

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Community Member	All decisions by the governing board need to be aligned with the DVUSD core values. Stop political self-interests. Equity and justice must drive financial processes.
Community Member	As an employee and parent, properly paying our entire staff is critical to retaining quality people. We are losing employees to other districts who pay more. Also, our kids deserve quality teachers but we will never find them if we don't pay properly.
Community Member	Budget should be curriculum-driven. Improving required curriculum and mastery of it is of the utmost importance.
Community Member	Capital money is needed for replacement band and orchestra instruments and for auditorium renovations
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Community Member	Capital money is needed for replacement band and orchestra instruments and for auditorium renovations.
Community Member	Capital money is needed for replacement band and orchestra instruments and for auditorium renovations. (MRHS)
Community Member	Capital money is needed for replacement band/orchestra instruments and auditorium renovations.
Community Member	Consider putting money into infrastructure improvements to help traffic flow and pick-up/drop-off issues.
Community Member	Differentiated pay is a HORRIBLE idea! Why is it an option? This will make teachers feel even MORE underappreciated than they already are. You are awful.
Community Member	Give teachers time to utilize what they learn at PD and go back and collaborate with their teams to ensure good teaching practices are being utilized. Instead of over PD'ing the teachers to death with more and more duties to add to there never ending plate of responsibilities. Stand up for teachers and not the district offices pockets, raises to teachers for there continued dedication In a non-teacher friendly society.
Community Member	Have board memebers reminded that they serve the public not them self's when they Arendoing disrict business the only thing they are to focused on their therapies policies and the students/teacher and community. Personal attacks and bully techniques are below the privilege and dignity of the chairs the occupy.
Community Member	Holding teachers accountable is important, provided they are given the tools to support that accountability. Not all students are equal, so student capability must be part of a teacher evaluation process
Community Member	How can you say the priority regarding admin change is a budget issue? It's an HR Issue. & should be removed. Perhaps adding more student centric priorities would be beneficial.
Community Member	I am an Oklahoma teacher and was able to take this survey! So much for valid data. I thought the Oklahoma education system was the worst in the US. Clearly AZ is also in the running for that dubious title.
Community Member	I think that teachers should have a raise in money and the teacher development in unessacary.
Community Member	I used to teach in this district but had to leave because I couldn't support my family. Look at your teachers and help them. They are the reason you have any form of program.
Community Member	I would also like to see all District Board Members and Superintendent to work with their teachers and support staff instead of fighting among themselves and getting absolutely nothing accomplished. I have been to board meetings and it is pretty embarrassing to watch! There should be no personal agenda.
Community Member	I would like to see more of the money that is allocated per pupil to actually make it to the classroom. Purchase research based curricula for LA and math.
Community Member	IBS has 27 kids yet it costs over \$500K. What is the value in this. Why is there French at NorTerra when we should be supporting the programs we have. There is no money for sports, band, choir, etc yet money for programs like Mandarin and the IBS Program. Why are there fees for some and not others. It is unequitable. Boundaries need to be changed so that schools that are full can accept more students in on open enrollment; otherwise parents go to Charters or other schools.
Community Member	Increase pay for teachers in math and science in order to attract best teachers. Reduce pay for coaches.
Community Member	invest in more PE equipment
Community Member	It concerns me that several of the "budget" options have nothing to do with the budget. Not sure who wrote this survey but it reflects poorly on district administration.
Community Member	Keep band programs funded. My personal experience is Band keeps students regimented and leads to success!
Community Member	More money for music programs for new instruments and equipment.
Community Member	More money should go to training teachers not to suck
Community Member	More pay for better staff
Community Member	Pay teacher what they are worth, For senior teachers, we pay half that of California? Really? Pay increases are 10 years behind
Community Member	Provide money to the fine arts departments to get new uniforms, instruments and music
Community Member	Salaries in all job categories needs to be considered to remain competitive with other districts and retain staff.
Community Member	Simple, easy to understand, budget used through out the state..

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Stakeholder Group	
Community Member	Spend money on teachers!
Community Member	Students in the IB program desperately need scholarships to help pay for testing. Also, pay teachers more and give schools more funding. You are depriving generations of proper education.
Community Member	Teacher pay is a major issue and should be a top priority. While I like the idea of increase pay for higher results, sometimes teachers are not in a good position to succeed.
Community Member	Teacher salaries should be your number one priority!
Community Member	Teachers deserve a substantial increase in salary.
Community Member	Teachers need a big raise!!! Pay should not be based on achievement! Too many variables in students to pay how they learn to grades. Smaller class sizes.
Community Member	Teachers need a pay raise. The problem with doing it based on student's performance is that the teachers who teach in Title 1 are at a disadvantage.
Community Member	Those in district office should not be making more money than the actual teachers. Put more funding into class rooms, bring back band, art, shop, etc... Prepare these kids for life NOT a test!
Community Member	Training for board members to understand their roles
Community Member	Update the furniture to the "new learning" mandates. You have the one to one devices now update the furniture for the students.
Community Member	Vote in a governor that actually places a priority on education and does not use money taken from the funds that will provide income for the schools in the future to pretend he has solved something.
Community Member	We (Arizona) need to support teacher with increased pay and parental/community support. With demographic shifts and charter I suggest Bel Air repurposed as a traditional K8. Love the changes at Desert Sky.
Community Member	We have the lowest paid teachers in the country! That says it all! Maybe they will stay and care a bit more if they get paid!!!
Community Member	Who wrote this survey? Was it approved by the Governing Board prior to being posted?
Employee of DVUSD	#1: Salary increase for teachers with appropriate increases correlated to years of service and national salary averages! The average non starting teacher earns over \$56,000. Even look at Alhambra!
Employee of DVUSD	% increase does not work for those at the bottom of their pay "group" Flat rates work better.
Employee of DVUSD	* years ago teachers took about a \$2000.00 pay cut to help the DO out I would like to see the money WE earned come back to US first before anything else. You used us to get the money you needed now it is time to pay IT BACK!
Employee of DVUSD	1% raises are not sufficient to retain quality teachers.
Employee of DVUSD	1. District office personnel cuts were made a few years back and then unnecessary positions were created or crept back in so that district is still top heavy. Schools have the knowledgeable personnel to cover positions of leadership more effectively and at less expense to the district through addendums. 2. Budget for whatever it takes to lower class sizes.
Employee of DVUSD	1. Significant Teacher Salary increase not related to 2. Time to collaborate with grade level team in place of more PD 3. Provide additional instructional time and staff for students in need of more academic help
Employee of DVUSD	A district wide increase in base pay for teachers is my primary concern.
Employee of DVUSD	A pay increase for classified employees that's worked ten or more years.
Employee of DVUSD	A raise is very important to make sure all employees feel valued.
Employee of DVUSD	a raise would be nice. Not the minimum wage raise either. newbies in this district will in 4 years be making the same as me with 22 years of experience!
Employee of DVUSD	A real resolution to the salary compression for support staff salary, giving credit for dedicated staff that have weathered the storms here at DVUSD.
Employee of DVUSD	A significant salary increase for all employees would show the district respects its employees, and I believe it would help morale/retention with employees thinking about leaving the district.
Employee of DVUSD	A teacher working for dvusd for 20 years with a masters degree should have had more than four pay increases.
Employee of DVUSD	According to the Washington Post, "Average weekly wages (inflation adjusted) of public-sector teachers decreased \$30 per week from 1996 to 2015, from \$1,122 to \$1,092 (in 2015 dollars). In contrast, weekly wages of all college graduates rose from \$1,292 to \$1,416 over this period." If you want to hire and retain quality educators, significant increased teacher pay must be the priority. Pay increases should be based on teacher evaluations (this is what the rest of the job sector does), not student data based on 1 high-stakes assessment as teachers have no control over the students' home environment and personal situations that significantly impede their ability to realize their potential
Employee of DVUSD	According to this list, it is clear that the budget concerns are not coming to the people making the decisions. These seem like very poor choices to number.
Employee of DVUSD	Admin change at all schools every few years should be a focus. One leader who started at a Title 1 school should not need to stay there forever. By changing admin, all leaders would have an input at various schools.
Employee of DVUSD	after school program's have a great impact on school involvement.

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Stakeholder Group

Employee of DVUSD	All certified employees need a 3% raise. Not just classroom teachers- but certified support staff as well. Many classified got raises because of minimum wage increases. Soon they will be making almost the same as certified as minimum wage goes up each year.
Employee of DVUSD	All certified staff need pay raises.
Employee of DVUSD	All certified staff, with master degrees or higher, should be considered for salary increase to validate all employees, maintain district employee morale and continuity.
Employee of DVUSD	All classified employees need a raise. It's not all about the teachers. Without bus drivers, paras, crossing guards, the front office personnel, food service workers, etc., the schools would be in dire straights. Neighboring districts have raised the salary for bus drivers. We are losing our own.
Employee of DVUSD	Allocate funds proactively towards supporting campuses to manage student behavior (training, staffing) rather than reactively via private placement.
Employee of DVUSD	Allocate more resources to better medical coverage for all.
Employee of DVUSD	Allow tax donated funds to designated for a department such as special education and not just for after school activities. Special education often needs additional teaching materials that they buy on their own.
Employee of DVUSD	Although on the surface tying teacher pay to student achievement sounds fair, I think it would lead to the worst school getting worse.
Employee of DVUSD	An accounting of how many district there are and their salaries
Employee of DVUSD	Any budgetary considerations for providing additional supports at schools? i.e. APs, instructional coaches
Employee of DVUSD	Any salary increases or differences should occur to all employees not just teachers. Certified support staff need more resource and salary increase. i.e. Counselors, Psychologists, SES...possibly a stair step scale.
Employee of DVUSD	Arts Education is an area I would love to see continue growing as it has been for the recent past and on into the future.
Employee of DVUSD	Base salary increase for all professional employees with a Masters and/or Doctorate degree.
Employee of DVUSD	Basing pay on student achievement is unfair and makes no sense. What happens to the special education teacher who only works with low performing student who have cognitive delays? They never get a raise?
Employee of DVUSD	Basing teacher pay on student achievement could be unfair to teachers. If the test results do not affect students, many put little to no effort into the assessment. What would this be based on?
Employee of DVUSD	Be more proactive with students who have behavior challenges rather than reactive which may slow down level D (private placements) which would save the district money. We need teachers who have experience with students with more significant disabilities to slow down level D placements.
Employee of DVUSD	being a seasoned teacher I think it is unfair that my colleagues are making the same amount of money based on hard to fill. I get \$200 they get \$5000 or more. Not fair. I have served my time.
Employee of DVUSD	Benefits are important . We get a small raise and the dependent insurance negates that and takes even more , so each year we make less . Look at the old salary schedule from the 90's they made what we do now
Employee of DVUSD	better salaries
Employee of DVUSD	Capital money needed to replace Musical Instruments (Band and Orchestra) and for Auditorium Upgrades (Lighting, Sound treatments, Sound Reinforcement).
Employee of DVUSD	change admin where teachers leave in droves every year;low scores will mean less \$ for teachers in title=bad idea
Employee of DVUSD	Change Principals that are having trouble keeping staff at their school. I believe if 15 or more teachers are leaving a school ea year then there is a PROBLEM WITH THE ADMINISTRATOR!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! REALLY , 4 year have gone by and NOTHING IS DONE!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
Employee of DVUSD	Changing admin at schools has no business on a Budget Option Survey it is a shame that a committee in this district is this clueless to have included it.
Employee of DVUSD	Changing administrators is a budget option?? That is not a budget option. Needed better options above. Increased teacher pay is needed!!!!!!!
Employee of DVUSD	Classified employess need increase in pay instead of only new hires with the new minimum wage issue. It is very sad with employees with tenure..
Employee of DVUSD	Classified Evaluations - pay increase to their base pay for those whom score higher than 22. (32-28: 1.5%)(27-22:1%) For those support staff whom have worked in the for over 10 years have seen a 3% pay raise during this time. Other support staff have seen a 40% increase because of the minimum pay increase. There are a lot of support staff starting to leave the district with more on the way. I find this vary sad.
Employee of DVUSD	Classroom teachers deserve a significantly higher pay rate. This should be a priority. Class sizes needs to be reduced. We need to retain teachers. This is becoming a crisis situation.
Employee of DVUSD	close schools that have low attendance(NEW RIVER ELMEMTRY) GIVE OUT SOME REAL RAISES!!!!!!!!!!!!!!!!!!!!
Employee of DVUSD	Consider non teaching certified professionals as equivalent to teachers for pay raises and incentives
Employee of DVUSD	Consider paying teachers in high stakes positions more and tiring salaries in that way.

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Employee of DVUSD	Cost effective insurance needs. Deductibles ridiculous. Pay increase. Lower income districts pay much better. Retention of staff priority.
Employee of DVUSD	Counselor pay and performance pay needs a long, HARD look. I was speaking to a counselor today who said, "Counselors are completely devalued in our district. Undervalued cannot even be stated anymore. We are required to do far more than teacher duties, are on the front line and are payed little." Counselors overall feel that we were put on a different pay scale because their voice is small. This is unacceptable for them to feel this way as they do so much for us, as teachers.
Employee of DVUSD	Custodial and maintenance need more pay and more money. The schools are falling apart and more money is being given to schools that already look good. Give the title 1 and older schools more money and stop letting the rich get richer. We can't do our job when all of our equipment is broken.
Employee of DVUSD	Cut down on excess administrative positions/part time positions and provide more support to teachers in the classrooms. Cut out jobs or combine jobs at the district office to eliminate overpaying at the top and share that with teachers throughout the district.
Employee of DVUSD	Deer Valley teacher pay is not keeping up with surrounding districts. You will continue to lose high quality teachers to other districts because we cannot afford to work in DVUSD and survive without additional jobs.
Employee of DVUSD	Devote some of the budget toward an Ethics training program that should be mandatory for all categories of employees with a focus on reducing hostile work places, intimidation, sexual harassment, bullying, etc. This is happening far too often and nothing is being done about it. Retaliation is rampant.
Employee of DVUSD	Differentiate staffing based on high need students in a school and increase the pay rate option of \$16 dollars for extra duty pay so we can support student needs for extra support and tutoring. Workers at In and Out Burger make \$15 dollars an hour with no teaching certification. We have to show teachers we value their work for students .
Employee of DVUSD	Differentiated pay is not fair for special education teachers. In a state and/or nation that is severely understaffed in this area we should not consider this. We would lose even more special education teachers.
Employee of DVUSD	District forgets that alternative staff - school psy counselor, speech, all impact the students, yet teachers are the only ones who get the extra raises and the large 301 money. Other districts have figured out a way to balance the 301 for all staff
Employee of DVUSD	Do not move principals because of student achievement. Will cause more problems! Equal Pay for teachers. Don't burnout kids-- learning is no longer fun. GET REAL about REALITY of poor home environments, poor parenting, poor discipline, low income, poor English/lang. dev., parents always working. These things teachers can't control from birth to age 5 & beyond that affects low achievement. Teachers are working hard! Teachers already in prof-dev overload! Read ALL Communication Council minutes.
Employee of DVUSD	Workload issues galore- more stress, burnout, low morale. Problems not being solved.
Employee of DVUSD	Do not pay teachers based on student achievement. This would incentivize memorization and not actual student growth. This is a not a good option for DVUSD.
Employee of DVUSD	Due to the minimum wage increase new hires are making the same or near the same as 10 year or longer employees due to no raises. Not fair. System needs re-evaluated and changed to retain long term employees with their experience and knowledge.
Employee of DVUSD	DVUSD has worked hard to give teachers a raise over the years, but teacher retention is still critical. That is #1 priority.
Employee of DVUSD	DVUSD NEEDS TO ADDRESS THE BUS DRIVER SHOTAGE BY RAISING THE PAY SCHEDULE TO AT LEAST MATCH PEER DISTRICTS PAY SCHEDULES.
Employee of DVUSD	DVUSD needs to consider increasing the extra duty pay. The extra duty pay has remained the same for over 10 years. Teachers may be incentivized to do summer curriculum work, coverage, and extra duty projects if this pay increases.
Employee of DVUSD	equal % increase for all teachers
Employee of DVUSD	Focus on compensation for employees and improving the district's reputation.
Employee of DVUSD	Formally evaluate over staffing positions at the District. Cut back on District employee travel.
Employee of DVUSD	Formally evaluate the cost effectiveness of extremely expensive programs like Mandarin & Renaissance to make sure they are justified fiscally.
Employee of DVUSD	Funding needs to be improved for music education throughout the district. Music education is fundamental NOT optional (as verified by numerous medical studies). All students should have access to instruments, musical scores, and instructors.
Employee of DVUSD	Funding needs to go to retain highly qualified educators.

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Stakeholder Group

Giving raises or pay based on student achievement will create a unfriendly work environment that will pit teachers against each other. The will not share idea with each other as they will be out to get what will be best for themselves only. This will create a problem for low income schools vs high income schools with parent participation. It will become harder and harder to get teacher to want to teach at the low income schools. We already have a teacher shortage and having this kind of pay will not attract teacher to this district. We already lose teachers to other districts that keep giving constant raise of 1,2,or 3 percent a year.

Employee of DVUSD

Employee of DVUSD

HIGHER SALARIES

Employee of DVUSD

How is Change school administrators where student achievement is consistently below District expectations a budget item. This is ridiculous. No athletics on this list. We have issues if this is a fair survey.

Employee of DVUSD

I ABSOLUTELY do not want pay to be dependent on scores UNLESS there is accountability on parents and students as well! I.E.- Student retained and/or summer/after school at the parents cost if student is minimally proficient and/or didn't grow so many points???, student gets an extra opportunity for testing proficient or higher. A teacher is NOT the only one responsible for a students scores and should not be the only one punished/rewarded for the students growth.

Employee of DVUSD

I also believe the district should look at making a few more specialized programs due to the amount of private placement students and costs in transportations, Vista Peak is difficult to get into (for level D), and NO WE CAN'T PROVIDE FOR EVERY STUDENT ON EVERY CAMPUS. An easier level C Autism program especially for the North Campuses (north of carefree HWY)...I do feel district would save money by having at least 5-6 more programs and resources could be allocated with (training, personnel, etc)... less special ed teacher burn out and turnover, if there were some of these throughout the district I am a teacher and struggle to make ends meet. The cost of living continues to go up, daycare costs, etc. I work 8-5 everyday. Sometimes longer. I just want to be able to make ends meet and not have to spend evenings away from my children. I have 3 jobs and still struggle financially.

Employee of DVUSD

I am an employee, parent, and community member. While providing a uniform pay increase, we must also look at the inaccuracies that currently exist in our classified groups due to the minimum wage increase. Changing school administrators is not a budget-line item. It could be included in the additional PD line item and allow district level admin to evaluate/support/have crucial conversations and set goals with school-level administrative leadership. Is the participation fee for school programs during the day? Is this aimed at Mandarin, Renaissance and other such programs? Is this legal when looking at FAPE? I had difficulty rating these, as they would not be my budget priorities other than a pay increase for employees.

