

BUDGET FEEDBACK			
Budget Reduction Responses			
Name	Position	Site	Comments/Feedback
Brenda Grinnell	Instructional Media Specialist	Providencia Elementary School	It seems counterintuitive to cut those of us who help with technology when more and more is dependent upon technology to function. The teachers are overwhelmed with what they have to do just to teach and are asking constantly for help with hardware, software, as well as ideas of how to implement those ideas into reality. If these educators are not given the help they desperately need to teach their students, they will soon be frustrated and disillusioned with the lack of help, and they will not be able to teach to their best abilities.
Sandi Sutter	BUSD Teacher	Stevenson Elementary School	<p>A) Can local businesses help sponsor schools for specific needs/programs? Example: Warner Brothers could adopt an elementary school and pay for a Dance Program (lessons & a performance) for all the students.</p> <p>B) Since Measure I didn't pass- all families are mailed out a flyer or emailed a link to help pay for a specific program they want to support (arts, music, supplies...)</p> <p>C) Urgently put together a Grant writing, foundation search team</p>
Lisa Chung	Counselor	JBHS	<p>JBHS counseling has proven to be a collaborative and innovative team that actively works toward the BUSD Board of Education's vision and goals. In the 3 years that I have been a part of JBHS' counseling team, I have proudly:</p> <ul style="list-style-type: none"> •collaborated with school nurse, psychologist, administration, and the counseling team to work with students facing serious mental health concerns such as suicidal thoughts or plan. JBHS had almost 300 documented serious mental health incidents in 2018-2019. •ensured that 100% of my seniors meet their graduation requirements •assisted JBHS in establishing fee waiver system for students who qualify for free/reduced lunch program to take Burbank Adult School's grade improvement classes •met with students and provided one on one counseling more than 4400 times •during the covid crisis, individually emailed or spoke with a student or their parent over 1100 times (not including mass emails sent to check in on students) •supervised 3 interns who provided over 600 hours of service to JBHS •co-advised the College Peer Mentor program where 12th graders reach out to every 11th and 12th grader and provide post -secondary/college support
Aleksia Lukic	At Risk Intervention Specialist	Disney Elementary School	As Intervention Specialists, we are there on the playgrounds of elementary schools, the hallways of middle schools and our high school quads, to welcome our students with positivity every morning. We provide an added level of student support during each recess/nutrition and lunch hour, to help minimize behavioral issues, assist students with emotion management and to help them navigate relationships and unravel conflicts through supported problem solving. We support our district's vulnerable, at risk population and have developed a level of trust with our students which enables them to feel safe and comfortable enough at school to share their concerns, voice their frustrations and seek our support and it is our privilege to hear them, comfort them and provide them with skills to empower them. Intervention Specialists also serve as coaches on each school site's PBIS (Positive Behavioral Interventions & Supports)Team. We are in constant communication with parents, creating a vital link between our schools and their primary stakeholders, in order to foster students' success. And during our recent school closures due to Covid-19, we have provided much needed support to both our students and their parents, when their kitchen tables and living room floors, with sudden and overwhelmingly urgency, morphed into a classroom

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Rachelle Clark	Parent	Disney Elementary School	I am a working parent of two boys. I am writing this message to share how much our schools need their At Risk Intervention Specialists. Ms. Aleksia Lukic has impacted my children's life in so many ways. Both my children have embraced the new SOAR system that Ms. Lukic helped implement. My boys would spend some lunch breaks checking in with teachers to see if they could help them. They wanted to earn SOAR slips by doing good deeds. I am so proud that she inspired them to be good citizens. Our children have been isolated and will struggle with their interpersonal skills and will desperately need the guidance of trained professionals. During quarantine and distance learning Ms. Lukic called us weekly to check in. She is a rock in our Disney community. Please find a way to keep Ms. Lukic and all At Risk Intervention Specialist in our schools!
Linda Walmsley	Retired BUSD Teacher		The 5 members of the Board of Education should reach out to the major business leaders to seek their support, advice, and advocacy. They should ask them to write to the local elected officials on behalf of the district asking for legislative support. These people have relationships with the elected officials and could have some direct influence. They should ask them to review the proposed "cut" list and seek their input about how to proceed. They should also ask them to become involved in fundraising (they have the ability to actually bring funds to the district).
Linda Walmsley	Retired BUSD Teacher		The Board should also reach out to the City Council and ask them to help with advocacy for legislation to help the district.
Linda Walmsley	Retired BUSD Teacher		The 5 members should be contacting and meeting with elected representatives to get their support for legislation that could help. I think having Senator Portantino and Assemblywoman Friedman appear before the Board and challenging them to truly represent the children of Burbank would be a good way to get them to act. I would suggest that they be asked to make changes that allow absences for illnesses be funded, textbook adoptions be permitted to be delayed, and sales tax for purchases made by school districts be eliminated.
Linda Walmsley	Retired BUSD Teacher		All childcare programs in the district should become self-sustaining. If he \$380,000 needed to keep Horace Mann open can not be funded through increased fees then the Horace Mann Program should be outsourced to the YMCA or some other entity that can take it over and run it without a deficit. The ATB Program should also be self-sustaining. If the district can't charge the prices needed to fully fund the program consideration should be given to outsource the program to the Boys and Girls Club.
