering classes and doing SEL. Abby District cut PE specialization and that undermines extra curricular sport.

Does Literacy mean Science of Reading Best practices? then , Yes.

INCLUSION needs to be on the list.

Neuro affirming approaches for ALL students.

Yes, just curious how support for extra curricular activities takes place. Since these spend on teacher volunteerism, the opportunities vary across the district.