Employee of DVUSD

Employee of DVUSD

I am pleased to have the chance to give my opinion, BUT many of these seem to be district strategy & policy change options that may affect the budget rather than actual budget options (i.e. how money is spent). The stated survey purpose is misleading. I am really surprised to see the questions for the budget. Where are the questions for student needs. Provide a pay raise for student achievement is crazy! Who would ever want to teach at a title one!! Schools need to be equal in staff and classroom size. Not in this district.

Employee of DVUSD

Employee of DVUSD

I believe there should be more money budgeted for specials programs such as music, band, theater, art, etc. Also, in high schools having more classes that teach them life skills to better prepare them for the world after school.

Employee of DVUSD

I came to Deer Valley with 11 years of experience in Cave Creek District. I am paid as a 5th year teacher. There aren't words to tell you how incredibly ripped-off I feel.

Employee of DVUSD

I do not feel the options presented are reflective of the top 5 needs, let alone 7. It seems like we are looking at things that are not representative of what is most important.

Employee of DVUSD

I don't believe this survey format is clear. For example, I strongly believe that the greatest priority in the District would be to provide a salary increase for teachers. Do I believe it should be uniform for all employees - no. If we are looking to save money I strongly believe that charging a participation fee and maybe closing under utilized schools would be very cost effective measures, but I can't rank that above teacher salary increase. Plus one is a cost saving method and another is adding cost - so how does ranking both together make sense? Changing school administrators may be one way to help under performing school. But what does that have to do with budget? Unless you are proposing hiring a new principal who is low on the pay scale. I would love to have more instructional time for students who need more academic help. With our District not doing well in math, we should have at least one Math Specialist at each school that can work with students directly on remediation. Ongoing professional development for teachers is very important, but we have to make sure it's differentiated and relevant. If not, it's a waste of time.

Employee of DVUSD

I don't feel any of these options address the needs of the district. These are petty, and not relevant to the classroom. There are way to many factors when talking achievement. We can't keep qualified teachers in classes. I am embarrassed that my district would even allow this to go out.

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Stakeholder Group

I don't think any of these options are particularly good. We should pay teachers based on years of experience, which is not currently happening. We should fund programs in schools, especially title 1, so that students have equal access to those programs, not just if they can afford it. Part of the reason schools fail is because of turn over in staff. We should focus on making the staff, including administrators, confident in what they are doing so that that confidence can then be transferred to our students. There are some cases when personell changes might be needed, but that should not be a blanket statement, but rather a case by case basis after all factors are properly looked over. Students need the confidence that other activities can give them, not more time beating the same information into their head. An entire day just doing math and ELA is not going to make students better at it. It will make them detest it more and not want to get better. PD is probably the best option on here, but if you're going to put money into it, it needs to be meaningful for all teachers that are attending and then you have to stick with it, or else it will never make a difference.

Employee of DVUSD
Employee of DVUSD

I feel teacher pay should increase.

I feel that salary increases are very important if we are going to try to keep qualified teachers. I also feel that more money should go into cutting class sizes and more specialized teachers than making more positions at the administrative level. I feel that those of us with specialized degrees aren't recognize for our hard work and money we contribute to the district; especially when we don't receive an increase. What happens to that medicaid money??

Employee of DVUSD
Employee of DVUSD

I find it concerning that DV salaries were significantly lower than surrounding districts when I was looking a few years ago. Ultimately, I decided to come to DV for personal reasons. However, it was a painful choice that definitely affects my family financially. Worse, I feel that it affects the district if it potentially affects employees who choose to come work in DV or affects employees choosing to leave DV for higher pay. The difference between DV and some other districts I explored was up to \$10K annually. That's no small amount of money. I think salaries contribute to how employees feel valued, and I'd like to see teacher salaries in DV more competitive with surrounding districts. I want to add that I would not like to EVER see teacher pay tied to student achievement unless we find comprehensive ways to measure student learning (i.e. NOT high stakes standardized tests). There is plenty of data showing that high stakes standardized tests may not be accurate measures of student learning or teacher effectiveness. Unfortunately, tying teacher pay to these measures could lead to a sense of competition that would decrease teacher collaboration (in my opinion). In general, I am against Value Added Models based on research I've read. For anyone considering this, I highly encourage reading Audrey Beardsley's VAM book and/or her website Vamboozled. It's important information to consider if DV is considering tying teacher pay tied to student high stakes testing performance. Another book recommendation is Collateral Damage (David Berliner) that explores the flaws in high stakes standardized tests and how the overuse of these scores to evaluate teachers/schools creates great damage in education.

Employee of DVUSD

I have been a teacher in Arizona for 10 years and I still am not at the salary I started at in 2008. So very sad that this state is ranked so low. Huge reason...not enough pay.

Employee of DVUSD

I have been a teacher in district for 15 years with a Master's Degree. I'm barely making 40,000 a year. I'm watching great teachers leave to go elsewhere to make a fair salary. I love what I do, and where I am but if Deer Valley doesn't make changes, they will continue to loose amazing people! It's so sad.

Employee of DVUSD

I have been in district for 10 years... The lack of wage increases and job security breeds bad working morale and needs to be fixed.

Employee of DVUSD

I have been in this district for over 25 years. I am still waiting to feel that we have a say so in this process. But if you don't belong to DVEA, it falls on deaf ears.

Employee of DVUSD

I have seen other district provide pay based on student achievement and they have more shortages then other districts. Do not do that to our teachers!

Employee of DVUSD

I have worked in a district with 2.5 hours of professional development time each week and students proved highly successful because of my team's efforts

Employee of DVUSD

I have worked in this district for over 20yrs and since you did away with the LADDER system we do not get pay raises or cost of living raises & now with the new Minimum wage increase new people are getting basically a pay raise & old employees are getting nothing. I think that since we went to "Valley Schools" employees are getting screwed

Employee of DVUSD

I know there has to be a cut off somewhere, but why do some title one schools get so much more money just because they have a few more poor kids.

Employee of DVUSD

I make a little more than a new employee, and have been in the district for over 10 years. You need to pay the all employees that have put in the years more than someone just starting out. There should be a raise or a system to pay someone a more for every year of employment up to a cap point.

Employee of DVUSD

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Employee of DVUSD	I now see why so many people are upset about this survey. It really isn't a budget survey and since there is a forced ranking the data is skewed because in my case the last 3 that I ranked in my opinion shouldn't even be on this survey.
Employee of DVUSD	I ranked "Change school administrators....." last because this is operational and not necessarily tied to the budget. Impact to a budget our size would be miniscule.
Employee of DVUSD	I think increasing salaries and decreasing class sizes would help make teachers more satisfied with their job and feel more valued.
Employee of DVUSD	I think the budget should focus on making current PD's more effective rather than adding more.
Employee of DVUSD	I would have liked to see some budget options that include district office.
Employee of DVUSD	I would like a salary increase but am worried about the words uniform to all... so classified certified all get the same amount??? NO WAY I am for more instructional time but do not want to make my day longer without more pay. I am also afraid that the evaluate under utilized schools ...to do this our district would have to pay some company to do a study. If we have to pay an outside company then I am against this, find a way to do this that does not cost much. I do not want to be told no raise again this year but the district paid lots of money to figure out certain schools had low enrollment, use what we have.
Employee of DVUSD	I would like for low achieving students to have extra time but do not wish to lengthen all student's hours spent at school.
Employee of DVUSD	I would like to know where the provided additional instructional time would come from.
Employee of DVUSD	I would like to see a more conservative approach to spending in all areas. How can use resources we already have to eliminate or reduce unnecessary expenses? I'm blown away by the waste, and blatant disregard for our buildings, materials, and other items; things that then need more upkeep. Could we be more like Japan and have our students and parents take part in cleaning and maintaining the buildings? With no vested interests in what they are "given", there is no care for what they have.
Employee of DVUSD	I would like to see merit pay increases back. Everyone gets performance pay, which is great in light of stagnant salaries, but why do we have pay ranges if there are no longer pay increases unless we move positions.
Employee of DVUSD	I would like to see more money allowed to buy necessary equipment for our student on IEP's. IE. magnifiers, white canes, monoculars.
Employee of DVUSD	I would like to see more skill training for staff and employees
Employee of DVUSD	I would like to see more support put into place and increased training for staff to support students who do not meet special education criteria but fall within the low average range.
Employee of DVUSD	I would like to see pay that is equivalent with other districts. DVUSD is losing great employees to other districts because of this. I would like to see those employees who have been here more than 5 years get a raise each time the minimum is raised. It seems very wrong that someone who has been here 1 year gets a raise when minimum wage goes up however, someone who has been here more than 10 years gets nothing. Seems those newbies will be catching up to the veterans in no time at all. Also, there is a cost of living that would be nice to have. I went for many years without a raise and never complained however, why can't the district be fair.
Employee of DVUSD	I would love to see differentiated pay, but unfortunately, a great teacher has a difficult time getting results if there is no support at home. How about smaller class sizes? That might help student achievement.
Employee of DVUSD	I would love to see more staff opportunities for development to better help our students reach their goals and succeed.
Employee of DVUSD	I would not support pay based upon student achievement without consideration for Honors/AP vs. team taught...
Employee of DVUSD	I'd like to see the schools being utilized for community work as well, senior classes for physical/walker/wheelchair therapy would also bring in extra incomes and volunteer opportunities for seniors in each communities.
Employee of DVUSD	If a decision is made to link pay further to student achievement, the district may want to consider a stipend for teachers who choose to stay in teach in Title 1 schools.
Employee of DVUSD	If one employee gets a raise, all should get the same raise. Close under-utilized schools and do new boundary lines. Sports and Arts should all have participation fees. Participation fees apply in other states for these programs.
Employee of DVUSD	If professional development opportunities are made available, there needs to be a plan to allow ALL staff to participate, not just Admin chosen.
Employee of DVUSD	If providing a general increase, I feel as though the percentage of raise should be higher for classroom teachers and paraprofessionals than say, administrative positions. Those "in the trenches" are the ones leaving the teaching field the quickest due to low salaries.
Employee of DVUSD	If student achievement were based on growth scores, then I might be behind the differentiated pay. At it seems, so generically stated, it might adversely affect title 1 schools.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

- Employee of DVUSD If teachers are not paid more, the district will lose many experienced, effective educators. After 20 years, I am considering leaving based solely on my pay. It is ridiculous that we are not paid more. As a more experienced teacher, I missed out on an equitable raise 2 years ago. I'm still angry about it, and am waiting for another increase equal to the one the newer teachers got. Paying based on results only will result in cheating and teaching to the test, not real student growth.
- Employee of DVUSD If we believe in the PLC process as a district we should embed weekly PLC time in the district schedule.
- Employee of DVUSD If we do not increase teacher salaries, we will continue to lose more quality teachers.
- Employee of DVUSD If we want to attract and retain good teachers and staff we need to offer pay that allows for an above poverty lifestyle. If you link teacher pay to student achievement results, teachers will be less likely to work in Title 1 schools. Socioeconomic is one of the biggest influencers in test scores.
- Employee of DVUSD If you want to keep strong leadership in schools, you need to pay administration competitive wages. Research shows strong leaders create strong schools, which create strong results.
- Employee of DVUSD If you want to retain quality employees, you need to pay them fairly.
- Employee of DVUSD I'm against merit pay for student achievement. Teachers will be teaching to the tests only, not focused on learning, some might be dishonest (many examples in the US) in order to receive the pay. Not all student populations are the same, so the achievement results are not equal.
- Employee of DVUSD I'm curious where a phony system upgrade might fit into the budget priorities for next year. Also, I am strongly against pay based on student achievement because teachers often have little control over this (demographics of different schools, poor attendance despite our best efforts, & mobility). I think that that type of pay only penalizes teachers in Title I schools and rewards teachers who already have high achieving students in areas where parent-involvement is high and mobility is low.
- Employee of DVUSD I'm not opposed to paying based on performance but it needs to be fair. Currently in my school sped kids are all lumped into one class. Not fair to that teacher if you are paying for performance. Perhaps redefine that criteria
- Employee of DVUSD In today's world we need up to date technology and it would really be helpful for technology to be one to one.
- Employee of DVUSD Increase addendum for clubs, sports, etc.
- Employee of DVUSD Increase base salary of ALL certified employees at Title 1 Schools
- Employee of DVUSD Increase compensation on a routine basis to debunk the negative reputation of our district among educators and staff.
- Employee of DVUSD Demonstrate that all employees are valued to improve our ability to find and retain staff.
- Employee of DVUSD Increase in teacher pay. Spend more money on the students
- Employee of DVUSD Increase salaries at school level and not district level.
- Employee of DVUSD Increase staff pay. All staff.
- Employee of DVUSD Increase sub money.
- Employee of DVUSD Increase teacher morality by working on real pay increases!
- Employee of DVUSD Increase teacher pay!! We keep losing great teachers to other districts/states. Teacher shortage and low pay=more open positions to fill and low teacher morale.
- Employee of DVUSD Increase teacher salaries to retain teachers
- Employee of DVUSD Increase teacher salaries!!!!!!!!!!!!!!!
- Employee of DVUSD Increased administrative resources at the campus level, rather than district level.
- Employee of DVUSD Increasing salaries is very important as Deer Valley is one of the lower paying districts.
- Employee of DVUSD Instead of having so many professional development days, make the school year shorter. Many of our development days are not useful. If you want to be competitive with other districts, pay teachers accordingly. We have lost so many good teachers, because they were offered significantly more money doing the same job at another district. If you want us to stay, a flat rate pay increase is necessary. Too many teachers I know today are considering leaving or have already left for other districts. Do not make tie it to our student achievement. Just give it to us. We've already earned it tenfold.
- Employee of DVUSD Instead of professional development time how about more instructional planning time.
- Employee of DVUSD Insurance costs are outrageous!!!! Please fix!!!! Hard to fill positions should have additional financial support. \$2,000 is not much for the positions at hand. Burn out in special education is increasing. We need to find a way to keep our experienced teachers. I constantly hear, "What's best for kids", but our district is lacking on this when you look at budgets and departments. I shouldn't have to beg for supplies. Calendar has been horrific last two years!
- Employee of DVUSD It is becoming increasingly difficult for teachers to stay in the middle class without permanent pay increases. Improving the healthcare coverage and/plans would also keep/draw more people to the profession.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Employee of DVUSD	It is CRITICAL to provide salary increases to teachers to retain them in the profession. Additionally, it is imperative to retain medical benefits for employees upon retirement after 15+ years service in our district. Additional resources/accountability can continue to be built in such as the Virtual training with J. Centa based on DIBELS data for each school. Eliminate additional "Reading Instructional Coaches" at the school level as we already have Reading CIAS for each school in addition to Reading Specialists whose job is in part to coach. Continue to monitor data and change school admin where student achievement is below district expectations.
Employee of DVUSD	It is essential to learning that class sizes are kept low to meet the needs of all students and keep staff and students safe.
Employee of DVUSD	It is necessary a salary increase for Paraprofessional, they do a lot for a little..
Employee of DVUSD	It is not fair to the classified staff that have been here several years to barely be making over what a brand new employee makes with min. wage increase. There is no pay increase for longevity and knowledge? Has to be a better system.
Employee of DVUSD	It is SO HARD to attract teachers to the district. We can't seem to find enough people to even interview for positions. When we do try to hire, they take a job in a different district that pays more. The pay is so much lower that good teachers are leaving AND we can't get the good new teachers to take the jobs. You have to increase the pay.
Employee of DVUSD	It is time to give the \$500 club a decent raise. While I know it is important to incentivize new teachers, it is increasingly difficult to justify staying in the profession when after 17 years I can not live on my own on my salary. In any other profession continuing education and longevity would be rewarded but not here and not in this district. When money is allocated, unless specifically stated that it be given to teachers it seems to end up used in every other way.
Employee of DVUSD	It is unbelievable that pay according to performance is still an option. We all know that the AZ Merit tests are flawed and are only a snapshot of a student's ability. These tests do not account for ELL students or students with disabilities, who both have to take the test. Nor does it treat teachers with tested subjects fairly. (i.e., a PE teacher gets more of a raise than a math teacher) PLEASE GET RID OF ALL PERFORMANCE PAY. Give ALL teachers a raise!!
Employee of DVUSD	it would be beneficial to have a fund to reimburse (even partially) employees who pay for professional development opportunities outside of what the district offers. Often times these types of training may be more relevant to employees who have more specialized roles.
Employee of DVUSD	It would be wonderful to have the first day back after winter break (the first day of second semester) as a teacher work day. Its pretty simple, teachers are under payed anyway you look at it. That should be the first place any money goes. I am pretty sure after teachers are payed what they should be, there probably wont be any money left over for any of the other options.
Employee of DVUSD	The money should go to teachers first!
Employee of DVUSD	It's sad that a teacher's pay increase would even be based on a student's ability to test. I would like to see a pay increase for my performance in my position. I believe this would put a spark in employees to step up their game.
Employee of DVUSD	Keep good teachers where they are by increasing salaries.
Employee of DVUSD	Keep programs that assist our district in being unique and competitive in the world market. I.E. the Mandarin program, Engineering, ROTC, etc.
Employee of DVUSD	Keep up the great work! DVUSD is the best place to work with competitive pay, great morale, and concern for their employees.
Employee of DVUSD	Last year FM equipment was not serviced/repared. We need to have this equipment serviced and / or repaired as well as new equipment to replace aging broken equipment and cover IEP's that we do not have equipment for.
Employee of DVUSD	Less worthless (most of them are) professional development. Or, teachers who are have taught several years, and who have master's degrees should be exempt from a majority of professional development. Most PD is like an Education 101 class.
Employee of DVUSD	Working in small groups or in our classrooms is much more productive.
Employee of DVUSD	Limit employees to so many yrs. of service. Than retirement. Some long time employees are costing district a lot of \$ to keep on board (Benefits/Pay.
Employee of DVUSD	Look at ways to monetarily compensate those employees in Student Support Services who are not eligible for 301 monies.
Employee of DVUSD	Look in to the M&O Budget for the money to keep the shcools looking good. Some schools need more help with the day to day cleaning and supplies. The schools use a lot to keep all healthy.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Employee of DVUSD	Look more closely at addendas, it is ridiculous that the CIAS are getting \$4500 for summer work, which equates to 1 month of work. Teachers who work for the district don't make even close to that amount in a month. Also, I think the 41% going to teachers from fund 13 needs to be increased and the district should support this and encourage the board to make the increase possible. Finally, isn't it about time we put PEOPLE before PROGRAMS? Dr. Galligan seems to have forgotten this.
Employee of DVUSD	Lower class sizes always improves achievement. Maybe we need to find ways to do this or at least provide more small group instruction.
Employee of DVUSD	Make a plan to help the salary compression that is happening to classified. Start treating classified as an equal partner in the success of the DVUSD students. We are also important to the success of this district.
Employee of DVUSD	make this happen
Employee of DVUSD	making sure that counselors are treated as certified professionals when it comes to pay. Either put them on the "other professional staff" category and pay them what other Master's level people get paid on that schedule or put them in the "certified teachers" group and compensate them with the same increases and 301 money that teachers get.
Employee of DVUSD	More budget for counseling. Either higher pay to match teacher pay or lower student counselor ratio. National standard is 1:250 we are at 1:420, at least. Especially since the state report card is leaning so heavily on what counselors should be doing.
Employee of DVUSD	More funding directed at maintenance/cleaning of schools. Our janitor has many rooms to cover in very few hours leaving many chores for classroom teachers. (Sweeping doorway, dusting, literally sanitizing our bathroom.)
Employee of DVUSD	more instructional time for students that not meet academic goals.
Employee of DVUSD	More money for supplies and copy paper.
Employee of DVUSD	More money to teachers. Lower cost dependent health insurance.
Employee of DVUSD	More special education teachers for K_* schools that also act as a middle school with feeder school
Employee of DVUSD	MUCH better pay to retain good teachers
Employee of DVUSD	n/a
Employee of DVUSD	N/A
Employee of DVUSD	Need more money!!
Employee of DVUSD	Need ways to outwardly value staff monetarily & More PD/ data collaboration time into day not outside day & not subs
Employee of DVUSD	Never implement pay based upon student achievement.
Employee of DVUSD	no more teacher development time
Employee of DVUSD	none
Employee of DVUSD	Nurses have consistently been left off of salary increases. Last year when others got an increase in pay we did not. We were "forgotten", "not purposefully". I find it hard to believe that we were "just forgotten". Please remedy this inequity this coming contract.
Employee of DVUSD	Nursing retention and sub nursing pay
Employee of DVUSD	Options 3 through 7 really do not matter, Let's focus on 1 and 2, especially 1. And Mr. Migliorino, don't take money from my stipend into my "base" and say I got a raise, that ship has sailed!
Employee of DVUSD	Outline PD for both campuses and district office. DO does not get access to instructional staff as often as needed.
Employee of DVUSD	Pay all employees a better, more competitive salary so you can keep good people.
Employee of DVUSD	Pay increase
Employee of DVUSD	Pay increase for teachers that factors in time with district. Flat fees across the board do not value long-term employees. Greater pay for classified. As a grocery store cashier 20 years ago, I made MORE back then than my classified spouse makes today, even with more than 5 years of service to DVUSD.
Employee of DVUSD	Pay more to teachers who work at Title One schools and in high needs areas such as special education. Give monetary incentives!!!
Employee of DVUSD	Pay needs to be raised for all employees in all departments. We need to attract the best and brightest.
Employee of DVUSD	Pay raise for teachers should be the #1 priority.
Employee of DVUSD	Pay raises should not be just for teachers. It seems teachers get a raise and then the district will decide where they want to place my group, either certified or exempt, where they want so then we are not eligible for a raise.
Employee of DVUSD	Pay staff more, educate lower income kids more