Linda Walmsley	Retired BUSD Teacher		Consider offering two .2 positions at each elementary site to cover the Curriculum Specialist position. Ask the participants to work from 3-5 4 days each week. This gives support for the tasks the curriculum specialist does and saves the cost of benefits for the position.
Linda Walmsley	Retired BUSD Teacher		For all other positions being considered for 50% reduction keep the current person in the position. This allows for being able to keep the person in the position and save the funds for benefits. Allow each site to decide if they want to fundraise to make any/all of these positions 100% funded (including the cost of benefits).
Linda Walmsley	Retired BUSD Teacher		Ask BAFA to fund the \$34,000.00 for art supplies and instrument repair.
Linda Walmsley	Retired BUSD Teacher		Ask the Burbank Business Partners to fund the \$40,000.00 for Advanced Placement fees.
Linda Walmsley	Retired BUSD Teacher		Let all professional development and PBIS items go for the current year.
Linda Walmsley	Retired BUSD Teacher		Consider that the need for yard supervisors may be less if children do not return to regular schedules and that could result in savings.
Linda Walmsley	Retired BUSD Teacher		And finally, adopt an attitude about fundraising that could actually bring about some real dollars. Establishing committees that are doing nothing but regulating how to get funds and the need to have "equity" (which is nothing more than lowering the ability of those interested in supporting children) only keeps real creative people from getting to work and helping. Burbank has lots of quality leaders and major businesses that could lead this effort. Making these people and businesses the focus of fundraising efforts could actually make a real difference.
Anonymous			A TARGETED reduction of hours/pay/benefits.
Anonymous			The Library Coordinator "survey" had a wide range of what the minimum is that one would need (hours/benefits/etc.) to do a bare-bones version of their job during this short-term crisis. For example, work a 3.5 hour/day.

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Anonymous			An 11 month position could possibly work a shorter year at 9.5 months and 2 fewer hours/day.
Anonymous			How many employees (classified and administrative) would sacrifice hours/weeks in order to keep serving the student population during these unprecedented times? Personal furlough, so to speak. How many employees don't "need" the health benefits because they qualify for Medicare or have the ability to join a spouse/domestic partner's insurance IF benefits were not available to them through their job?
Anonymous			It would be enlightening to survey EVERY classified employee to see what THEIR minimum requirements are for staying on the job. ESPECIALLY in this time where there are NO JOBS to be had!
Anonymous			I understand the "collective bargaining" agreement. But if there was a one year hiatus from the "collective" bargain to an individualized bargain which allows for a TEMPORARY contract specifically tailored to each employee which could help preserve everyone's positions AND get the BUSD through this fiscal crisis - might the "collective" members deem that to be worth it in the long term?
Anonymous			Return to a "Virtual Classroom" in August. Bring back ONLY those staff essential for that (and some of those at part time) and lay off (furlough??) EVERY other BUSD employee. Then, at a date TBD based on when the budget would fund that, students and ALL EMPLOYEES return to the physical classroom under their original contracts.
Anonymous			Are medical benefits being looked at with a plan offering that meets minimum requirements but saves the BUSD millions?
Anonymous			If the sub is for a vacant position, the district will cover fully.
Anonymous			If the employee is out sick for 4 consecutive days the district will cover starting 5th day.
Alana Balboa	BUSD Teacher		I am a BUSD teacher and my son has attended Horace Mann since he was seven months old. As a first time mother, I was extremely anxious about enrolling my baby in the best possible daycare. I am happy to say that I found "the best" when I made the decision to send him to Horace Mann. The Horace Mann teachers and staff are exceptional and my son absolutely loves going to his class each day. I know that if Horace Mann were to close, I would never be able to find an equally supportive and nurturing daycare. So many families depend on Horace Mann and we ask that you please, please keep the center open.
Amy Erickson	Library Coordinator	Washington Elementary School	For our library coordinator jobs specifically, there is a huge need in our schools to have a full functioning library where students can come and learn to read, learn about the library, have stories read to them, and in some cases find a safe place on campus where a student feels comfortable. In an elementary setting, the library is the place where students can come and feel welcome when they might not feel like they fit in. To me personally, this is crucial. I have had many conversations with students who felt like the library was the only place they could be themselves and could take comfort in the peace of the library.
Amy Erickson	Library Coordinator	Washington Elementary School	It's important for students to learn to read. How can that happen when a kindergartner, who has very limited books at home, doesn't have the resource of a library at school? In our school specifically, we have students who only get books from our library because they have no other way to get to a public library. I have heard many times from parents how grateful they are that there is a library at school for their student. How will they become better students as they learn and grow, if they don't have the opportunity to be in a library because there wasn't one available to them in elementary school?
Amy Erickson	Library Coordinator	Washington Elementary School	We work very hard to keep our libraries stocked with new books (with very little funding), repair very loved books, read books to classes, help students with research and finding new books, even with our time constraints. If our jobs are cut or if we have to divide our already short work days between two schools, how can either school ever have a fully functioning library? How is that a benefit to anyone?
