

Madam President, Members of the Board:

My name is Tam Larnerd. I currently serve as the principal at Bob Miller Middle School and starting next week, I will be the President of CCASA.

I'm here tonight because I believe this survey was biased and the report presented to you today is equally as skewed.

Evidently, there was a concern that 70 principals didn't respond to the survey. However, 274, or 80% of all principals did respond. Let's put that number, 80%, in context of other CCSD surveys, like the Teaching and Learning Conditions Survey with a goal of 35%. And why would some principals not respond? Well, it is late June and many 11-month principals are encouraged to use our accrued vacation time during this time of year. Also, this survey was worded in such a way that it pitted administrators against teachers and some did not want to be drawn into that debate. There were also concerns brought to me by some of my colleagues that they were reluctant to complete the survey because of fear that their name would be attached to a specific response. Regardless of how many did or didn't respond, the reality is that I believe the "spin" contained in this report is designed to make you think that 46% of CCSD's principals voted no and only 54% of the principals voted yes, which is NOT the case.

In fact, 187 of my colleagues, or 68% of those who responded, voted YES to cutting their budgets by 5% OR MORE. And, of those, most were willing to give up much more to bring back as many Deans and Assistant Principals as possible. For example, 41% voted to cut the full 20%.

But why are we even talking about a 20% cut when the District's own numbers indicate that it would take less than a 14% cut to reinstate all of the RIF'd administrators??

Fact: Originally, CCSD reported the textbook/supply account was a \$70 million line item before being reduced by \$5 million to balance the budget, which left \$65 million to be distributed to the schools.

Fact: It has also been repeatedly reported that RIF'ing 89 school-based administrators would save the District \$9 million.

Fact: Using their numbers... 20% of \$65 million = \$13 million NOT \$9 million. \$9 million represents less than 14% of our schools' textbook/supply budgets.

Also, last week, **when the survey was still being conducted**, over 100 administrators were involuntarily transferred or demoted as a result of the RIF. It would have made much more sense to wait a week so that you, the Board of Trustees, could review these survey results before the transfers and demotions were made. Can you imagine the damage a decision like this has on the CLIMATE of a school and the morale of its employees?

We all know the important role Deans and Assistant Principals play in improving student achievement through effective teacher supervision. It's reasonable for school administrators to be expected to work directly with 25 -30 teachers, but 40 or more...no way. Not with the expectation of differentiation, compliance, and accountability along with the necessity to communicate with parents more than ever before.

Trustees, I am also here as a parent of two CCSD students and I believe cutting Deans and Assistant Principals will jeopardize the safety of our children...of my children.

Assistant Principals and Deans are on the front lines. They are the ones who address bullying in our schools. They call parents, they meet with them, they convince bullies to treat others as he/she would like to be treated, and they help the victims of harassment.

These are the people who report to school at 6:00 a.m. but don't leave until 10 p.m. after supervising the football and basketball games. It is as simple as Maslow's Hierarchy of Needs... If students do not feel safe, they cannot learn.

Clearly, most principals saw through this survey's nonsense and voted appropriately to restore as many of these positions as possible. Accordingly, I sincerely hope you will direct Dr. Rulffes to **only cut the minimum amount of money needed** from our budgets and then restore ALL of these Assistant Principals and Deans of Students in accordance with the wishes of the overwhelming majority of the principals who responded to this survey.

Thank you