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Employee of DVUSD	Pay staff their worth. Stop adding additional duties without increasing pay. Hold all Admin to the same standard, and ensure they are treating classified as well as they treat certified. Classified are just as important, we take care of Certified's behind the scenes and we're often treated poorly simply because we don't teach. Improve classified staff development, require job cross training, find more options for us to learn other positions so that we might have a chance to move up and improve ourselves.
Employee of DVUSD	Pay subs \$100/day and increase teacher starting salaries to \$45,000
Employee of DVUSD	Pay Teachers . . . nothing mentioned about smaller class sizes. How about reducing class sizes by 10 percent
Employee of DVUSD	Pay teachers a salary that represents the professionalism of the vocation. We have a teacher shortage for a reason. It is not fair to hold teachers and administrators responsible if certain populations refuse to show growth. Should I teach where it is easier to earn more money?
Employee of DVUSD	Pay teachers better. You are losing them!
Employee of DVUSD	Pay teachers more. Period! DO NOT base it on a test score!! Enough! Just pay teachers more without all the unnecessary hoops. You will academics, moral and teach retention rise.
Employee of DVUSD	PAY US!
Employee of DVUSD	Pay your teachers more!
Employee of DVUSD	PAY YOUR TEACHERS WHAT THEY DESERVE! Teachers are fleeing this career. The pay is ridiculous. This is only hurting the students, our future supporters. Stop drizzling the salary increases from the top to the bottom, because in the bottom get nothing. Us at the bottom, in the classrooms, are the ones making the difference.
Employee of DVUSD	PAYB RAISE FOR ALL TEACHERS!!! I HAVE TO WORK 3 JOBS TO FINANCIALLY SURVIVE!!!
Employee of DVUSD	Paying teachers based on student achievement is ridiculous when students in the elementary schools are clustered based on gifted and special needs. How can that be fair to the teacher that teaches the special needs cluster?
Employee of DVUSD	Paying teachers more for student achievement does not compensate special education teachers fairly and their jobs are harder than gen ed! Those schools where student achievement are consistently low have a direct correlation to the socioeconomic area of those schools, not the talent and abilities of the teachers at those campuses.
Employee of DVUSD	Paying teachers more is great but teachers can't do their job without the rest of the employees. Some departments such as special ed needs more resources and employees to hopefully end the lawsuits they face due to being short staffed.
Employee of DVUSD	Payment for years of experience for existing employees instead of only for new hires.
Employee of DVUSD	Peer reviewed psychological research shows us that differentiated pay for higher level tasks, such as teaching, not only does NOT improve worker output, but does the opposite. Here is a study that also shows a lack of correlation between use of test scores to show highly qualified Teachers. http://www.epi.org/publication/bp278/
Employee of DVUSD	Please award teachers that work hard! There are too many "lemons" getting laid the same as the extraordinary - make teachers more accountable!!
Employee of DVUSD	Please be cognizant of Special Education teacher with students with severe delays when looks at pay based on achievement results. Some students take longer to achieve goals.
Employee of DVUSD	Please budget more for athletics.
Employee of DVUSD	Please consider how much teachers put into teaching students. It is far more than a 40 hour a week job and a raise for everyone would demonstrate an appreciation for all that we do. Also, providing additional instruction time for struggling students is essential for them to master skills.
Employee of DVUSD	Please do not initiate any type of teacher pay raise related to student achievement results. Each group of students is different. All are valued.
Employee of DVUSD	Please explore how classified employees can benefit from a wage increase. Also, the Library clerks need a full-time Supervisor again, namely Melody Holehan-Kopas. The integrity of our libraries depends on it!
Employee of DVUSD	PLEASE figure out how to offer a tier for health insurance for just the employee and spouse. Paying the same as a family of six, when it's just the two of us is absurd. Thank you.
Employee of DVUSD	PLEASE give consideration to other certified staff: counselor, social worker, psych, speech, etc... to fund ALL positions equal to what teachers get with 301 pay. We are ALL left behind. This is the 3rd year presenting this point with no change other than SOME extra money for performance pay. We would like salary increases, too.
Employee of DVUSD	please give us a raise on salary
Employee of DVUSD	Please make decisions based on what's best for kids. After that, please look at equitability for salaries for all certified groups.
Employee of DVUSD	Please push Salaries increases...
Employee of DVUSD	Please put student needs first and implement a top down "buck stops here" approach Try to increase salaries to recruit/retain top teachers

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Employee of DVUSD	please stop catering admen meetings, teacher, technology ect . bring in their own lunches something to think about
Employee of DVUSD	Please stop spending so much money on training teachers to use tools. If the tool is so difficult to use that teachers need hours
Employee of DVUSD	and hours of training, FIND A BETTER TOOL!!!
Employee of DVUSD	poor rating system. most I would like to rate #1
Employee of DVUSD	Provide funding to lower clas size
Employee of DVUSD	Provide more aids to high school in math and language arts
Employee of DVUSD	Provide more shared teaching resources so that teachers can focus more on students than looking for resources...
Employee of DVUSD	Provide salary increase to Paraprofessionals, Behavior/Autism Technicians/ and to anyone who works in the Special Education
Employee of DVUSD	departments or Student Support Services. Also provide more time for staff development in this area.
Employee of DVUSD	Provide salary increases to the non-teacher positions that require higher levels of education.
Employee of DVUSD	Providing differentiated pay for teachers based on student achievement is absurd. Each of our students learn differently and our
Employee of DVUSD	pay shouldn't be based on it.
Employee of DVUSD	Providing more time for both students and teachers would help.
Employee of DVUSD	pulling teachers out of the classroom for pd does not help students. They should start school a week early and stay a week after
Employee of DVUSD	to take care of pd.
Employee of DVUSD	Punishing teachers for students low academics is unfair. By the upper grades they are a byproduct of many years worth of
Employee of DVUSD	teachers #1. Two- in high poverty schools with high turn over it's incredibly unrealistic to expect any teacher to be a miracle
Employee of DVUSD	worker. #3-This would add to teacher turn over. We can make more money doing something else w/o being penalized for others
Employee of DVUSD	lack of contributions. It takes a village. One teacher can't do it all. Even as good as I am.
Employee of DVUSD	Raise teacher salaries and retirement pay!
Employee of DVUSD	Raise the teacher pay without any hoops for the teachers to jump through
Employee of DVUSD	Raises for all staff is essential to ensure that the district retains qualified staff members. It can no longer just be to bring in new
Employee of DVUSD	staff. It must be for all staff members! This should be the districts #1 priority!!!
Employee of DVUSD	Raises shouldn't be merit based because academic testing does not always reflect a teacher's ability. Too many factors are in
Employee of DVUSD	play. In a classified position it's a wonderful feeling when only people making less than the new minimum wage get a raise where
Employee of DVUSD	the rest of us who have dedicated our careers and time to the district get nothing.
Employee of DVUSD	Raising teacher pay needs to be the top priority before you loose a lot more teachers and have an even bigger problem on your
Employee of DVUSD	hands!
Employee of DVUSD	Rather than a pay raise, a better family health package. Better retirement package than what is now in place for new hires.
Employee of DVUSD	Re evaluate spending on non school buildings such as purchasing - could it be moved into an underused school building? Or sell
Employee of DVUSD	some underused property to save money on utilities and upkeep. Also seems to be a lot of waste in purchasing- why can't
Employee of DVUSD	individual schools have materials shipped directly and trusted to check them in? Seems to be a wasted step- dealing with double
Employee of DVUSD	shipping items. Items are shipped to purchasing first and then sent to schools. Items get damaged, lost and delayed with this
Employee of DVUSD	step. Also costing the district money for personnel, trucks and gas. I feel schools can be trusted to open the boxes themselves.
Employee of DVUSD	Just one example of waste in purchasing and spending.
Employee of DVUSD	Realistic capping of class size in the high school! We have team taught, 9th grade science classes with 34-35 kids in there! That is
Employee of DVUSD	laughable, unless the goal is to simply babysit them!
Employee of DVUSD	Reevaluate positions/funding for combined SES/TOA position and instructional coaches. Provide more support and training for
Employee of DVUSD	teachers, including special education trainings.
Employee of DVUSD	Regarding the additional time for teacher professional development, I think teachers need more paid time during the day to
Employee of DVUSD	actually analyze data and prepare explicit lessons and materials to meet the needs of students. Many hours are used to achieve
Employee of DVUSD	this beyond the school day.
Employee of DVUSD	repurpose or close schools that cost more to run than bring in income, give teachers a significant raise or lower class sizes. If
Employee of DVUSD	days are added to a teacher contract, this should be paid for in salaries.
Employee of DVUSD	Retention, competitive salaries to draw and keep the best
Employee of DVUSD	Reward your long term employees who have stuck with the district when raises were not offered and through the recent ones of
Employee of DVUSD	well LESS than 1%.
Employee of DVUSD	Salaries are a top priority for everyone. People feel that "why should we, don't get paid enough for that". Students and families
Employee of DVUSD	are more needy now that ever. Not enough time in the day to teach and raise the kids. We can't be both parent and teacher.
Employee of DVUSD	salaries...we need to keep good educators...

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group	
Employee of DVUSD	Salary
Employee of DVUSD	Salary increase
Employee of DVUSD	Salary increase for teachers MUST be a priority
Employee of DVUSD	Salary increase should be priority number one. We will never retain good teachers with the current salary level. I have been making the same for over 10 years.
Employee of DVUSD	SALARY INCREASE! Where did that money go that was voted on and supposed to increase teacher salaries for 10 years?
Employee of DVUSD	Salary increases should be for teachers and teacher aides.
Employee of DVUSD	Salary raise is my only concern
Employee of DVUSD	Salary should not be based on test scores. Some students don't take the test seriously and that will determine my money I feed my children with???? I can be an excellent teacher and a kid walks in has a bad day so they do poorly on a test. I don't want that to determine my paycheck. Please don't put test scores to salary.
Employee of DVUSD	Significant raises for counselors
Employee of DVUSD	SLP's are the only staff that hold a teaching cert. that have not been included in pay increases. Yet, every year we contract outside agencies for shortages @ great expense. SLP's carry the largest student load, are primary evaluators, provide extra \$ for DVUSD through billing, etc.. yet are underpaid with comparable Dist's. Our resources have been cut, while the work load has increased. Provide an increase in salary and attrition will improve.
Employee of DVUSD	Some of the options presented that you want people to rank are NOT budgetary options!!!
Employee of DVUSD	some of the professional developments would be better spent for staff if they could work in their rooms on lesson plans & paperwork as opposed to another class or training.
Employee of DVUSD	Some of these are not even budget related. Are you going to remove a principal for poor test scores and not replace them? How does that removal make a difference in the budget? There are several grammar errors in this survey as well. I think differentiated pay is a terrible idea that will do the opposite of promote collegiality. The morale in this district is low enough already. We don't need more time for professional development, we need more consistency. It cannot be one touch today and never again. It cannot be the next latest and greatest thing each month. It cannot be another new thing added to our plates. How do you plan to pay for additional instructional time, or is that just another thing you would expect classroom teachers to do at the abysmal pay they already receive? This survey is almost insulting. I certainly hope these are not DVUSD's priorities, if so, I would question the leadership and school board's ideas of a EXCEPTIONAL.
Employee of DVUSD	Stop paying hefty addendas to teachers who don't work for our district (DVOLP), cut out travel for board members/district office because "learning" never truly trickles down to kids, stop paying for School City, close down schools under 50% enrollment, raise salaries so we stop losing staff to PUHSD, reevaluate SpEd roles because many aren't working to full capacity and have overly simplistic jobs while others are working super hard, same with "mentor" teacher roles.
Employee of DVUSD	Stop pretending to give stakeholders input, then ignoring it. EG: math departments got together as a committee to adopt new program. Committee voted down HMH 16-0....still it was implemented. District has zero credibility on supposed "shared input"
Employee of DVUSD	Student achievement based pay will not be helpful to most Special Ed teachers if student's achievement is based on non tiered standards.
Employee of DVUSD	Student achievement data should be normalized, based on a school's economic status, to avoid effectively punishing administrators or rewarding teachers because their students are poorer or richer.
Employee of DVUSD	Students and teachers first! Parents and the community will be fine.
Employee of DVUSD	Students come first, to utilize monies to help them achieve is foremost, but to be fair all employees need to be compensated as they all have a part in helping students achieve.
Employee of DVUSD	Students need more time to be whole learners - they should integrate subject areas and allow for more project based learning.
Employee of DVUSD	Take care of all teachers first. We should not have to have second jobs to meet our basic financial needs, i.e. rent/mortgage, utilities, food, etc...
Employee of DVUSD	take counselors and other exempt employees into consideration when looking a performance pay and other incentives of pay increase.
Employee of DVUSD	Teacher morale is low. Just sayin.
Employee of DVUSD	Teacher pay and student need should be the focus. Not all monies should be Core Areas...
Employee of DVUSD	Teacher pay in this district needs to be higher for all teachers employed by the district. My Learning Plan needs to be reduced and simplified.
Employee of DVUSD	Teacher pay increase! I would not teach in this district, because it is one of the lower paying districts, if we did not live in boundaries for my children to attend. I took a pay CUT to move from another district. :(