Amy Erickson	Library Coordinator	Washington Elementary School	If it's important for a child to read, and so much emphasis is placed on that premise, how is it even possible that libraries should be closed or only open "occasionally" because one person is working two schools? If you want children to succeed, they need to have all the tools necessary to make that happen. This includes libraries. Especially Elementary School Libraries.

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Amy Erickson	Library Coordinator	Washington Elementary School	Having been in the District a long time, I've been around when these same job hours were cut and how it affected our libraries then. It was very difficult to run a library on very few hours. Only the very basic things get done, like checking in and out books. There is no time to do any of the other things necessary to keep a library running, including (but not limited to) re-shelving books, story time with our youngest students, repairs of books and, on the off chance we have new books, getting them ready to circulate. But more importantly, we can't foster a love of reading, especially to our newest readers, when there is no place at school for that to happen.
Joel Schlossman	Parent		Ohio voted to legalize sports betting with the schools being the benefactor. THIS is what we should be lobbying the elected officials for. Think long term. Why should the Indians have a monopoly in California? Why should our neighboring cities like Bell, Gardena, Inglewood, Hawaiian Gardens and so on be flush with taxes from gambling?
Joel Schlossman	Parent		Why not just cut the salaries of the top 90 percent of people 15% and do it on a temporary basis?
Gio Lombardi	Hourly Personal Enrichment Teacher	Adult School	My whole income is generated by multiple schools for which I work hourly, so on behalf of all hourly teachers I'm asking you to give voice to my category during upcoming budgets meetings so that budget cuts might get reconsidered.
Yesenia Lopez	Counselor	Burbank High School	I believe that my position to assist and guide our students is one that is an essential function. Counselors serve as academic and social emotional support for students, which is crucial in these times. But it is not a one-way street, but rather an immense learning experience on both our parts. I, too have benefited from these amazing students. They have taught me so much.
Yesenia Lopez	Counselor	Burbank High School	As counselors, we have impacted the lives of students tremendously. We create rapport with at-risk students to make them feel wanted in their school which results in increase school attendance. We advocate and motivate students to complete their high school career. We are their support system when they need someone to talk to.
Yesenia Lopez	Counselor	Burbank High School	I am one of the five counselors who is slated to potentially lose my position. I cannot imagine the outcome of having five less counselors serving BUSD students. On average each counselor has a caseload of 390-440 students. If I had not been there to assist and guide students, I know for a fact that a few of my most at-risk students would not have graduated.
Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	While much uncertainty surrounds how and when school will reopen, we know that social and emotional learning (SEL) will be critical to re-engaging students, supporting adults, rebuilding relationships, and creating a foundation for academic learning. This unprecedented shift to a new type of learning experience may have a lasting and profound impact on young people's academic, social, emotional, and life outcomes. As a result of this pandemic, "we're going to see increased stress-related cognitive impairment and diseases" and probably increased toxic stress, said Dr. Nadine Burke Harris, California's surgeon general. School leaders will need to bring together administrators, teachers, school staff, families, youth, and community partners to co-create supportive learning environments where all students and adults can enhance their social and emotional competencies, feel a sense of belonging, heal, and thrive. Cuts need to be to programs, not people.
Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	According to the American School Counselor Association (ASCA), a school counselor to student ratio of 1:250 has a significant effect on student attendance, SAT Mathematics, SAT writing and SAT verbal scores. They make the argument that lowering ratios allows schools to effectively deliver a comprehensive school counseling program to better meet students' academic, career, and social emotional needs. At Burbank High School, we are currently at an average counselor to student ratio of 1:420 with six counselors, which is almost double the recommendation for student success.
Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	High school counselors are trained in academic, college and career guidance, and social/emotional support, offering an eclectic approach to support services; but we provide a host of other services critical to student well-being and campus climate, such as supporting discipline and behavior issues, working with teachers on social and emotional learning (SEL), and advocating for students with independent education plans. All which have contributed to the outstanding graduation rate here at BHS.

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Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	When we talk about the social emotional support students need, numbers have been increasing in the past two years. Students are experiencing anxiety, depression, stress, suicide ideation, isolation, amongst others. Students build relationships with their counselors, which is built on trust and a strong sense of belonging. We have six counselors at BHS, five with a caseload of 440+ students, and one intervention counselor with a smaller caseload, which on a weekly basis students visit for support and sometimes the same student multiple times. If we want academic success we have to prioritize their emotional security. Losing even one counselor will be detrimental for those who stay because it will be impossible to support every student as a result of increased caseload, which will possibly increase by the hundreds.
Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	The Section 504 regulations require a school district to provide a "free appropriate public education" (FAPE) to each qualified student with a disability who is in the school district's jurisdiction, regardless of the nature or severity of the disability. Under Section 504, FAPE consists of the provision of regular or special education and related aids and services designed to meet the student's individual educational needs as adequately as the needs of nondisabled students are met. The number of 504 Students (Total = 91)
Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	Burbank High School counselors collectively conduct an average of 60 SST meetings per school year. These meetings help students get back on track when they are facing academic, social-emotional and/or learning difficulties. In addition, the SST process often serves as an invaluable step in the Child Find law from the Individuals with Disabilities Act.