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Employee of DVUSD	Teacher pay needs to be a priority. Not a one time payment that goes away the next school year. Many teachers friends of mine have left the state or are talking about it because pay is a lot higher just one state over. Guest teachers, revolving door of subs, and many young teacher that need help and guidance will be our new work force. We need quality teachers that get competitive pay similar to bordering states.
Employee of DVUSD	Teacher pay needs to be the only priority in my opinion. We make nothing while admins and district employees in the office and the superintendent make well over 70k. We spend our own money for supplies. Spend time on the weekend and at night and on vacations working and nobody cares about paying us. Our insurance sucks so we are always sick. And we have debt out the wazoo we can't pay back to get degrees that are now not required to teach by others who are teaching. PAY TEACHERS MORE. that whooping .015% bull crap did absolutely nothing for me as a poor over worked teacher who is raising 2 kids. And lastly PAY TEACHERS MORE!!!
Employee of DVUSD	Teacher pay should be increased so that we can retain/attract good teachers. Other districts and other states pay more so it is hard to justify staying at DVUSD.
Employee of DVUSD	teacher pay, better benefits, better curriculum for more diverse learners, technology for the classroom, STEM training, reimbursement for going back to school
Employee of DVUSD	Teacher salaries a priority.
Employee of DVUSD	Teacher salaries and competitive pay is a critical concern for me. It is important for our district to attract and retain quality teachers.
Employee of DVUSD	Teacher salaries is the greatest need.
Employee of DVUSD	Teacher Salary increase and support staff salary increase!!!
Employee of DVUSD	Teacher salary increase! Instead of one time bonus, put it into our vase pay. Get in alignment with other states, you can't tell me a teacher making 75,000 is a better teacher than us! We work hard, pay tons of money out of our own pockets, for supplies, the demands are continuing to increase! We do not get any respect from our legislators, it all talk! Being a teacher in Arizona is an embarrassment! I'm too close to retirement, or I would have gotten out of teaching years ago!
Employee of DVUSD	Teacher salary increases should be the first priority to attract and keep the best teachers.
Employee of DVUSD	Teacher salary must be top priority. Competitive salary promotes teacher recruitment and retention.
Employee of DVUSD	Teachers and Administrators should not be held accountable for low student test scores unless parents and students are also held accountable. We can teach them how to do it, but they must WANT TO DO IT. We cannot make children care.
Employee of DVUSD	Teacher's and classified staff need to continue to get pay raises.
Employee of DVUSD	Teachers are paid horribly in Arizona. Increase teacher pay so we can hire teachers who will stay for a very long time.
Employee of DVUSD	teachers are so undervalued- we keep raising the pay for incoming teachers - we need to value teachers that have stayed loyal to DVUSD for 20+ years! Especially those that have a Masters Degree plus many more hours in both in district and out of district staff development- many have so many credits and extra endorsements yet they are not valued- this is very sad
Employee of DVUSD	Teachers are the most important part of every students life, as a child and as an adult, providing the tools to enter the work force, but for reasons beyond our control are paid very little. We are so under paid that we cannot keep up with the rising prices of housing and finances.
Employee of DVUSD	Teachers are underpaid and overworked. Give teachers control of their prof. development. We know what we need. Facilitate teacher peer mentoring.
Employee of DVUSD	Teachers deserve a pay raise, they work very hard and are dedicated to teaching our kids.
Employee of DVUSD	Teachers desperately need an increase in salary. We are losing great teachers every year to the private sector, solely due to low pay.
Employee of DVUSD	Teachers need a decent raise. If you do not encourage paying for professional growth the students will suffer. Graduate level classes are expensive and teacher that are taking classes should be paid for their growth. This needs to continue. Thank you for supporting teachers this way.
Employee of DVUSD	Teachers need a raise! We have not had a raise in years...the 1% was a slap in the face.
Employee of DVUSD	Teachers need a substantial raise...one and a half percent does not even keep up with inflation. We need a 10% raise. We are making less every year and this will lead to a larger teacher shortage as more teachers go into the private sector.
Employee of DVUSD	Teachers need better pay. We cannot keep up with the cost of living at the current pay!
Employee of DVUSD	Teachers need more money, period. Regardless of achievement. As a single parent teacher, I'm barely making more then the poverty line. If Deer Valley doesn't increase salaries soon, I will go teach at a different district. I am in the top teachers for my subject area, and DVUSD is only going to keep losing good teachers because of money.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Employee of DVUSD	Teachers need to become more of a priority. They need to be taken care of to feel valued and encouraged to continue to want teach the youth of America.
Employee of DVUSD	Teachers need to have better pay! I know of many other districts that are similiar to DVUSD, and those teachers are paid more. I feel as though the district doesn't prioritize teacher pay. I am leaving teaching, and leaving the district because I am tired of working two jobs.
Employee of DVUSD	Teachers need to make more money. It is absurd at the lack of pay given to teachers in Arizona. I moved here from NM and took a \$12,000 pay cut as well as lost all my years except 5. It makes good teachers want to leave when we have to go get other jobs to supplement our pay and then we are exhausted when we arrive at school.
Employee of DVUSD	Teachers of Dual Enrollment classes should receive extra pay for the additional certification needed in the next few years. I do not have money to pay for grad classes just so I can teach a class that has more work than a general education teacher. Other districts in the Valley pay Dual teachers, but DVUSD does not. These will be hard to fill positions soon (and already are in many cases). In addition, AP teachers should receive a stipend/bonus for students who pass the national exam. This will ensure that teachers remain relevant in good teaching practices.
Employee of DVUSD	Teachers parents and students should be working together on helping children secede in schools.
Employee of DVUSD	Teachers' salaries are in major need of an increase. Tying teacher's pay to student performance isn't necessarily the best option as we need to put more emphasis on teacher and student well being and less on test scores. With that being said, teacher and student well being will increase retention, and thus, increase scores. However, the focus needs to shift to the value of teachers and treating them as the professionals they are without punitive measures (withholding pay) because of the many factors that are beyond their control. PD is always important and the more we invest in teachers the more we will get back in return.
Employee of DVUSD	Speaking as a parent and employee in the district.
Employee of DVUSD	Teachers' salaries should be increased and teacher's should be getting paid more. Classroom sizes are also too large (30+) which should be decreased to provide students with more one-on-one attention.
Employee of DVUSD	Teachers should not be penalized for having students that do not achieve high results. Performance pay should be equally divided for all teachers. Most other districts do this now. The voters in Arizona think that our 301 money is automatic and it should be!!
Employee of DVUSD	Teachers who endured years of increase in salary should receive an increase to compensate for that time.
Employee of DVUSD	Teachers with masters degrees in their area of specialty with more than 15 years of experience should not still be within \$10,000 of a new teacher for salary!
Employee of DVUSD	Teachers, paraprofessionals, and other DVUSD staff deserve a pay rate that is higher than they are currently receiving. They work long hours and face numerous challenges, and they do it for the love of the job.
Employee of DVUSD	The # 1 priority should be the students and that should include a stable teaching staff. We lose way to many teachers to other districts because of our low pay and the hoops that we must jump through for the 301 \$.
Employee of DVUSD	The academic levels of students in the classrooms are not equal among the grade levels. Some teachers have all the lower academic students with IEP's (Read 180 and/or system 44 students) while other teachers may have Sage students and students who qualify academically for full immersion mandarin programs. The academic levels in the classrooms are not apples for apples. Therefore, it is not fair to base differentiated pay for teachers based on student achievement results. Just because a teacher has a classroom of students who have cognitive challenges doesn't mean that teacher is a noneffective teacher. Don't penalize the teacher because the scores are lower than those teachers who have higher academic students.
Employee of DVUSD	The choice that is most important to me, that is not listed above is to provide more teachers so all students receive the education they deserve. Current practice is not working!
Employee of DVUSD	The district awarded 301 money at varied levels based on student performance a few years ago. It was very unpopular, had lots of issues and lead to teachers leaving the district. Teachers have overwhelmingly voted to across the board pay increases. This should be our #1 priority to retain qualified and excellent employees. This in turn with result in higher student achievement and less need for professional development-keeping employees long term means not retraining each year.
Employee of DVUSD	The district can't keep teachers because the pay is not competitive with other districts. Also, many companies start workers at \$11 and that affects the classified employee. The district needs to be more competitive to keep and attract new employees.
Employee of DVUSD	The district needs to consider their related services and itinerant staff not just teachers. SLP/SLT's have consistantly been ignored in salary negotiations & raises. We currently are paying outside contractors due to shortages. SLP's have left DVUSD due to an increase in workload and no pay increase. Student's without services =lawsuits. Our billing provides significant financial benefit to DV, where is that \$ going? Stop ignoring the people who are bringing in \$. Therapists, transportation, para professionals need to be included and appreciated for their work with students.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Employee of DVUSD

The district needs to get rid of increase in teacher pay based on students test scores.

Employee of DVUSD

The district needs to pay teachers a fair and reasonable salary. That is not happening now.

Employee of DVUSD

The District needs to take a SERIOUS look at under-purposed schools! We have 10 schools that have fewer than 600 students. Vista Peak DRAINS money with all of the full-time staff and only 74 students, per the Student Enrollment Report! The administrative costs for these schools is OUTRAGEOUS!

Employee of DVUSD

The district will continue to lose qualified and committed teachers unless they begin to pay them a more competitive salary.

Employee of DVUSD

This must be addressed!

The list above does not reflect the needs of teachers/staff/students/admin...We need more teachers, higher pay, smaller class sizes, more professional development and an overall sense that what we do every day is of value (to the district, site, and community). If we had those things we wouldn't need the other things listed.

Employee of DVUSD

The main focus should be on teacher retention/pay and student achievement. You can not equate an "A" school with a low SES, Title 1 School. Growth should be the main focus. Lastly, SPED and ELL students need to be completely re-evaluated/served. Three or four schools can not carry load for the entire district. District map/school boundaries need to be addressed or a quota is set for each campus - so one school does not have 20%+ SEPD.

Employee of DVUSD

The number one concern is teacher pay. I do not think it should be uniform. Those teachers that have been here and benefited from multiple pay increase with step and are at 65+ should not get more. Recognize years of service in DVUSD that is NOT consecutive. What is incentive for employees to come back??? I do not get increases based on my 12 yrs total with district only the 6 consecutive---not valued

Employee of DVUSD

The one time increases we have been provided are significantly lower than other districts. Ours are \$100's compared to \$1,000's from other districts. In order for DVUSD to keep educators and support staff, the district needs to begin funding us to off set the increase in cost of living, increased retirement reductions, as well as, increase in insurance premiums. We continue to go backwards because the one time payouts do not cover the increases year after year.

Employee of DVUSD

The Salary increases that attempt to make salary uniform for everyone have not taken into consideration that everyone is not uniform (years in the district, level of education, level of experience/training). This practice has resulted in raises for some, but have tended to leave salaries for those who have higher salaries the same. A .5 or 1% increase does not keep up with the increased living expenses (insurance etc.). We have earned the pay that we have and should also be recognized and compensated for our expertise that benefits the district throughout all levels of teaching and service!

Employee of DVUSD

There appears to be a push in the district toward facilities improvements and gaining new staff. I believe initiatives designed to retain staff (professional development, improved pay) will be much more effective.

Employee of DVUSD

There must be more pressing needs than some of these options?

Employee of DVUSD

There needs to be \$\$ for Athletics

Employee of DVUSD

There needs to be an awareness that in order to bring in and keep good teachers we need to have the pay to support them. Pay based on student achievement does not work and just builds a high stress environment that encourages teachers to leave the district and/or the profession

Employee of DVUSD

These are tough questions to answer without some stipulations. I am not opposed to differentiated pay for teachers, but not solely on student achievement as other factors are at play here; if you are going to implement this, why not implement performance pay for classified based truly on performance? Also changing administrators would need to be very well defined, again other factors at play. Good luck. Tough job!

Employee of DVUSD

This survey does not make sense, as it has inaccurate information, and also does not clearly explain how money would be spent.

Employee of DVUSD

This was a challenging survey to rate as each item is so different from one another. I feel that it would give you better results if we could rate each item 1-7. Thank you for including me in the decision making process.

Employee of DVUSD

Those teachers that just missed the big salary increase a few years ago should be looked at to see that they get a similar increase as others did. I had one year too much experience so I only got a \$500 increase, which now my salary is not competitive like the others are.

Employee of DVUSD

Title 1 schools need smaller class sizes to help support student achievement.

Employee of DVUSD

Title I schools need to have a higher base salary for teachers and staff compared to non-title schools. This will help retain highly qualified teachers as well as provide incentives for all of the additional work they do compared to non-Title schools. Fair is not always equal...

Employee of DVUSD

Title one schools and schools with high sped populations MUST have smaller class sizes. The demands of the teachers at the above mentioned schools are too intense to meet all students' needs. If a school can limit how many gifted students they can have in their program, why can't the high sped and high needs schools have some equality?

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Employee of DVUSD	Title One schools should NOT be held to the same expectations and should have an alternate way to score an A To attract and keep your best certified staff you need to pay them like you value them. That is why there is an exodus every year and they either go to Phoenix Union or out of state.
Employee of DVUSD	Trim the fat. Too many administrators. Use common sense.
Employee of DVUSD	Turn over all 301 \$ to the teacher pay and incorporate a salary schedule.
Employee of DVUSD	U can't please all people all the time... Increases in teacher/staff pay and more PD creates ideas of increased student performance IF teachers use what's learned in PD in classroom lessons. Great idea, PAY TO PLAY!! Differentiated pay is inequitable. Thanks for listening.
Employee of DVUSD	uniform salary increases for ALL teachers.
Employee of DVUSD	Wage compression with the minimum wage is not going over well with Classified.
Employee of DVUSD	We all need a substantial pay raise!
Employee of DVUSD	We are losing too many qualified teachers do to large class size, no administrative support, and not enough pay. Any additional support given by the district to increase academics strength for student learning is always a priority. Pay your supporting employees what they are worth. Keeping a strong team together is how you win, any coach will tell you this. Value your players.
Employee of DVUSD	We are losing teachers and many are not joining our district due to the lack of compensation and the growing work load and parental expectations. I see it as a coworker and even in my son's own faculty and staff at his elementary school that teachers don't have time for individual attention and they are very defensive about it. I understand it because it's almost impossible to get or give this in our current work expectations. Class sizes need to be considered for reduction especially in CTE classes. There is so much required with the required clubs and competitive events in addition to the program curriculum that we are burying our CTE teachers and spreading them thin.
Employee of DVUSD	We are losing too many great teachers due too low salaries and poor administration support. Those should be top priority!
Employee of DVUSD	We are unable to attract & retain many highly motivated educators because of the low pay. Class sizes also need to be capped as many are too large.
Employee of DVUSD	We cannot continue to expect to gain the best if we do not find the funds to pay them. I realize this is not a career where educating is all about the money, but we have teachers & staff working 2 jobs just to make it.
Employee of DVUSD	We can't keep teachers because of low pay and teachers are having to have a 2nd job. This is unacceptable. Give teachers salaries they can live on.
Employee of DVUSD	We do not need additional professional development. Stop spending money to have presentors come speak to us. Stop purchasing new software and new curriculum. stop buying new character education programs every other year. Let's use what we have! Give teachers pay raises depending on their scores. Get rid of teachers that are incompetent. Get rid of principals that consistently have negative reviews and complaints against them at the district office. Start investing in our good teachers, or we are going to lose even more this year.
Employee of DVUSD	We do not need more professional development. We need more teachers that want to stay in the profession. This largely means prioritizing better pay and more autonomy.
Employee of DVUSD	We lose so many good teachers and coaches each year because we do not pay them a fair salary. Until teachers and coaches get paid, our school district will continue to suffer.
Employee of DVUSD	We need a pay raise so we can afford to live and not need a second job.
Employee of DVUSD	We need more money. Have to work a second job just to pay rent.
Employee of DVUSD	We need to be paid comparable to other districts in our area that are of our size. Change out under-performing administrators. Additional programs should be paid for or raised money for by the students. Our district is having more issues because as it stands now, you get what you pay for. There are a few of us that aren't in it for the money but also know that some have to be more money conscious than others. We're just going to keep losing more and more good people and not attract qualified ones. We need to bring in RTI (A and B) specialists from outside of the district to implement a district-wide common program/language.
Employee of DVUSD	We need to keep teachers in the classroom. Pay and healthcare are two great ways this can happen.
Employee of DVUSD	We need to provide better salaries for teachers as well as better healthcare.
Employee of DVUSD	We really need more counselors - or full time counselors.
Employee of DVUSD	We should examine staff at the schools to see if not-in-classroom staff are being used effectively and are not a drain on the budget with little or no benefit to the students.
Employee of DVUSD	We want a Pay raise
Employee of DVUSD	We would like smaller class sizes
Employee of DVUSD	We've compared some classified position pay to other districts and we are the lowest paid district, why?

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Employee of DVUSD	When it comes to pay increases there needs to be equality across the board. Paraprofessionals that work in Title 1 schools and are required to be "Highly Qualified" should be compensated accordingly.
Employee of DVUSD	While the state seems to only want to fund teacher raises, every staff member housed in a school should receive a raise, as every staff member helps our students experience success. Please ensure that insurance benefits at the least are maintained.
Employee of DVUSD	Why are the two options for teach pay only a uniform percentage for everyone (including district which is getting paid plenty) or based on student scores? This does not seem equitable.
Employee of DVUSD	With no real raise in over a decade, I believe that it is a "no-brainer" to give teachers the raises that have been with-held. Enough spending on district admin. positions that mostly give teachers "busy" work and put those people back in the classrooms and help reduce class sizes to levels that are reasonable. The rest of the choices you provided seem biased to a goal that is already in the works. Again, the we refuse to look where the rubber meets the road. This blind driving will not get the district where is needs to go.
Employee of DVUSD	With the low retention rate of teachers, teacher pay needs to be more competitive with other districts. I have seen great teachers leave the profession because they cannot support their family. Without hiring and retaining highly effective teachers, how can we provide a quality, equal education to our students?
Employee of DVUSD	Work on the compression issue as the minimum wage increases every January.
Employee of DVUSD	Would like teacher development before the school year begins and get paid for it. This way instructional time is not lost. Be part of our contract.
Employee of DVUSD	You cannot expect good teachers to stay unless they are paid a fair wage.
Employee of DVUSD	You should look at ways where you can give teachers and paraprofessionals a decent raise. The cost of living is going up but not our pay. For the responsibilities that a para has an increase in pay would bring in quality employees and keep them long term.
Parent	#1 need - increase TEACHER pay #2 need - more technology for students
Parent	#1 pay our teachers more, although I didn't place differentiated pay I do feel teachers with high test scores or student performance should be rewarded in form of bonus; I am scared that fees for certain programs may keep some kids from programs because parents can't/won't pay the fee to participate
Parent	#1 priority give teachers pay equal to the rest of the country that have teachers unions.
Parent	#1 priority would be to increase teacher pay so we can retain top teachers. #2 either change boundaries to make enrollment per school more uniform or close schools with low enrollment to save money.
Parent	_Pay those teachers
Parent	1) Fund band programs. Students learn better and are responsible. Too much parent fund-raising when it should be funded by the school. 2) in "change school administrators" above, why just move a problem to become a problem somewhere else. Look for other options/reasons.
Parent	1. Get rid of Board member Kim Fisher 2. Give hard to fill addendas based on number of years experience to current employees, not just new hires. (To retain qualified staff)
Parent	1. Increase Teacher's Salaries 2. Increase Teacher's Salaries
Parent	1/2 days are wasted, minimize these as instructors typically turn these into non educational wastes of Time
Parent	1st priority = students 2nd = teachers/ staff 3rd = resources
Parent	20% of schools age students are dyslexic. It's takes specialized teachers to help them. (not your standard reading specialist you have at our schools). Want to fix the struggling kids, start there. Kids will come to your district if you provide it.
Parent	866 teachers have left the classroom to pursue other jobs, this year alone. There are 2,000 unqualified teachers in AZ classrooms. Our children deserve quality teachers in the classrooms. This has to start with increasing salaries!
Parent	A dedicated staff for each individual student with a disability is disproportionately prioritizing these students. Every student should receive the same level of tailored support.
Parent	A fifth grade teacher can only do so much when those before her did little. Pay them all to do more and give them a living wage that they have already earned.
Parent	A huge priority in our area is the building of a new high school to serve the rapidly growing Norterra/Sonoran Foothills area!
Parent	A raise for the teachers is important as they educate and spend many hours of the day with our little loved ones - assisting in shaping & guiding them in this world. I would like money spent on 1-4 ONLY from my selections - but it made me answer all 7.
Parent	Add an additional high school for the district. High school slated for our neighborhood is too far and high schools seem crowded. Additional instruction time after school for students need help is also something to consider. For instance my daughter's math teacher only tutors one day a week, when she could use more time
Parent	Additional staff for student on iep. Review quality vs just making minutes for special ed.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent	All your teachers need to be paid more if you want to retain them. Having an experienced, consistent faculty is important for kids!
Parent	Allocate resources for the mandarin immersion program, which has proved that it's been a great success
Parent	Are district resources being used for Dr. Miller's personal consulting business Core Purpose Consulting & Minutes out of Your Seat program? This is a conflict of interest and profiting using his position & district resources to conduct personal business on district time.
Parent	Are we going to punish the teacher that worked very hard with his/her students and they raised all of their scores but maybe is still not proficient with a salary ding? Where the teacher that had it easy all year didn't really need to raise scores and has proficient students gets the salary increase. I would be very against that. I feel that some of the hardest working people in the district are those teachers in the classroom dealing with very under privileged students and they should be paid more than the teachers that have it easy at the more affluent schools. Maybe if you paid higher at the more difficult schools to work at you would get better teachers at those schools.
Parent	As a parent I would like to see teachers that are "not teaching" or underperforming be removed and make way for a teacher who wants to be in the classroom. Better use of funds and our children's time.
Parent	As a parent of a child that has gone through this district I believe that if you want quality teachers who can provide a quality education, you need to pay accordingly. I have seen many teachers leave Deer Valley and go to OTHER districts that pay more or leave teaching completely. Please take care of your staff.
Parent	As a parent of a child with a speech delay and does not get the resources and help he needs, more money needs to go towards programs to help kids with learning delays.
Parent	As a parent, I am appalled by the "differentiated pay" question. Teaching in Arizona and Deer Valley is difficult enough without putting additional qualifiers to one's salary. My daughter's teachers were the best, and I have noticed a decline in quality of instruction in the past 10 years. PAY TEACHERS MORE!!
Parent	As far as teacher pay, I believed the teachers should get paid for their achievements not their students...Basing the teachers pay on students achievement...what about the teachers that our their hearts and all working with our struggling students or students with extra needs.
Parent	As many years teachers have been in the field it shouldn't guarantee the same salary however it should be based on
Parent	Athletic participation fees are high at \$100 but then requiring athletes to raise an additional \$300 per sport is excessive at Mountain Ridge!! We are then required to pay an entry fee to watch our kid participated on top of all of that. Heard this week Mtn Ridge will be charging an entry fee for people who want to watch track too!! Look at other districts, other models etc and figure out a way to fund athletics without putting everything back on the kids and their parents! Tax credit limits us to \$400 a year and a fall and winter sport each wanted \$300...can't happen especially with multiple kids who do sports and extracurricular activities. Activities outside of academics are vital to developing the whole student which should be a major focus of the district. As far as teacher pat the state should be properly funding teacher pay!! Get loud and get the teachers funds they deserve and are owed!!
Parent	AZ needs to recognize and reward achievements of teachers with higher pay to retain high quality teachers.
Parent	Based on your budget options listed above, it seems that the district is moving further away from actually educating students in the district and focusing more on goals made on results of standardized tests. We are more interested in our students learning and internalizing the concepts taught... not being taught the test to perform well from one year to the next. One develops a lifetime learner and the other just makes the district look good on the outside.
Parent	Being underpaid results in uninspiring, unfocused teachers. No benefit to our kids. Make Priority. Pre-tests before, Az Merits & District tests, focus points. Zero tolerance on distractions, no cell phone policy. Cell phone lockers Level of engagement, accurate study guides, test results. PTSA brings no growth, no summer programs?
Parent	Better budget for classroom supplys.
Parent	Better pay for better teachers is needed to have our students succeed. We need voters to care for public schools.
Parent	Better sitting chairs cushions also with back support. Try something new. Also focus more at modern classes instead of the past history. Something more helpful for our children's. The "Bullying" teachers should listen the students serious when complaint about been bully by classmates or school surrounding, Period. Is getting to far. Students need to be hear, and the bully students need to be suspended. No compassion or preference. Eighter a uniform. Or really force the dress code. Girls are waiting to short pants or to much cleavage for school. Teacher should send them home or call parents for a clothing exchange. No one is doing the dress code. Not right. Thanks I hope you guys take in consideration any of my concerns and ideas.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent Better teacher pay will increase the achievement results. Arizona is the worst at paying teachers what they deserve. Biggest priority in my opinion would be better teacher pay so that the schools can be staffed with the highest quality teachers possible. With better pay, there will be more applicants and the district can be more choosy about who is hired. I also firmly believe teachers are amazing people who deserve a raise!

Parent Budget adjustments absolutely cannot be made to compensation based on test scores alone. Resources to differentiate instruction, both under-achieving and gifted, are top priority to me.

Parent Budget decisions effecting students and teachers should come first. They are the heart of why schools exist.

Parent Budget for assistants in each class. Even if you add instructional time, if there's only one teacher its still not enough and the smart but struggling kids don't get help

Parent Budget more efficiently. As a former vendor of dvusd your purchasing department should be gutted for what they overpay on. In some instances double. Government waste at its finest.

Parent Build the elementary school in Stetson valley that is way over due.

Parent Building more schools is number 1 priority. Splitting the high school into jr high and another for high school.

Parent Building of new high school in Norterra area

Parent Buy books with the money, that should be number one and test sadly not on your list. Kids can't learn and should not have to learn without books. It's not 2050, books are still valuable learning tools especially for those in special ed, IEP or 504 programs.

Parent Capital money is needed for auditorium renovations and replacement instruments

Parent Capital money is needed for replacement band and orchestra instruments and for auditorium renovations

Parent Capital money is needed for replacement band and orchestra instruments and for auditorium renovations.

Parent Capital Money should be prioritized for replacement band and orchestra instruments and auditorium improvements. There are well documented studies between playing music and educational achievement

Parent Capital money to replace band and orchestra instruments as many are at a point of failure currently.

Parent Change principals when parents are not happy. NC principal has multiple complaints yet we are stuck with her and no correction

Parent Changing school administrators has nothing to do with the budget. That's an odd option to include here.

Parent Children need more time outside of the classroom (15 total minutes per day is not enough). Funds need to be allocated for recess, whether that is for supervision or equipment.

Parent Classroom supplies are a must. Teachers get way too much "planning" time

Parent Classroom supplies. Some teachers use their own spending.

Parent Cleanliness I think should be a Priority because my Kids have been sick at least 3 times this year and have caught head lice 2 times

Parent Collect, monitor & post ROI data online. That includes admin \$\$\$

Parent Competitive pay, continued focus on specials classes, provide additional support for the parents and the students who are underperforming.

Parent Consider 4 day week to lower costs; pay teachers more to get/retrain quality teachers

Parent Consider a bigger campaign to educate the community about tax credits available to help arrowhead elementary.

Parent consider class size being smaller 20-22 and the possibility of floating teacher aids, class size is currently not a positive especially for kindergarten and charter schools all have 2 teachers for kinder.

Parent Continue funding programs like Mandarin and arts

Parent Continue mandarin program at Gavilan Peak!!!!

Parent Covered areas at parent pick up to shade teachers for hot summers days

Parent Covers for kids waiting for the buses and areas where the school meets for Friday assemblies. It is too HOT most of the year in AZ for these kids to be sitting out in that direct heat...or the staff for that matter. Build these schools appropriately for the AZ extreme heat. Also would like to see small rooms included in the schools for individual reading tests like the Dibels test. These rooms can also be safe spots for kids to go to if they need to leave the classroom at any time for issues they may be experiencing during class time...like motor/verbal tics.

Parent Current salaries are not competitive with charter or private schools. Salaries entice the talented, caring individuals in each field.

Parent Make this change and other problems will resolve themselves.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

- Parent Curriculum and instruction time should be #1 focus. Then improving school campuses (Highland Lakes is infested with ants). Then improve underperforming schools. Then student safety improvement. Teachers NEED raises because who wants to take a job that puts them at poverty level if they have a family? Find a way to bring in more income for schools (maybe investments, coin/change collection competitions among classes, utilize more screened parent and community volunteered etc. I am sure other people have better ideas- Charter schools are genius fundraisers. But more money needs to be raised somehow. We love DVUSD and Highland Lakes and want it to continue to shine!
- Parent Cutting the mandarin program will result in transferring both my children to private education and removing my tax credits. Maybe priority should be made to cut absurd expenses like paying 5 fold over retail for equipment simply because the seller should be on the approved vendors list.
- Parent Definitely not salary increase to teachers based on student results...I believe that would just result in teachers teaching to the test and additional unnecessary stress to the students.
- Parent Differentiated pay based on results would be a political issue for managing who gets what students.
- Parent District should provide mire materials for the classroom to support student learning. 1-1 student chrome books would be a start. Differentiated pay based on achievement is a terrible idea. Teachers can't control who their students are, nor their dedication to learning.
- Parent Do NOT provide more time for "teacher development" during the regular school year. THERE ARE BREAKS FOR A REASON.
- Parent Do not reduce student instruction time by implementing an early release or late start day once a week
- Parent Dont give admin raises or higher school staff. Give back to your teachers.
- Parent Don't lease out rooms for charter schools.
- Parent Don't like performance based due to differences in socio-economics. Maybe there are improvements, but still behind goal.
- Parent DVUSD MUST implement: new computers for teachers salary increase matching other states COLA - increase yearly
- Parent DVUSD needs to increase teacher pay to keep the seasoned teachers and to attract new quality teachers.
- Parent Educating children is extremely difficult and there needs to be an emphasis on paying teachers much more but in return the expectations need to be high. Teachers who are truly devoted to their tradecraft will rise to the top and should be rewarded. Administrators need to stop passing around the ineffective teachers. Get them out of the game!!
- Parent Eliminate activities and events that are not educational and that do not provide learning for kids. Movies are over used in classroom and in my opinion there is a lot of wasted time. Schools need to go back to the basics for success!! More discipline and rules in the classroom to control disruptions and kids who are distractions from leading.
- Parent Eliminate watering fertilizing maintenance on huge landscape and athletic areas not used all summer. Redirect those funds to greenspace immediately around playgrounds that actually gets used x all schools in district = huge operating cost savings.
- Parent Enlist in a program that proved the celebration of the School resource officers and their presence on school campus in addition celebrate volunteers, veteran families and teaching administrative staff for helping keep the schools running.
- Parent Evaluate the teachers and administration as a team. Set a standard for achievement for the school. If the school as a team achieves the target, then pay follows equally for everyone. If they don't meet the standard , then no increase. This will encourage the school team to work together for results. New or tenured shouldn't matter...everyone must contribute to results.
- Parent Expand curricular options and programs that build authentic learning opportunities.
- Parent Fees for programs such as IBS and Mandarin Program. Need to evaluate how many people are actually in these programs and the value. New River has minimal students and that school can be moved to Desert Mountain. Also any schools are at capacity. Need to look at changing boundaries in order to accomodate schools that are at capacity, West Wing, Terramar and Stetson Hills. Need to work on funding programs such as band. Band has minimal funding. Equipment is old. Look into doing a Capital Override.
- Parent Figure out how to spend less money at the district office and more money on teachers and students!
- Parent Fire Danielle Ware assistant principal at Stetson Hills School
- Parent Fire non performing teachers
- Parent First and foremost, there should be a uniform pay increase for those that educate our children; furthermore, this pay increase should NEVER be based on achievement as this is not an accurate reflection of an educator's abilities or contributions to their district!
- Parent First Teachers need a real pay increase (I am not a teacher). Next, more class time with teacher. No more group projects.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	Fix mountain ridge boundaries. North of 101. Include Sonoran Mountain Ranch.
Parent	FIX special education! It is a joke. So many OCR complaints and parents fighting for help for their kids. That should be NUMBER 1 on agenda
Parent	Fix whats broken. Stop throwing more money at the same crappy situations expecting different result. Its already bad enough they wasted how much money putting in security doors in the offices. Completely pointless and unnecessary. Pay teachers more so they stay and care about teaching again!
Parent	Focus budget on paying the teachers better!! We are losing great teachers. Pay scales will motivate teachers to stay. For once, focus on them instead of the programs and test scores!!!! Giving more PD for teachers isn't going to improve much. It will just make the parents mad to find day care Some high achieving schools have BAD administration. Low test scores isn't always the admin. PAY TEACHERS BETTER!!! Bring back pay scales!!!
Parent	For renaissance classes provide a full time Para or teacher aide to assist students who are having difficulties staying on task, doing what is asked of them, etc. So the teacher can stay focused on the other students and the other student can stay in class instead of being sent out somewhere else.
Parent	Front line teacher and teachers aides should be better compensated. Pay for achievement puts pressure on test taking strategies to pass the test and not on learning life principles.
Parent	Fund existing programs before adding small new programs. Keep music education in schools and provide \$ for instruments and equipment.
Parent	Fund Fine arts and Music at the middle school level
Parent	Funds 1st to student needs, 2nd to teacher needs, last to administrative needs.
Parent	Get money around administration and to the teachers in the classroom, want to pay the managers less and want to pay the front line teachers more
Parent	Get rid of all the half days for tech training. Kids need more school, not less school. Teachers should already be trained before getting a teaching job. Quit making excuses. No weekly half day schedules. We will take our kids out of the public school system, if you go to half day weekly schedule. There are a lot of parents that feel the same way.
Parent	Get rid of common core crap
Parent	Give pay raises to Teachers that have the highest performing student percentage. And cut administrative pay to match lower performance
Parent	Give teachers a raise and increase the starting salaries to keep, retain and recruit teachers great teachers.
Parent	Give teachers a raise and principals a pay cut. Teacher work so much harder and actually care. You have a principal at Terremar that is so greedy and money hungry that does not care about the kids and the teachers so now good teachers are gone and kids education and self esteem are suffering and the problem keeps getting ignored.
Parent	Give teachers a raise so that they can afford to feed themselves. Give teachers more money to spend on classroom materials to supplement their lesson plans.
Parent	Give teachers a raise. You get what you pay for.
Parent	Has a benchmark study been completed to see how other, high-performing districts (e.g., Olathe, KS) prioritize budgets, compensate employees, etc.? Has the district completed a 'teacher satisfaction survey' (e.g., at Honeywell we have an 'employee sat survey' each quarter). This sat survey tells leadership where to focus to maintain employees, gives opportunities for ideas, etc. I would like to see how satisfied teachers are, and any ideas they might have for what needs prioritized.
Parent	Have a "slush" fund available for kids who can't afford enrichment programs so that they are able to participate, i.e. after school classes, sports, STEM classes.
Parent	Help students pay for any type of learning trips. And any additional supplies or services a student may need.
Parent	High Schools need more options for technology based classes.
Parent	Hire staffing to deal with parking lot duty, playground oversight, etc. so that educators can spend time educating and not directing traffic.
Parent	How appalling that on a budget survey this district asks about, not only teacher's salaries and achievement. (What is the tool that will measure these "achievements"?), but obviously leaves off spending at the district level, travel, and increasing controversial programs. Completely unprofessional.
Parent	I agree that a student works harder to achieve a goal when theirs a reward by the parents such as money for A's on a report card. The same should be for a teacher! Give them a goal if they do more for the kids and give more time and receive great results from the kids they should be rewarded for it. (Such as higher pay)
Parent	I am a parent of two students at DV. My kids teachers have been unbelievable and amazing. They deserve a real raise. You can't put a price on what they do. It's criminal what they are paid.
Parent	I am a teacher in another district and have a strong opinion that students need to be in school in order to learn. Please additional professional development days for teachers.

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent I am a teacher in another district. I work very, very hard. I have taught at above average schools and below average schools. I am the same teacher. In fact, teachers at title schools usually work harder. Don't penalize them for trying to help!

Parent I am tired of the district not giving teachers a pay raise with the money they get from the state. Where does the money for the "pay to play" even go??? No one has ever answered that for me.

Parent I am willing to pay for programs that my child does in addition to his normal academics (ie mandarin)

Parent I believe in paying teacher for results based on standardized test scores not letter grades in class.

Parent I believe level 1 schools should have more tutoring opportunities for students at no cost to the families .

Parent I believe teachers are the backbone to our kids future and what they provide to this world. They should have one of the most high paid salaries! Raises!!! for all

Parent I believe teachers should get an increase across the board, but based upon years in service.

Parent I believe there is enough money, but the education system must find ways to utilize it more efficiently. Teacher pay MUST be improved; otherwise good teachers will either never choose teaching as a career or leave it. Trim the administrators and ineffective programs, and run it like a business!

Parent i believe time should not be taken away from students for teacher development. There are breaks in the school year where the teacher have the opportunity for professional development. Shortages of teachers is not a reason for salary increase. Raises like in all industry should be based on experience and job performance.

Parent I believe you need to pay for quality staff!

Parent I disagree with increasing a teachers salary based on performance. You can't compare apples to oranges or teachers who teach at a title 1 school vs those who don't. Frankly, teachers at most title 1 schools face more challenges. Staff need a pay raise and maybe that will boost morale. Rather than paying additional funding to hire a private company to evaluate, why not utilize professionals who already work in the government to evaluate schools and provide the data. There needs to be better collaboration between the government agencies. It's cyclical, increase teacher pay, boost morral, maybe the administration would be more supportive of happier and mentally healthy staff and we would see better outcomes.

Parent I disagree with the differentiated pay for teachers. They may have by chance students that may not be able to reach their full potential according to the testing tools. It is not fair to penalize teachers for lack of growth. Each student is different and they shouldn't feel that he or she is not improving according to standardized evaluations.

Parent I do not believe any of these are true priorities. Children need more time to play and move. Teachers need more recognition and support.

Parent I do not see how moving Administrators is anyway linked to the budget. That is an internal issue - which should be addressed in the Principal evaluation process.

Parent I DO NOT want salary increases for all employees! Teachers deserve any salary increases that may occur, but I am sick of highly paid administrators and board members getting paid more while teacher salaries suffer!

Parent I especially disagree with paying teachers differently based on student achievement. Are there not so great teacher, unfortunately yes, but how can you always be sure they are under performing because of their students achievements? Sometimes students achievement is out of a teachers control no matter how hard they try. I have not always been satisfied with my child's teachers, but I do not believe linking their pay to student achievement is a good idea.

Parent I fear if you provide differentiated pay for teachers based on student achievement results, this will result in teachers giving everybody an "A" in order to get more money.

Parent I feel teachers should be paid more!! I think teachers should be rewarded for student achievement

Parent I feel teachers underpaid and if we were to pay them a decent wage maybe they would be open to using there time to develop their skills instead of taking class time away from our children. Happy teachers result in happy children in turn, better test results too.

Parent I feel the MRHS band program needs additional FTE paid for by the district. Over 200 students to 1 teacher is ridiculous. Also to allocate some funds for new instruments. This is a very successful program that needs some additional funding.

Parent I feel the use of iPads in the high school are unnecessary and take away from children's learning abilities to write and not to rely on technology. THIS WAS A WASTE OF MONEY!!! These funds could have gone to teachers and maybe they would actually care about teaching our students.

Parent I feel we need to invest in our teachers to increase our student's performance levels. We need to be competitive with our salary to keep the amazing ones we have.

Parent I like the idea of recognizing teachers for performance but the guidelines must be fair. For example, set a baseline at the start and see how the students progress versus overall rankings since teachers get a mixed bag of potential. Also, we need to validate results thoughtfully and ensure no gaming.