Kevin Adamson, Dawud Akram, Sydney Harrison, Yesenia Lopez, Britta Maslyk, and Caroline Sasorski	Counselors	Burbank High School	BHS Counselors processed 687 summer school petitions during the last month.
Debra Baird	BUSD Teacher	Miller Elementary School	California should not be taking the Covid 19 crisis out on the schools We have a serious situation we have to handle with the illness. Besides the fact that everyone individually is worried about their family staying well and the economic grief they personally are experiencing, we also have to consider what to do with our student's education. You cannot put 25 children far enough apart in a classroom to social distance. This will require more teachers, not less. Children will not keep masks on and need to be able to play on the playground. To get them to social distance is impossible, but at the very least will require more supervisors. The District will need to supply all personnel with gloves and masks. If you are going to put us in danger which should not happen, we at least need PPE. Basically, we should not go back to school until there is a vaccine, but if we do we expect to be taken care of and that will cost the district more. If people get sick do to lack of funding and proper reasonable guidelines there will be lawsuits. The CDC recomendations are not reasonable for children. Children cannot do those things and we cannot get desks far enough apart.
Paulina Salazar	Parent	Disney Elementary School	I am writing to ask that your budget cuts do not affect the At Risk Intervention Program or the Dual Immersion programs. My son benefited hugely by the At Risk Intervention Program. I am a single mom who has been dealing with an extreme high conflict divorce for the past 4 years. My son unfortunately is suffering from the emotional consequences of our divorce and having a special intervention program at school I feel has helped a lot this past year to guide him emotionally and socially. It is a huge huge help to have as a single parent, I feel I am supported as by the system that surrounds my son. I feel its extremely important to educate our children on how to deal and resolve conflicts, how to deal with emotions and now dealing with what the country has been going through on top of everything else, understanding how to grow up and educate them to be anti-racist. The Spanish dual immersion is also an amazing opportunity for so many kids. I feel that being hispanic it's important for my son to learn our cultural language which will only benefit him in the long run of his life to have more job opportunities. These 2 programs I feel are essential to our Burbank schools and really need to be considered important to not be CUT out.
Macy Chan	Resident & Parent	Horace Mann	I am a long time resident of Burbank and a mother of a preschooler about to enter her last year at Horace Mann before she graduates to Kindergarten and expecting another this fall. I have been an active member of the HM community since my daughter started in 2016 - room parent in every room she's been in and active member of the Parent Association having been a Board member for 2 years. We need advocacy. The Horace Mann family has mobilized to do exactly that - not just now, but it was already in action before the last meeting. Many of us at HM are no strangers to writing and calling our legislators. We have and we will continue. But then what?

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Macy Chan	Resident & Parent	Horace Mann	We don't want to lay-off K-12 staff. What if something changes and budgeting comes through and we can't get these people back? How can we be worried about budget cuts across the state impacting every public school district and a recession unlike one we've seen in modern history, but also think there will be a shortage of candidates to replenish the roles? The two thoughts contradict one another. Nonetheless, there are ways around this whereas if we close an entire program like HM, no amount of advocated funding or federal stimulus will bring it back. The same consideration should be given to HM. I have heard over and over again as each line-item of the budget cuts were discussed that the K-12 position/ role/ program is "critical" and we need to be able to bring these people and programs back if budget later permits. To be clear, I do not disagree with this sentiment by any stretch. But I do respectfully disagree with the perspective. HM is also critical and should be afforded the same consideration. HM is not just childcare - it is a school that provides invaluable resources to our community. For most, if not all, of us whose children attend HM, the school serves as the backbone for our family economy and thereby to the Burbank local economy. Closing it means it's gone forever.
Macy Chan	Resident & Parent	Horace Mann	A suggestion. We have recently heard at least discussions about Federal stimulus aid for preschools across the nation. The impact of Covid-19 on the childcare system is not Burbank's alone. Additionally, we have heard that the California Senate rejected Gov. Newsom's proposed budget, which is part of the cause of the budget crisis we are facing. All of this remains unsettled, yet everyone is coming up on a deadline to finalize their budgets. Chances are, we will not have the answers we need before budgets are finalized. Let's try to buy some time by furloughing some of the roles like one counselor at each middle and high school, media techs, etc. Furloughing these positions allows them to return, allows for bookmarking in the budget, without sacrificing a program like HM that cannot be replaced or rebuilt if it is shut down. If it then turns out that the state budget cuts remain rejected, federal aid comes for Preschools, and/or funding comes about in another way, we can restore what BUSD had.
Macy Chan	Resident & Parent	Horace Mann	For the last 3 years, the infant room at HM has been on the verge of being shutdown to save in the budget. Why is closing just the infant room no longer a single line item as an alternative to shutting down the entire school? I advocated for the infant room when it was last on the chopping block and I still believe in its value immensely, especially now that I am expecting a second, it is even more important. But this may be another area where we might be able to put a pin in it to buy some time. Perhaps this room and its staff are furloughed until we know what is happening with the rest of the budget and funding. Where does that get us?