Parent

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	I prefer a standard raise as one based on student achievement results leads to more 'teaching to the test' and not inspiring individual learners. Also, assessing a fee harms low income families.
Parent	I refuse to rate a pay differential to teachers or changing school administrators based on student achievement. You didn't give me that choice. It is the responsibility of the student and parents and only supports the society that blames everyone else for personal motivation and responsibility.
Parent	I selected a pay raise as the number one priority for all employees but I feel teachers and classified staff need it first. DV is well below other close districts in terms of teacher pay.
Parent	I sincerely would like a considerable pay raise for teachers, as well as much less expensive medical benefits. More of our tax money should be allocated to their pay, their in class resources (one Aide/Teacher) & supplies.
Parent	I strongly believe our teachers are extremely underpaid. They put more of their personal time into student success and personal funds into materials to ensure students the best learning experience.
Parent	I strongly feel that teachers ONLY should receive higher compensation! Everyone else from office admin, principle, asst principle, and higher members are already highly compensated for their Low work load compared to teachers.
Parent	I think all teachers should get a raise but not based on student achievement results do to all kids learn differently and at different paces.
Parent	I think education is wasting more money on trying to reinvent the wheel. There are 40 new ways to teach 2+2=4 yet kids are still struggling. Maybe more one on one time, smaller classes and try to stick with a curriculum.
Parent	I think spending thousands of dollars for obnoxious LED signage instead of in the classroom makes zero sense to me.
Parent	I think teacher pay should not just be reflected in test scores, as sometimes teachers have a difficult group of kids (especially if the SPED population happens to be high that year). I think the amount of work teachers put into their student's and/or school should be considered as well!
Parent	I think teaching is a tough profession and have been impressed with the quality of teachers and their dedication at my daughters elementary school. Finding efficiency is the way to go, not penalizing teachers or administrators. Thanks for allowing input!
Parent	I think that as much money as possible should go into the teachers and the classrooms, and Administrative costs should be minimized as much as possible.
Parent	I think that some schools or all schools in the Deer Valley District need to have before care and aftercare and after school activities and or help with classwork etc...
Parent	I think the most important budget item needed is paying teachers more. They are sorely underpaid and their job is so challenging and so important. We need quality teachers and need to pay them enough to have them be able to survive on their income.
Parent	i think the most important budgetary thing we can do is to lead the way in increasing teacher compensation. they are obviously the heart of the district and it is vital that we retain our great teachers. Second to that i think it is important to consider that while you are looking for ways to draw families back from charter schools with innovative programs, the damage that would be done to students and the district, by losing or killing those programs that are already in place, after years of investment by your stake holders. As a parent i appreciate the consistency of knowing that if my child will continue to learn and be challenged in the programs that drew us to the DVUSD to begin with. DVUSD is developing a reputation for offering language opportunities unusual in elementary school. It would be wonderful to capitalize on the momentum and create language magnet schools out of your under-utilized campuses. Finally, thank you for all of the hard work that goes into our children's education.
Parent	I think the teacher professional development should happen in the summer when there is no school. It should be done a couple of weeks before school starts off.
Parent	I think what the district needs to supply; is more time for teachers to lesson plan, analyze student data in order to reach each students individual needs. Second is that our teachers need to be paid better for all the work they do know and they use of their personal fund used to supply their classroom.
Parent	I WANT THE KIDS TO HAVE MORE RECESS TIME, RAISE MONEY FOR YARD DUTIES SO THE KIDS HAVE MORE RECESS TIME. THERE HAVE BEEN STUDIES THAT PROVE THAT MORE RECESS TIME PROVIDE IMPROVEMENT IN KIDS ACADEMICS
Parent	I want to make sure that the Mandarin immersion program is not cut and the new teachers salaries are approved for the program.
Parent	I will support a raise for teachers the administrative functions within the district need to work on streamlining their process and work flow first to decrease the cost of support and increase efficiencies.

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Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	I would be more in favor of differentiated pay for staff if that money would be given to staff based on recommendations of the school administration, rather than student achievement results. That method hurts special ed teachers and those who take on lower-performing classes. Reward those who bust their butts and go the extra mile for the students. And don't forget the support staff!
Parent	I would have place more time for teacher dev higher if it was structured not during the typical school year but rather to maybe a 1-2 week development time before each school year.
Parent	I would like for there to be a budget priority for adding more busses to the routes so the kids don't have to sit 4 to a seat and in the aisles. It's dangerous. Split up the Grade school and Jr. High kids on different busses.
Parent	I would like to see a better gifted program and better access to gifted education for older students.
Parent	I would like to see a pay raise for teachers across the board. They are underpaid for all that they do and have been for a long time. This would also help draw more teachers into the profession, which would have a positive effect in the classroom. It could reduce class size which would improve learning and ultimately improve test scores. The priority needs to be the teachers and improving morale.
Parent	I would like to see additional assistance for kids that need help and maybe additional levels in classes example like a lower math class for those that need help and then the regular class and then an advanced class. Might raise scores and grades
Parent	I would like to see efficient use of monies to first educate students and second properly compensate and retain effective teachers.
Parent	I would like to see more time/effort/money spent on the kids K-5 grade levels who need more assistance with math and reading. Common core is not something that these kids are learning easily and they are suffering each grade because of it. Parents can't help because we weren't taught that way. If they are going to continue to teach it, they need to provide more support for it.
Parent	I would like to see our teachers paid more, and more money spent on classrooms. It would help both the children and the teachers in more ways than one, which would create a trickle effect all through our communities. Quit wasting money!!!!
Parent	I would like to see teacher salaries increase. We need to increase their pay and keep our teaching staff and show them we value them. This should be number one priority.
Parent	I would like to see teachers get more money and class sizes reduced.
Parent	I would like to see teachers polled on their satisfaction with their jobs and how to engage them more. The more engaged and passionate they are, the better teacher they become.
Parent	I would love for our district to use some of the budget to reduce the size of some of our classrooms. I believe having 30+ students in an elementary classroom is too many.
Parent	I would love to see teacher pay increased. I am always saddened when a good teacher leaves because they can make more money elsewhere. They work so hard and really deserve to be paid better!
Parent	I would rather that teachers get paid more and the expectation is that they "professionally develop" on their own time. Having half days and days off during the year causes difficulty for working parents. Salaried positions in other industries expect that work be done outside of normal business hours. For this to work, however, we need to pay our teachers a more competitive salary.
Parent	I'm not going to rank these options. It's very disappointing that a district can't provide all of these. I think we need to change the finance leadership at the district level since we have to give the district the most important budget priorities. I'm not understanding why we can't have it all. If we are the best district and ran by the best we wouldn't have these questions. But to do that we have to have a smart and a business person that knows business.
Parent	I'd like to see more resources spent on gifted children so that it really is an enrichment not a play time for students. I'd like for them to be taught typing, cursive, coding, resume building, interview skills and money management.
Parent	If done correctly, pay based on student achievement could be beneficial. But it must take into account the progress through the year, not just scores.
Parent	If teacher counselors nurses psychologist are not compensated fairly you will continue to lose employees that have been loyal and make a positive difference in our children's lives
Parent	If the starting salaries were higher in DVUSD, could you attract teachers with proven results? Administrators, as instructional leaders should be accountable for underperforming teachers.
Parent	If wages for ALL employees were more competitive you would attract people who WANT to work and WANT to stay in DVUSD. Happy employees make happy parents which in turn bring back the families to public education.
Parent	If we paid teachers their worth, and stopped overcrowding classrooms, we wouldn't be worried about scores..
Parent	If you base teacher pay on student results, it leads to undue pressure on students. Instead, replace poor administrators and provide more student support, and generate more funds from expensive programs.

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent	If you pay teachers they will come and stay. We are losing good teachers because they aren't compensated for extraordinary performance. If you ask for extraordinary performance then salaries need to be pretty close to that. Transportation sucks a lot of funds for our large district. In what creative ways can this category be looked at.
Parent	If you want to attract teaching talent to the district salaries need to be in line with national averages or better. Our educators have been underpaid for years and this needs to change.
Parent	If you want to attract teaching talent to the district salaries need to be in line with national averages or better. Our educators have been underpaid for years and this needs to change.
Parent	I'm extremely disappointed that these are the budget option choices for this year. What about student programs, development, student resources?
Parent	I'm glad to hear about the development of the after school programs. There should be after school programs that covers academic topics, i.e. Math, science, etc.
Parent	I'm not sure the general public should be voting on this. What is the point of this?
Parent	Implement a Competency Based Educational System for Children & for Teachers (tie pay to competency categories & student percentage test score improved year over year divided by factor of course difficulty) Pay for incentive bonuses by decreasing administrative personnel.
Parent	Implement different school hours to give the kids 15-20 minutes longer at recess or use that time for a second recess break.
Parent	Implementation of the new AZ Dyslexia Bill and accompanying Technical Assistance Document/Handbook District wide. This would include targeting budget funds and resources towards providing a District Dyslexia specialist, assistive technology devices, and incorporating research based best practices into teaching methods to aid students that have been identified with Dyslexia.
Parent	improvement of school common areas
Parent	In my opinion it is not necessary to separate or cluster class into separate level (regular, gifted, renaissance). It is better to push them together with the highest standard possible.
Parent	In the override, we were told the pay to play could go away, but is still in place. This survey is hard to understand...leaves lots of questions.
Parent	Increase budget for the arts!
Parent	Increase in sub pay and teacher pay to draw interest and demand to our great DVUSD
Parent	Increase paraprofessional and teacher salaries. Reduce the price of purchasing lunches.
Parent	Increase pay for teachers willing to partice in tutoring students who need extra help
Parent	Increase pay=happy teachers who want to teach=happy students who want to learn. Teachers who get paid based on student performance=stressful teachers and pissed of students who start to not care. The teachers and the students lose the "passion" of teaching and learning.
Parent	Increase teacher and support staff pay. Our state is bottom in the nation in this area and good teachers are leaving the profession because they can't make ends meet on their salary.
Parent	Increase teacher pay to retain and hire quality teachers.
Parent	Increase teacher pay!
Parent	Increase teacher pay. Nothing is more important.
Parent	Increase teacher salaries and give them more funding for supplies so less comes out of their pockets for supplies. Spend money enlightening some teachers that tons of homework is not necessary and takes away from family/ personal time...teach them about school/life balance!
Parent	Increase teacher salaries as much as possible to attract and retain the best teachers.
Parent	Increase teacher salaries.
Parent	Increase teacher salaries.
Parent	Increase teachers pay!!
Parent	Increased funds toward salaries or classroom supplies, Furniture Etc
Parent	Increased transportation. 1.5 miles and crossing major roads is too far for middle school children.
Parent	Instead of a uniform salary increase, master teachers should receive an increase in salary to retain them. Salary increases have primarily be used to keep newer teachers from leaving the profession, but we're retaining experienced teachers that help the newer teachers become master teachers.
Parent	Invest in updated technologies (newer iPads, computers) that enhance learning and manage assignments efficiently.
Parent	Isp support, teacher retention and salary, music/art/second language classes
Parent	It is imperative that we provide better than competitive compensation for our teachers in order to retain and attract good ones. In addition, teachers deserve good leadership, not dictatorship. Please Pay attention if they start bailing. My son is in kindergarten, we have a long way to go. I loved my public education and want him to have the same great experiences I did.

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Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	It seems like the district, especially where my students go to learn, have lost focus on student learning and instilling a love of learning. There is an underlying attitude of trying to get the most students to achieve minimum standards. Pay and admin aside we need to get back to basics.
Parent	It would be ideal if all employees could see an increase in wages, but I also appreciate having the option and incentive for teachers to be rewarded based on student achievement. This kind of balance would be most fair to all in the system.
Parent	It would help if the descriptions gave more information. Ex: a participation fee for non-required programs - sounds like a 'yes' but, what programs? How will this impact low-income kids that may need the program? What does 'additional instructional time' mean? Longer school day - NO. More individualized help - sure. Better to just rank top 3, I think.
Parent	I've seen the newly refurbished Desert Sky Middle School, and I don't think the remodeling was worth all that money. 8.5 million dollars could have been spent in a better way such as: providing better lunches for students, raising administrators' salary, even providing the teachers with money to buy specific supplies they need in their classroom (so that the money doesn't come out of their paycheck). The school was still in good condition, and I'm not against remodeling the facilities our children are learning in, I just don't think the 8.5 million dollars were well spent. One would imagine that if 8.5 million dollars were spent to remodel a school the change would be drastic. I just don't see why 8.5 million dollars were used when there are tons of better ways it could have been spent. There are other issues I'd also like to address: 1. Teachers themselves have told me that their monthly staff development meetings aren't really useful. This survey asks if I think that more time should be used for teacher professional development. I think instead of having more meetings, the quality of the content discussed at meetings should be improved. (quality over quantity) 2. Please stop changing the students' textbooks! Just when my children have gotten used to a new textbook and program, it's changed again! How is this improving their learning if the teaching method is constantly changed? Every time the textbooks and teaching materials are changed, teachers have to come up with new activities and teaching plans. Why are we making our teachers' jobs harder? 3. My third and final point is that better meals should be served. Dr. Curtis Finch, when your children were young, would you have fed them donuts, poptarts, cinnamon rolls, and chocolate chip oat bars for breakfast? Would you have fed them pizza twice a week for lunch? Would you approve of them eating frozen food daily? Please consider my points. I am mostly satisfied with my children's education, these are just some things I think should be changed/improved/stopped. Thank you for reading this; other parents agree with me, we just want the best for our kids. Just give the teachers a raise so you can not only retain them but also attract new teachers.....Seems to be a huge topic, so just do it.
Parent	Keep Spanish and Mandarin programs.
Parent	Keep specialized programs, renaissance, IB, mandarin, etc... along with spec-ed services/ programs
Parent	kids need more evaluation in smaller groups.
Parent	Laptops.... students need these and the school should have them
Parent	Less athletic spending. More classroom funding.
Parent	Less homework at night and more hands on at school
Parent	Less travel for board members, stop paying addendas to teachers for DVOLP who don't even teach in the district.
Parent	Let's get back to basics and stop using weird teaching methods that are clearly not working.
Parent	Maintaining restroom supplies in Arrowhead Elem School. Hiring on-site security in the school. Doing Staff Development during school breaks/summer. Eliminating the need to print newsletters and announcements. Each teacher should communicate or disseminate information via email (go paperless). Treat PTSA as separate organization of the school, not utilizing school resources. Have the option for students to purchase a la carte at the cafeteria instead of entire lunch meal. We're paying full price each time. Lunch menu is always the same, no varieties and it doesn't always follow the scheduled menu. Teachers should be compensated based on their teaching knowledge, skills and abilities. This will be evaluated based on student knowledge (not based on grades teachers give to students) and random spontaneous student surveys/feedback of how well their teachers do their jobs and the students understanding of lessons taught (teacher effectiveness).
Parent	Make full Bathroom soap dispensers a priority for public health. Cleaner bathroom conditions. Provide basic playground equipment for all students and safer areas to play with softer surfaces to avoid injury.
Parent	Make sure teachers have classroom supplies so they don't have to spend their own money on it
Parent	More \$ to band programs for instruments and grossly under staffed teachers. MRHS band has an average of 200 students and only one full time teacher to manage students in class and all the hundreds of hours outside of class. Parents often have to volunteer time and money to make up this shortfall by the district. Please help.
Parent	More attention given to gifted program and opportunities for these students.

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Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	more budgeted towards improved/updated science and social studies text books and curriculum materials.
Parent	More emphasis on students needs, not sporting needs which now dominate the schools focal point. More programs for special needs kids.
Parent	More funding for hiring appropriately trained/vetted paraprofessionals and certified SPED teachers for special needs population.
Parent	More funding for special education services including staff, curriculum and technology.
Parent	more funding to the reading program, so many students need help and the reading specialists need more help.
Parent	More fundraising events
Parent	More immediate pay for teachers!
Parent	More money for teachers less for supervisors
Parent	More money in budget for subs especially the school nurse! The substitute school nurse should be paid much more an hour than a substitute teacher because they are registered and make \$40-50/hr in the hospital
Parent	More money should be going to extra caricular activities and electives like auto motives etc... More money should be going to school supply's and fixing broken fixtures. You can not throw money at teachers and expect them to teach better that only comes when teachers are respected, listens to and supported by school boards. The people you need to educate are the students not the teachers, let the teachers teach! Cut back on school board pay and vehicles that they drive. Cut out the lawyers you hire to protect yourselves. Get rid of all conflict of interests and you won't need a lawyer. How many times were the lawyers used for protection of the board because they did something wrong. The teachers don't need "professional development" a day at a plush hotel conference room with lunch. Cut the waste at the top and give the money back to the students after all students are the ones that the educational funds are supposed to be spent on. If you do that the grades will exceed your expectations or you can continue with taking care of the Board and do the same as always and will continue to see the same results.
Parent	More organic lunch offerings
Parent	More pay for staff so we can retain them.
Parent	More pay for teachers should be the number one priority.
Parent	More support for staff
Parent	More support for students to that need extra help
Parent	More than anything, I believe our district needs to pay teachers more. While I understand the thought behind paying teachers more based on student achievement results, I don't know whether that accounts for schools who typically have lower achievement levels, etc. and I don't know teachers who work in those school should be penalized.
Parent	More tutoring options for kids who are struggling especially in the high schools.
Parent	Most of these options are vague. How would you do the achievement pay? The salary increase should say ALL teaching positions.
Parent	Most teachers work harder and longer than their contracts require. Providing them with a pay increase just makes sense.
Parent	Happier (and less stressed) teachers = happier (and more successful) students & classrooms.
Parent	Mountain Ridge HS and other schools need funds for new Band instruments and desperately need auditorium renovations. I strongly support salary increases for teachers based on student progress over time using multiple measures; otherwise, teachers will feel compelled to teach to the test and that does not benefit our students.
Parent	Mountain Ridge HS needs new band instruments as well as auditorium renovations!! They are an outstanding band and a credit to the state, and it is sad that PARENTS are having to pay for so much of their budget! Our current band director sees 220 students a day(!!) and deserves additional support staff. However, it is the PARENTS who pay for these support staff rather than school district, which should be providing this funding.
Parent	Much like other professions, professional development will increase your pay and should be completed on your own time. If mandatory for continuing education, it can be complete over the summer months.
Parent	Musical education is very important. However, a marchiing band performance piece should be capped at a particular price. Musical Instruments. Need new to support all students that want to play and replace and repair old. Students that participate in band and orchestra have shown better cognitive thinking and improved test scores over their peers.
Parent	http://www.pbs.org/parents/education/music-arts/the-benefits-of-music-education/
Parent	my knowledge of budget is limited. i do know that the special programs you provide, regardless of how much they cost, are beyond value added and a necessity to the children that qualify for them.
Parent	My only concern with paying teachers based on student achievement is that some may abuse the system by inflating grades, teaching to whatever test may be used to assess performance or pushing students too hard. I'd want to know more on how this would be assessed before implementing it.

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent	My son is in kindergarten and I feel the district needs to budget for teacher aides.
Parent	My sons teachers have been such a positive influence and inspiration. Please make an increase in salaries a priority.
Parent	n/a
Parent	N/A
Parent	N/A
Parent	Na
Parent	NA
Parent	Na
Parent	Need more funding to replace old band instruments. Additionally, student to teacher ratio for band / orchestra at Mountain Ridge is significantly higher than other classes. I would support additional paid staff to help cover this need.
Parent	Need to educate more teachers on how to deal with special needs kids and develop a school or program for it
Parent	Need to evaluate administrator and teachers regularly. Reward high performers and get rid off underperformed teachers, administrator. Hold principal responsible.
Parent	New High School in Sonoran Foothills.
Parent	No late starts/early release days per week! Already have enough half days!
Parent	No.1 should be only priority. Utilize existing under utilized buildings for creative and unique STEM or JTED programs. Use additional funding (via resolution of lawsuit and other state funding) for a new high school at the property on Jomax and Norterra Valley Pkwy. The growth is up north and without the promised school, these residents are looking at non-district schools, which is hurting your enrollment numbers and funding.
Parent	None of these are a priority. Use the money to hire more teachers and pay them more!!!!
Parent	Not sure if this is a budget issue, but I would like to see more recess time in the grade schools, thank you.
Parent	Number 1 priority should be a significant raise in teacher pay.
Parent	ONLY TEACHERS receive raises. Not administrators. I don't like that you have attached everyone. Please take care of the teachers. We take our kids to the school for the teachers. Not the administrators.
Parent	Our kids do not need any more time off from school, we do not need more half days. It is hard enough on parents when we have a half day every month and spring days and fall days for no reason. The expectations are so much higher for kids today, please don't let them have less time in class to learn. When they have less time in class it means that we as parents have to make up the time and make sure they do not fall behind.
Parent	Our kids need the option for additional help either after school or add a free period to their schedules where they can get help from teachers/tutors at school or simply get homework done.
Parent	Our schools need help with musical instruments. Many schools don't have what they need or are playing with decades old instruments being repaired at parents' expense. Help!! Boosters are already tapped raising funds annually to keep our band programs going.
Parent	Our teachers are in dire need of raises!! Many excellent teachers are leaving the district because they can make more money elsewhere.
Parent	Our teachers are leaving due to the low pay - they are working more than their teaching jobs, waiting tables and other pt jobs while working ft as a teacher because the pay is so low. This is unacceptable and it is going to get worse - the teachers can't hang on forever with the low pay - they are already leaving. My kids have had several teacher leave just this year. How are they going to get a qualified teacher in the middle of the year. NO more technology- we NEED teachers we can't get them if we can't pay them. We can't continue to be the worst paying state in the entire country.
Parent	Our teachers are not paid enough. It is a state wide problem, not just DV
Parent	Our teachers deserve to be paid more. Breaks my heart knowing how little they make compared to how much they give our students.
Parent	Our teachers have not had a significant raise in years. It's not OK.
Parent	Parking fees are to expensive, maybe have discounts for more than 2 students or reduce parking.
Parent	Pay based on student results promotes cheating by the teachers / admin. I'm not saying our great teachers aren't honest, I'm saying they need a higher base salary instead. I also understand there is only so much that can be done.
Parent	Pay for staff (duty aides, etc) so we can drop off kids earlier....10 minutes isn't enough time for an entire k-8 school to be dropped off at the curb. Also, if there isn't a crossing guard or the 15 mph signs at a school intersection (31st Ave & Deer Valley Rd) maybe pay for the flashing school zone signs?
Parent	Pay for teachers who care about students and not just in it for a Summer off
Parent	Pay increase for teachers to retain qualified teachers and stop wasting money on those people who simply hold a degree and are not qualified teachers,

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent	Pay our teachers and staff more. They are worth it. We keep losing the great teachers to other Districts or professions.
Parent	Pay our teachers more money.
Parent	Pay our teachers more! It's ridiculous
Parent	Pay our teachers more. Offer competitive salaries based on national average. Survey/study the highest performing schools in the nation, and implement measures to improve deer valley schools. Deer valley's vision should be to become the highest performing, most respected school district in AZ. Spend more money per student.
Parent	Pay our teachers! If you did this you would retain quality, experienced staff, that would need little development. Where are the questions about cutting at the district office level or funding programs that can easily be in dv education programs? I have to pay for my kids to learn to drive but it's free to take Chinese? Driving affects us all. Other languages do not.
Parent	Pay raises are critical to attracting and retaining highly qualified teachers and support staff. The turnover in our district is too high.
Parent	Pay raises for all teachers.
Parent	Pay raises for teachers and funding for more technology and materials for teacher to be able to teach to the of their ability.
Parent	More funds need to go to school and not the district. U
Parent	Pay should not be tied to a student's academic score on standardized testing but should instead be linked to student success in learning at the appropriate developmental milestone. No wonder why teachers are so desperate to teach to tests. Awful!
Parent	Pay teachers a salary where they can focus on teaching and not be stressed financially. Make good use of professional development time, or give time to teachers to develop their own classrooms. Don't waste their time, do what is best for students and teachers.
Parent	Pay teachers AND support staff (paras/aides/office staff) a competitive wage! The pay is way too low to retain quality people that are responsible for teaching our children!!! Pay administrators less, shift that pay to the people who actually work in the classroom and with the kids each day!
Parent	Pay teachers enough to keep Them in the state, let alone the district. My own child's kinder-teacher joked that her husband works so she can teach. Says a lot I think.
Parent	Pay teachers more
Parent	Pay teachers more
Parent	Pay teachers more and be more efficient.
Parent	PAY TEACHERS MORE AND LOWER CLASS SIZES!!! WHY IS SMALLER CLASS SIZE NOT ON HERE!!!
Parent	Pay teachers more and our state wouldn't be so desperate for good teachers and last in the nation You get what you pay for invest in education
Parent	Pay teachers more and reduce class sizes. Two classes at my student's school has 35 and 34 students!
Parent	Pay teacher's more money.
Parent	Pay teachers more!
Parent	Pay teachers more! They are highly dedicated to their students. They deserve a higher pay! I could not do the job they do! I give props to all of the teachers! Thank You!
Parent	Pay teachers more!! I can't believe how undervalued and under appreciated they are. It is a disgrace.
Parent	Pay teachers more!!!
Parent	Pay teachers more!!! I am a professor at the Teachers College and teachers are leaving bc they can no longer "afford" to teach. This is UNACCEPTABLE.
Parent	Pay teachers more.
Parent	Pay teachers more.
Parent	Pay teachers more. Pay should not be tied to test scores.
Parent	Pay teachers more; reflect their high value with higher pay.
Parent	Pay teachers well and educate our kids! Cut out overhead.
Parent	Pay the teachers more money! They can not make a living on current salaries and it forces them to leave teaching. We lose good teachers due to poor pay.
Parent	PAY THE TEACHERS MORE!!!
Parent	Pay the teachers more. Also figure out a way to discipline the students. As a parent I hear way to often from my kids that kids are not disciplined for things they do in class or to other students.
Parent	Pay to Play to help alleviate funds for other areas. Providing scholarships for kids with hardships.
Parent	Pay your teachers better so they are inclined to stay in education.
Parent	Pay your teachers what they deserve. Stop the trickle from top to norm, it's dried out. Money goes to where the students are. Let teachers decide how to fund in classroom supplemental materials (ie:raz kids, Accelerated reader) etc.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	Pay your teachers!!!!!! Differentiated pay doesn't work. Quit lagging.
Parent	Paying teachers on student results could result in teachers going easier on students to purposely make more money! Not a good plan! We already see teachers cheating the system.
Parent	Per your board mission statement...The Mandarin program is a must, it provides children with the opportunity to become success in the GLOBAL ECONOMY!!!
Parent	Performing arts should be held in consideration as it is a distinctive stand out as a district as a whole and should be supported.
Parent	Performing arts should be part of a larger budget consideration. The programs provide lots of parent support and volunteer hours.
Parent	Personally, I believe the music & arts programs should be a greater priority, when it comes to budgetary constraints. Music & art programs result in smarter & better students/grades, not cookie cutter robots. I know it's difficult to find a balance, but well worth it.
Parent	Personally, I'd like to see more money in the teachers' pockets! They all work so hard...
Parent	Please add more funding for the Music Programs. Schools are working with decades old instruments and equipment which are not in very acceptable conditions.
Parent	Please allow funding for the arts such as band. New instruments and repairs to ones we have including cases which protect the investment. More funding to support an extra teacher for band to relieve some of the pressure onto one teacher.
Parent	Please continue funding free all-day kindergarten.
Parent	Please do not cut programs such as language immersion. Also please help special needs kids more.
Parent	Please don't consider paying teachers differentially based on student achievement results. This will only encourage teaching to a test rather than teaching to educate.
Parent	Please evaluate the pay of our teachers. It is a shame that they are paid so low in our State of Az. It impacts that classroom and the students when we are unable to attract and retain great teachers.
Parent	Please increase teacher pay. There is a high turnover due to the low pay.
Parent	Please increase teacher salaries across the board they deserve it! Please increase time students have in pe.
Parent	Please keep the Mandarin program at Gavilan Peak School. The program at this school was the primary reason for moving to Anthem. Our kids love learning Mandarin and would be devastated to lose the program! We would be willing to pay a yearly fee to continue the program if it comes down to that.
Parent	Please make sure to include music, fine arts, counselling services and student 's personal development skills in the budget.
Parent	Please make teachers a priority. My children are young, and the district needs to do all they can to retain quality teachers whether it be through monetary compensation, allowing time during the work day to collaborate and plan, or making their lives a little easier at school by showing that you value and appreciate the sacrifices they are making to do what they love.
Parent	Please no late starts for students, most parents can't accomodate.
Parent	Please open a new High School between Happy Valley and Carefree Highway east of I-17
Parent	Please pay the teachers more! Also, take a lot of the responsibilities off their plate. It's getting ridiculous what the district expects of these teachers. They work 65-70 hours on average a week, yet get paid \$36,000. Why is the state even wondering why teachers are leaving the profession? Quit asking them to do so much! The PD's are nothing but a waste of time. It is not helping the students in any way. Whoever thinks that teachers are really learning from their trainings are in la la land! It's a complete joke! Our kids are missing out on learning time while the teachers are in these trainings. I want my child to have present teachers, not tired and overworked!
Parent	Please provide a budget to fix and purchase musical instruments. Also fully fund purchasing sheet music which is the equivalent of a text book for music classes. Research repeatedly shows the importance of music and learning achievement. Fully fund the arts. More research shows the importance of STEAM not just STEM. A stands for ART.
Parent	Please provide a pay raise to all teachers & assistants.
Parent	Please rethink how you allocate funding for HS construction. Anthem has 6+ elementary schools +NR and the only HS is BC, which is bursting at the seams. DVUSD should have build another HS to alleviate the overcrowding 10 years ago.
Parent	Please reward the teachers with a salary increase. Teacher pay is absurdly low and those people deserve more compensation.
Parent	Please stop wasting bond money on useless use it or lose it capital improvements and PAY the teachers! Less administration!
Parent	Please support the musical arts. Some instruments are in need of being replaced.
Parent	Please teach our students how to type/keyboard!

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent	Please use the money wisely.
Parent	Please, please, please pay the teachers more. Here in Arizona our education spending is a joke when compared on the national stage. Let's get our priorities straight and provide additional revenue to the teachers in salary or bonuses to show our appreciation for education where it matters most, with the teacher and the kids. Also, low classroom performance is tithed to hiring qualified individuals w/ degrees in education or teaching. We are so missing the bar here!!!!
Parent	Priority for special education training for teachers and implementing IEPs
Parent	Professional Development is essential and I am a huge supporter, but taking teachers out of the classroom for this is not beneficial to the students success. I would support additional training provided during breaks. Non-required program fees should be funded by grants, donations, CIT or other district/school funds. I would like to see funds used for quarterly parent trainings/presentations at every campus to improve communication and address parenting topics to improve the educational process as a whole.
Parent	Professional development should be managed on the teachers time, NOT the school year. Every other profession manages professional growth on the employees' time, not company time. Teachers have the summer off, use the time for development!!
Parent	provide a competitive teacher salary so AZ can recruit and keep good teacher
Parent	Provide a salary increase for teachers only.
Parent	Provide funding to hire more teachers so the class size is reduced.
Parent	Provide funds to assist the arts department. Ie: band uniforms, band instruments, music for band/choir, etc...
Parent	Provide more budget towards special needs instructors and classrooms. Provide a special school for Autism
Parent	Provide more funding for the arts and music instruction and cultural education, including symphonic outreach, instrument replacement and repair, art materials. Provide supplemental funding for academic-related clubs.
Parent	Provide more funding to extra curricular activities and the arts, for example band and the softball team
Parent	Provide more money for teacher salaries. Retaining quality educators will increase student success and test scores.
Parent	Provide more support for after school activities and more support for struggling students
Parent	Provide more time for teacher development as long as it does not affect instructional time for students. Allow waivers of participation fees for low income families. Teachers should receive higher percentage salary increases than administrative staff. Providing administration with up to date information on IEPs and the pertinent federal laws already in place for student success. A lot more Reading and Math education must be a priority for all students below average. More free learning options for students to improve these low reading and math scores.
Parent	Put additional money towards schools in the district that have less tax support from the direct community. Also invest in the music and athletic departments more evenly. Finally Support Desert mountain !!!
Parent	Put more money towards teacher salaries and classroom enhancements and less on front office security upgrades that are useless since most campuses are open and have multiple entry points. Plans give a false sense of security and funds could be used much more efficiently.
Parent	Put the money where it truly counts. Teacher raises. Not just small raises. We need god teachers back in schools. Our ranking in the US is awful.
Parent	Quality teachers are leaving for districts that value them and offer reasonable compensation and signing bonuses. Additionally, 301 money is given directly to the hard-working teachers.
Parent	Quit wasting time on development and specific school budgets. Educate the kids remember not every child is going to Harvard.
Parent	Life skills 1st.
Parent	Raise teacher pay, lower district leaders pay.
Parent	Raise teacher salaries.
Parent	Raise the percentage of teachers pay compared to the amount of money spent on schools and materials. The teachers are what make the school not the buildings.
Parent	Raises for teacher and hire more teachers to reduce class size
Parent	Raises for teachers should be the priority, not all of the administration.
Parent	Raises should be for the teachers that actually instruct students. The question above was terribly written. The administrators do not need raises, don't lump yourselves in with teachers, you are no where close and have lost touch with the classrooms and parents. When the voucher system passes, you can think about this when you experience a lay off.
Parent	Reduce amount of 1/2 days during the school month and make school education time a priority
Parent	Reduce the amount of students per classroom as undocumented immigrants are enlarging our already stressed classrooms & budgets!
Parent	Reduce the homework. There needs to Family Time @ home!

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Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	Require the state to pay what was required of them 10 years ago when they first lost their law suit when they first tool money from schools
Parent	safety in schools: more gated and protected entry points, campuses too open and not monitored at high safety level for parents comfort
Parent	Salary increase should be for teachers only.
Parent	Salary increases are a necessity....
Parent	Salary increases are SO important to employee retention and have been been severely lacking.
Parent	Salary increases for teachers and para professionals will help with stability and keep my son's education accessible.
Parent	Salary increases should focus on teachers, not district personnel.
Parent	School is to Benefit our children not make them feel Inferior when they have a hard time grasping something and the rest of the class moves on. Offer more help to the ones struggling.
Parent	School should focus more in the academic success of students and also developing them in other areas like music, art and social skills.
Parent	School which have low enrollment should not have the same staff as schools with high enrollment.
Parent	Schools are for instruction of students. There should be more than 1 out of 7 questions that focus on budget options for students.
Parent	SDOC needs to evaluate the lunch time issues. Can't get thru line in time, no where to sit indoors during heat
Parent	Security to protect students and reduce drugs/vaping on campus. Install metal detectors at entrance gates with security staff at gate.
Parent	Seek input/ comparative info by visiting in person successful public school districts in the U.S. such as Homewood, Al (in Birmingham, AL) to see how they manage and establish budget. Seek parents and businesses in our district and create " group" they lead to raise private funds to donate to district.
Parent	smaller class size and more life skills or vocational skill training should be addressed
Parent	Smaller class sizes and team teaching are research based concepts that are good for all kids.
Parent	Smaller classes More time on teaching More help for struggling students
Parent	Some of the answers depend on how you evaluate student achievement. Sometimes it is the teacher's fault, and sometimes not. Of most importance, students should have less homework and more personal teaching, along with teachers getting pay raises for their extra effort.
Parent	Some of these have nothing to do with budget. Why are they being asked?
Parent	Specialized programs bring/keep students in the district
Parent	Spend a little more on athletics. It's way too costly on parents. There's no need for players to have multiple uniforms and matching practice uniforms. When I attended school, we had one uniform and that served us well. It's ridiculous these days and way too much on parent's bank accounts.
Parent	Spend the money like it is your own hard earned cash and also make everyone accountable all the way from the superintendent to the janitor
Parent	Spending budget dollars on leadership courses for administrators would be beneficial. Teachers are likely to be better instructors if they stay at the same school. Working on longevity at the same school and growth opportunities for teachers within the school would be worthwhile. Look at schools with the highest of teacher turnover, these administrators need you attention and training.
Parent	Staff needs to be compensated! School achievement needs to be improved, without good schools industry will not follow/business will not build here!
Parent	Standardized tests are not a useful measure of teacher effectiveness. Where students are not succeeding, a change in school leadership to attempt correction is more desirable than replacing teachers year after year. A balance between time spent teaching, time spent grading and time spent in development are key.
Parent	Start paying teachers better salaries so that you can hire and keep good teachers!
Parent	Start paying teachers more so that we can get and keep high quality professionals! Way too many teachers are leaving and/or retiring from AZ
Parent	Stop falsifying (rounding up) pass/fail scores
Parent	Stop spending so much money on fancy signs for outside the schools, a complete waste of money. We already get newsletters, website access, etc. All the early release days are a challenge for working parents. Most of these appear to be for teacher professional development and when talking to my kids not much effective learning happens on short days.. Would prefer a longer summer break and only early release days for parent-teacher conference days.
Parent	Stop wasting money on technology and focus upon curriculum development and integration....actual TEACHING. Give the kids lockers and a second set of books to keep at home so they don't have to have overweight (harmfully heavy) backpacks.

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Stakeholder Group

Parent	Student achievement is NOT a good way to evaluate administration, student attitude and desire to learn is, but even that is dependent also on home environment and other criteria.
Parent	Student achievement should be the first concern.
Parent	Students should be the priority with teacher salaries being second. If you get those things in order everything else will fall in place.
Parent	Supporting teachers and support services should be top priority in order to retain them and recruit teachers.
Parent	Teach to the students. Not the test.
Parent	Teacher and campus staff need increase in salary or we risk losing good teachers and campus (direct students contact) staff. Make them a priority like they make their students. We ask a lot from them and don't give them a salary that is comparable to the high demands put on them.
Parent	Teacher compassion seems very low. What have you done for teachers and staff members in our district so they feel appreciated? Really? What is the district doing for troubled kids... chandler is saying suicide is an epidemic. What is our district doing for our troubled kids? The calendar has been horrible the last couple of years!!!!
Parent	Teacher development can occur in the summer
Parent	Teacher development should take place over summer to align with a 12 month work calendar like the rest of working professionals.
Parent	Teacher need to be paid more money. They deserve better pay.
Parent	Teacher pay teacher pay teacher pay teacher pay
Parent	Teacher pay & professional development is very important, as is making help available and providing additional instruction to students who may need it.
Parent	Teacher pay and after school support for students with their academics
Parent	Teacher pay and class size are very important.
Parent	Teacher pay by student performance is more important than anything else.
Parent	Teacher pay increase for all teachers.
Parent	Teacher pay needs to receive the largest percentage out of the entire DVUSD staff. Teacher pay increases should be the number 1 budget concern.
Parent	Teacher pay should be higher, starting with teachers with large improvements in before and after standardized testing. Teacher pay SHOULD NOT based on student achievement results, especially when the measure of that achievement is partially based on AZ Merit which is not a graduation requirement and when there aren't adequate materials available from the state to help prepare students.
Parent	Teacher pay should not be tied to student achievement results, ever. Testing and measurement of "achievement" is far too unreliable and does not measure what is truly going on in the classroom.
Parent	Teacher pay should not be tied to student achievement. Some factors are out of the teachers' control.
Parent	Teacher professional development should not come at the cost of our kids with half days. This should be done during breaks and summers when the rest of the world is also working.
Parent	Teacher raises should NEVER be based on years of service or education level. That is simply ludicrous and only other public service jobs do the same. There's a lot of bad teachers riding on the coattails of their years of service instead of ability. Time to stop that nonsense. I would hope a principal would have the experience required to observe a teacher in action and decide if they are a good teacher or not. Raises based on student achievement have too many variables involved.
Parent	Teacher raises, retention bonuses for high performing teachers.
Parent	Teacher salary
Parent	Teachers and staff need more pay to teach our kids. These kids are the future leaders of tomorrow.
Parent	Teachers are completely underpaid and have too many duties. If teachers are paid more, with the help that they need (additional staff, etc.), they will be able to perform better resulting in an increase of student performance.
Parent	Teachers are not created equal thus should not get equal pay. Some teachers have no patience for kids and won't try to assist children that have comprehension issues. Kids are not adults and should not be treated as such.
Parent	Teachers are overworked and severely underpaid. We need to pay teachers more to get higher quality teachers and to get teachers to stay in this noble profession.
Parent	Teachers are under paid as it is, it is my opinion that salary increase and bonuses be determined by performance and student achievement in conjunction with overall school success.
Parent	Teachers are underpaid and unappreciated. Administrators need to be held accountable for their schools
Parent	Teachers are vastly underpaid for their work. Teachers spend too much personal money to fund classrooms.
Parent	Teachers are woefully underpaid, particularly when educational requirements are considered.