Macy Chan	Resident & Parent	Horace Mann	Selling surplus property should be a move of absolute last resort. But what we are currently facing is by the Board and Superintendent's description, the biggest recession in modern history and we are facing the biggest budget cuts in modern history. This recession and cuts are caused by a global pandemic we haven't seen in 100 years. What need is greater?
Macy Chan	Resident & Parent	Horace Mann	Would changing HM to a traditional school year (10-month program) save enough in budget to matter? Although it is not ideal, but I think most parents would rather have to figure it out for 2 months than to be without HM forever.
Todd Jensen	Lifelong resident & former parent	BUSD's elementary school At-Risk Intervention Specialists	As a line-item, the worth of the elementary school At-Risk Intervention Specialist is somewhat immeasurable. In practice, on campus, every minute of every day, the Intervention Specialist's contribution is utterly invaluable. On paper, per BUSD, the elementary school At-Risk Intervention Specialist is tasked with "playing a key role in the social/emotional education process by providing a wide variety of intervention supports, PBIS strategies, and social-emotional counseling. This process lowers (BUSD's) absenteeism and suspension rates, and increases student success." Recent data unwaveringly supports the "great gains" Superintendent Hill announced in relation to the implementation of elementary school Intervention Specialists.

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Todd Jensen	Lifelong resident & former parent	BUSD's elementary school At-Risk Intervention Specialists	As a case study, I will reference Ms. Aleksia Lukic, the At-Risk Intervention Specialist at Walt Disney Elementary, the BUSD grade school with which I am presently most familiar. Ms. Lukic is a longtime, beloved BUSD employee who has served several Burbank campuses over the last decade. She is highly versatile, deeply collaborative, a compassionate leader, a loyal team player, her devotion to education and young people virtually unparalleled. While the grade school Intervention Specialist's primary service may be to Special Needs students (Low Income, English Learners, Foster Youth, Special Education, Re-Designated Fluent English Proficient), she also serves the entire campus with wellness, self-care, academic lessons, emotional support, in-class presentations, and more. At Disney, Ms. Lukic is a central component of the campus' social fabric, welfare, and tone. She makes it a point to connect personally, every single day, with all of the school's 450 K-5 students, aware that not every struggling child manifests the issues plainly. She also meets regularly/weekly, one-on-one or small-group, with more than 100 Disney students, and frequently with campus administration, staff, students, and families.
Todd Jensen	Lifelong resident & former parent	BUSD's elementary school At-Risk Intervention Specialists	As Disney's Intervention Specialist, Ms. Luki also provides in-class lessons, reading support, academic enrichment and supplementation, self-care and wellness tools, conflict resolution, whole family support, social and emotional learning (SEL) tools, and community engagement. Additionally, Ms. Lukic and BUSD's grade school Intervention Specialists are the campus point-persons and staff-liaison-coach for the ongoing roll-out of PBIS (Positive Behavior Interventions and Support). At the May 26, 2020 special meeting of the School Board, Superintendent Matt Hill noted "the crucial role" grade school Intervention Specialists, like Ms. Lukic, have played in integrating PBIS philosophies and lessons to staff and students alike. (Please See Attached for "What is PBIS?") Resultantly, per Superintendent Hill said, Burbank's grade school campuses have "made great gains," encouraging a positive, not punitive, school environment. Throughout BUSD's shift to distance learning during the pandemic, Ms. Lukic continued connecting with Disney students via regular remote conferences and phone calls, providing much-needed support, guidance, and assistance to students and parents. She also created and produced a series of Emotion Management videos in alignment with PBIS methods and Disney principles, which were distributed to Disney students and families.
Todd Jensen	Lifelong resident & former parent	BUSD's elementary school At-Risk Intervention Specialists	Disney has 441 students — 39% are socioeconomically disadvantaged, 15.2% are English Learners, .2% are Foster Youth. These are the students whose needs, in the best of times, comprise a great deal of the elementary school At-Risk Intervention Specialist's daily schedule. In these dire, uncertain times, where according to a USA Today poll 59% of parents and students are uncertain they will even return to campuses in the fall, it is fully anticipated and predicted by experts from every corner of the educational arena that all students will have (at least some) special needs when schools reopen. In other words, the services provided by Ms. Lukic and Burbank's grade school Intervention Specialists are more critical than ever. These services, which span from the academic to the emotional, the campus to the community, the school staff to the District office, are invaluable, irreplaceable. They must be saved.
Rebecca Bergh	BUSD Teacher	Emerson Elementary School	Now, more than ever, our school needs a Media Technology Assistant! During this health crisis we transitioned to online distance learning. Something new for students, teachers and parents. I was not prepared for this transition. I have taught early elementary age kids for 18 years and I quickly found myself learning how to use different programs and platforms on the computer I have never interacted with. I also had to make sure my parents and students were able to interact with the same platforms and programs. Kristy Bovee is the Media Technology Assistant at my school and was able to bridge my understanding as well as the understanding of parents as we all interacted with technology. She was able to answer my questions and needs as a teacher as well as help parents problem solve technology at home. Before this health crisis Ms Bovee has always been someone I have turned to for help with technology in my classroom. Ms. Bovee has helped with grade level laptops and carts, classroom wifi, projector issues, document camera issues, retrieving content I have misplaced on my computer, and printer issues to name just a few. As a teacher my expertise is with the kids, but as a Media Technology Assistant Ms Bovee's expertise is with making technology accessible to all on our campus. The Media Technology Assistant position, at my school and ALL other schools, is an integral part with the way technology is used in everyday learning.

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Lisa Carr	BUSD Teacher	Emerson Elementary School	Cutting our school technology assistant's job during a time when virtual learning has, and might in the future become an integral part of our education platform is a disservice to our teachers and students. Our technology assistant Kristy Bovee works hard to support our students and teachers. Technology is vital to our learners whether they are in school or learning at home virtually. I can't imagine Burbank trying to sell itself as a district that promotes learning, and growth, and prepares students for the real world without staff that supports technology. Please think about the importance of technology and the role it plays in educating our students when you make cuts.
Cagney Branam	BUSD Teacher	Emerson Elementary School	I would like to speak to the importance of our amazing Computer Lab Teacher, Mrs. Bovee. Her countless hours of problem solving, follow through and dedication have helped our school technology run effectively and efficiently. Allowing us the time to educate our kids instead of fixing computer problems. Without her, we would have significantly less time to teach, plan curriculum and work with our students. She, and every computer lab teacher are an invaluable part of a school staff, and we simply cannot lose them. It would be a detriment to our students and the technology driven education we claim to promote. Please do not cut this position. Computer lab teachers are a vital part of our school community!
Robert Berger	BUSD Teacher	Emerson Elementary School	Media Technology Assistant, Kristy Bovee is an invaluable asset to our staff and helps both students and staff use our site technology in the most efficient way possible. We all depend on Kristy on a daily, if not an hourly basis. Emerson is fortunate to have multiple laptop carts for student use as well as a regularly updated computer lab. This has given our students more technology access than ever before and directly supports the technology components of our Benchmark Reading curriculum, our Stem Scopes science curriculum and our Go Math curriculum. None of this would function without Kristy. She is the direct link between our online curricula and the success of our students. Kristy has been offering trainings and encouraging Emerson staff to learn Google Classroom and to use the program with students for the past several years. Our students and teachers success during Distance Learning was directly tied to the skill level using Google Classroom made possible by Kristy. Her work is absolutely vital to the success of our students.
Ellen Dobbin	BUSD Teacher	Emerson Elementary School	Media Technology Assistant, Kristy Bovee helps students and teachers in the computer lab on a daily basis when we are at school. She brainstorms solutions and regularly fixes issues that our school has constantly. There are constantly issues and teachers that need her help. She does all sorts of behind the scenes updating and entering of data for our lab and all the teachers and staff. She is a vital part of our school on a regular basis. Once we went to Distance Learning, she helped teachers, staff and parents all day long. Without her support many of my classroom families would not have been able to use the technology to get access to school work and support. She worked with other teachers and me all the time to help us resolve issues and glitches with technology every week during Distance Learning. She called families and teachers to walk us through confusing technology jargon and got back to us right away. The technology position at Emerson is vital to a smoothly running school and Kristy Bovee is the perfect person to keep our school's technology program working and functioning well. She is essential to our school. We need her on a daily basis to help us use the technology that the district and state expect us to use with our students.
Diane Metcalf	BUSD Teacher	Emerson Elementary School	Mrs. Kristy Bovee, our technology support assistant is knowledgeable, eager to provide any advice/help with my computers, programs for myself and my students, and classroom technology set-up/updates. Mrs. Bovee provides an invaluable service to teachers, students, and administrative staff. Even throughout the distance learning program she has helped me and my families access online learning and has clarified numerous tech issues for me. Please consider this when you are tasked with making financial ends meet.
Shari Auproux	Curriculum Specialist	Emerson Elementary School	Kristy Bovee, Emerson's Media Tech Assistant, worked endlessly to help teachers, staff, students and parents problem solve, trouble shoot and understand how to use technology during Distance Learning. Kristy was always an email, text or phone call away. If she did not know the answer, she would find the answer. Teachers, staff and parents all commented on how thankful they were for her support and help. If we switch to some type of hybrid teaching model, or have to repeat Distance Learning with short notice, it is imperative that we have the support of the Elementary Media Tech Assistant.

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Mike Bravo	BUSD Teacher	Emerson Elementary School	<p>Kristy Bovee, Emerson's Media Tech Assistant has been not just helpful throughout the years as our technical support specialist, but she has been essential to what we, as teachers, do on a regular basis. There have been numerous times throughout the years where I have had some issue with my computer, projector, sound system, etc. in my class during a lesson and could not continue with the lesson without immediate technical support! It took a simple call to the lab, and she was in my room within two minutes. Do you realize just how critical that is? Without her on campus, would I have to put in some work order through the district? Perhaps I would have to wait for weeks? In addition to the daily necessities, let's talk about testing time. How about a student having an issue with their computer or laptop while taking the SBAC? I know something about computers, but I am not about to breach some security protocol or sabotage a kid's state test scores by fiddling around on their computer. No, this is not a position you want to put on the chopping block; this is an essential position. Finally, I would like to say that with the upcoming school year approaching where distance learning is almost certainly going to be, at the least, a substantial part of the learning model, Kristy Bovee needs to be part of our Emerson team.</p>
Anie Korkounian	Parent	Burbank High School	<p>I am emailing you to let you know my concerns about the counselors and the cuts that will be affecting them moving forward if the budget does not make space for them to be part of our kids high school journey. I feel that they are an imperative part to helping our students be aware of their future plans ...these kids already going without so many things considering that school has been completely taken away from them the experience and the socializing been ripped right from them due to covid ... I please would love to allow my voice to be heard as a parent and as a taxpayer and a homeowner of the city of Burbank about this cause please let us know how we can help and what we can do to allow are students to have the best guidance...</p>
Raina Janke	BUSD Teacher	Emerson Elementary School	<p>It has come to my attention that not only will my school, Emerson Elementary, possibly be losing both our Media Technology Assistant, Kristy Bovee, and our Behavior Intervention Specialist, Sandra Davis. It is incredibly upsetting to learn that at this time of upheaval and crisis these are the two assistants up for possible removal from our support team. Who better to serve us during this time than these two remarkable women who have kept many of us on top of our teaching game during the transition to distance learning? Who better to support us and our students (and families) at this time? How does it make any sense to return to our sites (or not) without these particular positions in tact? We all know the struggle of the transition to distance learning and what that entailed. Both Ms. Bovee and Mrs. Davis stepped up and committed themselves with their expertise.</p>
Raina Janke	BUSD Teacher	Emerson Elementary School	<p>Media Technology Assistant, Kristy Bovee hosts our computer class, fixes computers, printers, document cameras, and projectors. She has helped me consistently and promptly throughout my years at Emerson with everything from retrieving documents, to setting the volume on my computer. When she has been uncertain about an issue, she quickly gets back to me after conducting her own research and provides a solution. Ms. Bovee is a tenacious worker who is also personable and professional. My students like her very much and always look forward to both our weekly time in the lab, so well as her after school i-ready classes. During distance learning she was a great support, answering any questions, of which there were many, I or my families had along the way.</p>
Raina Janke	BUSD Teacher	Emerson Elementary School	<p>Mrs. Davis is our behavior intervention specialist. She is one of the most committed professionals I have ever met. She cares deeply about our students and their well being. She has spearheaded our PBIS program, and has done a remarkable job at its implementation and ongoing maintenance. She is also charged with teaching both students and teachers our Second Step curriculum and mindfulness practice. During our distance learning she was given the challenging job of reaching out to our students' families who lapsed in progress and attendance, and with providing consistent emotional support when necessary. She does her job with both tact and tenderness.</p>

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Raina Janke	BUSD Teacher	Emerson Elementary School	Given the gravity and uncertainty of what the fall return to school holds, it is imperative that the positions of Media Tech Support and Behavior Intervention Specialist return with us. When considering the foreseeable ramifications, it would be nonsensical to go back to learning (distance or otherwise), without either of these positions. We are a 21st century school committed to the excellence that BUSD has represented since I was a child in attendance. The positions of Media Tech support and Behavior Intervention Specialist address our 21st century issues. Both of these positions are needed now, more than ever, without negotiation.
Beth Robinson	Parent		Like many other parents, I desire a return to a normal in-person school setting in the fall. If that's not possible and I have to choose between online/distance instruction or a staggered schedule, I'd choose a staggered schedule. We need our children back in the classroom engaging with their teachers and peers. This is especially important in the younger grades. Education is the foundation of a nation. Please consider the long term effects of depriving our children from a proper full schedule in-person education.
Joshua Junkermeier	BUSD Teacher	Burbank High School	Many teachers use grandparents for child care (child care costs can be expensive and beyond what can be afforded). With teachers likely returning to live instruction, we must cut ties with grandparents/child care support, to protect them from covid risks (live instruction should increase transmission of the virus and expose schools and their families to covid). Please consider supporting teachers with child care costs whom are unable to afford costs on their own (not all teacher-families have dual incomes or sufficient combined income). Consider free childcare with Horace Mann or Monterrey for teachers in need.
Audrey Hanson	Resident & Former Board Member		I am aware that changes may be made in Sacramento to the State budget that will benefit the BUSD, however it is prudent to prepare for the worst. From that perspective I would suggest that the Board decide what programs could be eliminated and then prioritize the others and work to find a funding source. My suggestions (1) BUSD's first responsibility is to K-12, therefore childcare programs should either be eliminated or be completely self sustaining. (2) BAFA should be asked to fund professional development, art supplies and instrument repairs and the Arts/CTE Coordinator. (3) The Burbank Chamber of Commerce should be asked to fund a specific program or programs. (4) Increasing class size should be considered. (5) Social studies text book adoption should be cancelled. (6) The Positive Behavioral Intervention Support program should be cancelled for 2020/21 (7) With regard to surplus property (not knowing what it is) consideration should be given to renting to provide a funding source for the District. (8). Middle and High School Counselors should NOT be cut. Finally the Board members should put pressure on the California School Boards Association to pressure the Legislature on behalf of our District. CSBA is a force in Sacramento and my impression is that BUSD Board members do not get involved with lobbying on behalf of our District - they should
Tracy Sorensen	BUSD Teacher	Jefferson Elementary School	I am a 2nd grade teacher at Thomas Jefferson Elementary School, and I have been employed with BUSD for 35 years. I am concerned about the potential budget cuts being proposed for the 2020-2021 school year. I understand that the following positions are being considered for elimination and/or reduction: Curriculum Specialist, Intervention Specialist, Media Technician, and Librarian. These individuals provide a CRITICAL role to our students, particularly now with all of the changes and turmoil that is occurring. Our students, and staff, need more support now, not less. I have contacted elected officials with my concerns regarding funding as well. I can appreciate that there are definite budget concerns, but hope that the school district can find a way to resolve this without eliminating much needed support staff.

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Steve and Johanna(Moyal) Sykes	Parent	Disney Elementary School	<p>Our son had trouble keeping up, he wasn't able to focus and had trouble interacting. By the time he reached the beginning of 3rd grade he was in trouble and falling way behind. He didn't know how to behave in class when things got tough, he was disruptive, friendless and falling behind and we were thinking about pulling him from the DI program. Enter Mrs. Hwang, the Walt Disney Principal and Ms. Lukic the Intervention Specialist. With this dynamic team, and my husband and I, we put a plan in place to help him with his challenges. Over the next several months Ms. Lukic was just the support he needed. She was there to talk with him, offer him coping skills, gave him a safe place to voice his concerns, and most importantly found him a group of friends that were similar to him that ranged all ages and grades. Things were going really well, and then the pandemic hit and quarantine happened. Ms. Lukic could have called once maybe twice but she called him once a week and helped give him the support he needed during distance learning. This meant so much to Ryan. He would stop whatever he was doing and talk to her. It helped keep some sort of normalcy for him during an unprecedented time.</p>
Steve and Johanna(Moyal) Sykes	Parent	Disney Elementary School	<p>Our society is pushing kids harder than ever to succeed and excel but not all kids can do it the "normal" way or in the "normal" time frame. How can we expect them to do this when all kids do not have the same abilities or resources? That's why it is so important for schools to have people like Ms. Lukic and other specialists to help our children, whether it's behavioral, language or speech! Teachers are already overwhelmed and under budgeted. They are expected to buy their own supplies and work on their own time to create stimulating classes and curriculum many times for larger classes than they can or should handle. They don't and won't have the time or energy for "problem" children and students like Ryan will fall farther and farther behind. We need to invest in our future and give our kids whatever help they need with teachers, programs and specialists. Please DO NOT cut the budgets. Stand up for your children. We have written to the governor and legislators asking for help but that can only go so far. We are just another letter or another upset person wanting something. We need you to support our community with a voice and support our schools, like the community of Burbank supports its city.</p>
Darla Gerharter	Teacher Resource Specialist	Jefferson Elementary School	<p>These reductions affect all of our students, schools, and our entire community, however, they do not affect our students equally. With the recent Distance Learning, this became even more evident. The most common parent requests that I received or heard about were for technology support and for reading books. The Media Tech and Library Assistant are two positions currently being considered for a reduction on your budget. These roles are essential to supporting every student and family. These positions are a very small part of the budget, however their reach is exponential and with the reduction of these positions, the gap of educational disparity will widen. All students will be impacted by these reductions, however our vulnerable populations will be severely impacted. The educational gap for our students in Title I schools and students of lower socioeconomic backgrounds will be greatly widened. The long-term negative impact of these reductions cannot truly be predicted, but the effects may be disastrous to these individuals and to our community.</p>
Darla Gerharter	Teacher Resource Specialist	Jefferson Elementary School	<p>The Curriculum Specialist and Intervention Specialist positions are also being considered for a reduction. As a former Curriculum Specialist, I know how much support both of these positions provide and the impact they make. Coordinating intervention for struggling students is a major responsibility. With the COVID-19 school closure, even more students need academic and/or social emotional support. Students without their social and emotional needs met are unavailable for learning. Students, staff and families need this ongoing support, especially in these unpredictable times. These reductions will be detrimental to our most vulnerable students. These educators are integral to creating and supporting the positive, strong learning environment essential to our students' success. We cannot bear cuts that so greatly impact our school community!</p>

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Jessica Harrison	Resident & Parent	Disney Elementary School	This is an unprecedented time in our history, and for the future of our kids. After enduring the trauma of not being able to attend school these last months or simply seek a hug from their friends NOW IS NOT THE TIME for budget cuts of any kind. We need to help manage and maintain the emotional and mental health of our children when they go back to school. The job of Aleksia Lukic at Disney Elementary is in jeopardy at the worst possible time. My kids in particular love her and look forward to the emotional support she offers them on a daily basis. Please carefully consider the ramifications of losing her services going forward. ANY BUDGET CUTS AT THIS TIME COULD BE DETRIMENTAL.