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

Parent	Teachers definitely need a raise. There needs to be more of an emphasis on discipline, upholding a dress code, more structure, more rigorous curriculum. No wasted teaching time. Not so many days that teachers are out of the classroom and subs are in place and a whole teaching/learning day is lost. Replace bad teachers/administrators with good. Keep on top of teachers and what's in the classrooms. More structure. Hold kids accountable for behaviors and be stricter with kids. More help for new teachers so they don't leave the profession. Higher expectations.
Parent	Teachers deserve a raise!
Parent	Teachers deserve a salary increase. This encourages new teachers to get into teaching and is better for our kids. Less substitutes and larger classes.
Parent	Teachers deserve highly salaries. I want my children to have access to the best teachers. The teacher shortage is concerning.
Parent	Teachers deserve more pay based on performance. Bad leaders and teachers need to be removed when there is a consistent pattern. This all benefits the children.
Parent	Teachers deserve more pay! Pay them first.
Parent	Teachers deserve to be treated as professionals. They deserve to be paid a decent living wage
Parent	Teachers development need to know why or what they need to develop or what this really involves cannot properly rate this area sorry
Parent	Teachers in Arizona are way under paid, I know a lot of teacher friends that would love to live in Arizona, however are staying in Ohio and Nebraska due to higher pay. Treat these teachers with the respect they deserve and pay them well. They are expected to do too much for too little!!!
Parent	Teachers in Arizona, including DVUSD, are drastically underpaid. Teachers who stay in the profession should be given pay raises accordingly!
Parent	Teachers in this district are leaving. They are overwhelmed with unnecessary PD. I would agree they need more prep time though. Their pay has not changed in years. Student achievement results are quite fair as depends on demographics. I think its unacceptable for this profession to be so low on the pay scale. Other countries value teachers like Drs and lawyers, but, they don't just let anyone become a teacher either. This starts back at the college level. There should be an application process that makes becoming a teacher not so accessible, like premed, nursing, dental hygiene, etc. Quality teachers.
Parent	Teachers in this state are ridiculously under paid. Raise their pay to keep the quality teachers! Our kids deserve the best educators, and they won't get them if you don't pay them!
Parent	Teachers must receive significant salary increases. More funds for classroom supplies. More opportunities for profoundly gifted Students.
Parent	Teachers need a pay increase. #1 need.
Parent	Teachers need a raise across the board, they are leaving in droves. Give them a raise and respect. Do not tie their pay to achievement, they don't have control over all areas keeping a child from being successful. Weed out bad teachers quickly. Pay the good ones more and allow them to support the rest.
Parent	Teachers need a raise as they are woefully underpaid. It is a disgrace that they have to spend their own money to provide supplies for all students.
Parent	Teachers need development to handle the diverse students. This is including dyslexia. Schools should work with associations like Arizona International Dyslexia that offer scholarships for teacher development. State reading tests should allow audio so a child with reading difficulties have a chance. Regular classroom should teach the rules of the English language and not depend on memorization.
Parent	Teachers need higher pay and we need to demand more parent volunteers and donations so we can higher there pay.
Parent	Teachers need higher pay!!! They deserve it!!
Parent	Teachers need more pay! They are the sole cause for success. If they are paid what they deserve all else will come together for improvement.
Parent	Teachers need more pay. Above all.
Parent	Teachers need more professional development and better pay. But differentiated pay should be based on growth, not achievement. Looking only at achievement is unfair to schools in lower socioeconomic areas.
Parent	Teachers need more time to plan and get trained and work as a team. They also need to be paid for the work they do. I can't see pay based on student achievement ever being fair with our diverse community. Besides, if you tie merit pay to test scores there will be often be dishonesty in order to get that pay.
Parent	Teachers need raises!
Parent	Teachers need raises! That should be the number 1 priority! We need good teachers that are paid well to stay in this profession and teach our children!

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Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

- Parent Teachers need to be appreciated more and should be provided with resources to be able to help every student. As a parent, I am willing to pay more taxes when I know that my child is given the attention that he needs...whether it's medical, emotional, social, academic, etc. Student's health should be a priority, for example, classroom should be cleaned every single night! Have smaller size classroom if possible, so that teachers are able to focus more on each student.
- Parent Teachers need to be better paid in order to attract and retain quality teachers. Filling vacancies with long term subs is unfair to our children.
- Parent Teachers need to be paid better for the amazing work they do.
- Parent Teachers need to be paid more and retained! A 1% "bonus" is BOGUS!!! Their salaries were not raised at all.
- Parent Teachers need to be paid much more - commensurate to the actual impact of their job.
- Parent Teachers need to be paid more for the time and effort they put into teaching! It is NOT a 40 hour job! They take the work home with them at night and on the weekends! Keep our teachers! Pay them more!
- Parent Teachers need to see and feel their value and giving them pay increases annually.
- Parent Teachers need to get paid. Pay the teachers.
- Parent Teachers pay to increase significantly for retention of quality teachers
- Parent Teachers salaries are severely underpaid. We must raise salaries in order to attract the top Talent and keep it. Additionally, I think it is vital that we provide opportunity for our elementary age children to learn a foreign language. Maybe immersion programs?
- Parent Teachers salaries are too low. And too many variables to tie achievement to salary.
- Parent Teachers should be compensated based on effectiveness and results. The salaries for supporting employees should be uniform based on responsibilities.
- Parent Teachers should be given classroom petty cash for extra activities. Parents can't always help and teachers are underpaid already.
- Parent It's not fair to make them pay out more.
- Parent Teachers should be just as accountable as the parents when it comes to the child's education and safety at the school. It starts at home but must continue at school.
- Parent Teachers should be paid based on achievement results rather than a uniform salary so that all teachers put in an Effort
- Parent Teachers should be provided their professional development during summer break.
- Parent Teachers should be taking their CEUs in the summer time instead of 1/2 days during the school year. The kids need the extra days to make sure we are getting them fully educated as other countries. Then the teachers can take their classes in the Summer and get paid. Most other professions do their CEUs on their own time. We shouldn't be taking away from extra education for our kids and if we can only have so many school days a year then stop the half days and just shorten the school year. I think the kids could use the extra days though. Too many countries' education are far ahead of ours.
- Parent Teachers should be the first priority for raises. We need to retain our good teachers and need to pay them adequately.
- Parent Teachers should get substantial salary increase across the board.
- Parent Teachers should have resources to teach their class. The money should be for all kids. Not just under-achieving. Teachers should be able to give time to both. Seems like over-achieving kids get minimal resources.
- Parent Teachers should be paid more based on effort. A teacher who gets lucky of the draw and has smart kids should not be paid more than a teacher with students who struggle. Some teachers stay all evening and try to help all students, those should be paid more.
- Parent Teachers should use summer to do trainings instead of taking more learning hours away from students
- Parent Teachers shouldn't have to jump through hoops to get a pay increase that they deserve.
- Parent Teachers who have students who perform well should get raises. Teachers who have students who do not perform well should not get an increase in pay.
- Parent Teachers work hard and are very underpaid in this state, as in many others. Also, teachers don't have a choice in the group of students they teach and deserve a uniform raise. If we want to retain good teachers we need to pay to keep them, otherwise they will go find other jobs.
- Parent Tell govt to stop wasting \$\$ and pay teachers more but base salary on student achievement
- Parent The "specials" always get overlooked. Even PTSA contributions consistently focus on technology. Meanwhile, band is incredibly expensive and the art teacher is always buying her own supplies or asking kids to bring in materials. Annual supply lists, also, are getting more outrageous.
- Parent The budget should go to teachers' salary. They have a hard job without enough pay!
- Parent The budget should prioritize ways to make the district an employer of choice for the top teachers and staff in the valley.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Please provide any additional information related to budget priorities you would like to share (limited to 50 words)

Stakeholder Group

- Parent
The differentiated pay based on student achievements is the worst idea you could ever have. It punishes teachers in at-risk areas and rewards those in "better" areas (i.e. zip code 85383 and others like it). This should never be implemented.
- Parent
The district must also find efficiencies in teacher training, curriculum development, transportation and ALL other areas of the budget.
- Parent
The district needs to be more in sync with thw schools than they are. The schools seem to be the wild wild west doing what they want. No one is on the same page it seems. And all schools are run differently why???
- Parent
The financial hardship teachers endure due to low pay really needs to be rectified.
- Parent
The first one was ranked low because I did not understand what was meant. Are we talking about charging for thing like music class or extra crickets like sport and after school clubs
- Parent
The focus needs to return to the student learning versus memorizing rather than excessive "professional development" days, which are a sham. Most professions use their college education as their "professional development."
- Parent
The Governing Board is a joke! Time to replace them!
- Parent
The highest priority should be increasing teacher salary! Class size is a close second.
- Parent
The highest priority should be to increase teacher (and staff) pay. I think teachers would benefit from more planning time more than they would benefit from more professional development.
- Parent
The idea of a participation fee for non-required programs will have the unintended consequence of hurting students whose families are on a limited budget. Public schools should maintain their mission of providing excellent, free education to all students regardless of income, race, or disability.
- Parent
The kids need more recess in DVUSD. Period. ItÂ's been proven over and over that play is essential for the minds of small children. Work THAT into the budget.
- Parent
The Mandarin immersion program is at the top of my priority list for budget concerns.
- Parent
The morale of teachers and staff is not good. We need to improve the morale of the teachers and the climate of the schoolhouse. If they are happy and it is a good work environment the test scores and things you all focus so much on with automatically improve.
- Parent
The number one budget priority is to increase teacher pay. The best teachers will not come to DVUSD due to low salaries.
- Parent
The number one priority - Teachers need higher pay increases! Need to stop paying our Superintendent if we can't keep our teachers!
- Parent
The only budget changes DVUSD administration should make is cutting the administrative budget way down and increasing teacher salaries. This district has been way to top-heavy for years and that is the only thing that needs to be addressed.
- Parent
The pace at which subjects, especially math are taught and the materials provided are not adequate to meet the students needs. Eureka math requires more hands on and examples that can be applied repeatedly before moving on to the next topic. Having 2 end of module tests in one week or 10 Days is ridiculous. There are no resources at school and hiring a tutor that is not aligned to the curriculum is a waste of money. I would be willing to pay a qualified teacher who knows what is going on in the class to reinforce the days lessons after school. If we are going to continue with so much online instruction at home then make homework time during class so that kids can be supported in real-time.
- Parent
The pay increase needs to focus on the nonprofessional staff and first line supervisors to bring their income to a more sustainable. The cost of health insurance takes nearly all thier pay..
- Parent
The priority should always be about the kids. And as a result the Teachers are next. So better teachers should result in a better education for the kids.
- Parent
The priority should be on the teacher's getting better wages so that better qualified teachers apply. I'd be open to paying higher taxes to ensure our teachers are receiving a salary that isn't just fair, but proceeds for a comfortable lifestyle. As far as professional development, I would pay more taxes for that to be done in the summer, when the student's are off. A close second, should be the students, a focus on ensuring every child succeeds in the classroom and in life. I think MORE time is needed in the classrooms- starting at 8am and ending at 330p each day. Teachers need time to teach and students need time to learn and not all children are created equal. Teacher's need to be armed with different tactics to teach. Teacher's should teach to learn, not teach to pass a test. So much pressure is put on state tests, its not fair to the teacher or the child. Basing a salary on student achievements just isn't right. What is the nationally average for teachers pay? We should atleast be there and above if we want to attract the finest teachers for the future of Arizona.
- Parent
The salaries of teachers and support staff need to be increased in order to keep good quality people in those positions.
- Parent
The student that is in need of academic help by adding more time is not fair to those who excel. Offer more before and after school options.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

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Stakeholder Group

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- Parent The students' education should be top priority. Teachers deserve better pay, but students' resources will help them learn their own way.
- Parent The survey I wanted was the half day consideration. I want you to know, I have 3 kids in Deer Valley, if they do the half day each week, I will pull two of my three kids. I'm very upset that we only have two months of summer, it is way too hot here. I've tried to work with the district and get on the calendar committee to extend the summer, but it just seems to get shorter. We try to go to cooler climates for the summer, two months is not long enough. I do not support all year long school. You will have worse test scores than you do now. As for the budget, try to run the school like your own home, if there's not enough money, something's got to go, or raise more money. We don't value the awesome teachers we do have. Although they should be doing their CE hours on their own time, just like other professions. I would think you probably don't need three office staff up front, take that pay and give it to the teachers. Share principals/vice with other schools. Full time nurse? Probably not necessary. The heart of the school is the teachers, reward them well. Everything else is common sense.
- Parent The teacher need and deserve an increase in pay!!!! Period!!!
- Parent The teachers in this district are very frustrated, over burdened with administrative bs and UNDER PAID. They are treated very poorly by admin. Get rid of Ipads, kids dislike, get chrome books. Pay for access to text online for students. Better communication to parents. Better lunches. Better tutoring and real study halls for students.
- Parent The teachers who work hard and enjoy teaching and don't just show up to get a paycheck should earn more money. There are too many teachers getting a paycheck and not actually teaching the kids and enriching their lives. The "tenure mentality" has got to go!!!! What I mean by this is that just because someone has been a teacher for a certain amount of time does not give them permission to only put in half the effort due to them teaching for a while. Each year a new set of kids is ready to learn in the classroom and that should not be taken for granted on what they can learn and blossom to be. What is has become routine for the teacher is not routine for the one just learning it!
- Parent The very last thing a district should do during a budget crisis is raise pay. You don't give everyone a raise on a sinking ship. Also, regarding you should not pass on the cost to families who want their children to participate in school programs. There should be no participation fee on activities.
- Parent there are way too many professional development days and not enough instruction time
- Parent There has to be something that is in between a salary increase that is uniform for all and differentiated pay for teachers based on student achievement results. Teachers are under-valued and overworked.
- Parent These are our only options? Yikes. This survey stinks. The items are not related. #1 item...pay teachers and staff more!! Period. District is very low compared to other districts (PHX Union, Glendale Union HS District).
- Parent These options are too simplistic for a survey. We pay superintendents and the rest of our admin to provide leadership on all of these. And knowing these people, they are very capable of making these evaluations. Let's leave this up to them. Forcing ranking some of these options does not provide for an accurate survey.
- Parent These really aren't great choices. Retention of current quality staff with a pay raise and staffing the missing positions should be priority. Keeping Renaissance funding at all costs is not on this list but of utmost importance.
- Parent This is an extremely terrible survey!! It is hard to answer the question when the question is unclear. The results of this will be unreliable at best. Please revise this.
- Parent This is completely unprofessional you don't vote to change administrators. When can we vote on changing district office staff?
- Parent This is not letting me put the numbers in that I want in each category. This is how I feel it should be ranked for a effective budget 1,7,0,6,7,7,7
- Parent This survey is not effective and does not give consideration to many factors. Pay the teachers more based on student achievement. Most of the VP,s are ineffective and do not care about student achievement. I have had to deal with Dean Kirkpatrick at Boulder Creek. He does not care about the students, he does not listen to concerns. Fire him and redistribute his salary to the top scoring teachers. While you are at it, fire the top 3 and redistribute their salary to the hard working teachers as well. All raises should be based on performance, let face AZ scores VERY POOR!
- Parent Throwing money at an issue and doing the same things that get the same results is not the answer. Perhaps evaluating new ways of teaching, learning, leading in education maybe necessary. Teachers who are in classrooms deserve better pay.
- Parent Title 1 schools need more teachers in 5th and 6th grades. An assistant principle would help, too. More gifted resources available for K-2nd grade- activities, resources.
- Parent To hire and regain good teachers, PLEASE increase their salaries. There are too many good ones that cannot afford to stay and teach and still provide for their families!

DVUSD 2018-19 Budget Committee Survey Narrative Responses

Stakeholder Group	Please provide any additional information related to budget priorities you would like to share (limited to 50 words)
Parent	Understanding that the schools are underfunded, two key areas I feel are most important are teacher pay and access to technology in schools that have less access compared to other schools in the district.
Parent	Use it all to Pay the Teachers. You won't need 2-7 if we can retain the teachers that can make a difference.
Parent	Using student performance to determine teachers pay is a terrible, horrible idea. Let's not do anything that stupid
Parent	Utilize budgeted money from prior propositions to go to teacher salary increases. Teachers have not even had enough increase to cover cost of living increases.
Parent	Utilize money for students to learn, and pay your teachers! Cut the waste. I know the politicians control the budget, so maybe use money to lobby politicians who favor funding schools instead of slashing school budgets and mandating bad policy like common core.
Parent	Very against cutting school hours and charging families more. We need to cut administration that is taking pay without showing results.
Parent	Ways to increase teacher pay annually and immediately. Providing resources to help students of all abilities succeed Providing adequate instructional and OER materials and resources
Parent	We are going to lose all our good teachers if something isn't done about their pay rate. We are 48th in the salaries for teachers. We better teachers. We need to attract teachers from successful States instead of losing them. Pay them and train them. If students and parents evaluate them
Parent	We cannot attract and keep great teachers if we do not offer competitive wages. This must be the top priority.
Parent	We can't retain good teachers without offering better pay and benefits
Parent	We must be competitive with surrounding districts. We keep losing quality employees because of such low pay.
Parent	We need to focus on paying our great teachers a living wage so we can keep them.
Parent	We need to keep our good teachers in district... give them a raise!!!!
Parent	We need to pay our school staff. We need to support our students. Even though it brings in money, football needs to be "pay to play". Administrators need accountability.
Parent	We pulled our daughter out of a school that was A+ rated because we felt the principal ONLY scared about the schools rating not the content of the education and student well being. Ratings aren't the best measure of an education.
Parent	We should have a pay scale equivalent to all the other states. Have the state stop cutting funding and no more bonds that need to voted on
Parent	What do teachers say? Listen to teachers if school administrators should be changed. Also, anything targeted at student achievement results is unfair to teachers in lower-income neighborhoods.
Parent	When you differentiate pay based on achievement results, educators become more focused on teaching to a test, rather than teaching students based on the standards and needs. Funding would be better spent growing all educators, including: Teachers, Assistants, admin, etc.
Parent	When you provide time for teacher PD, please also provide time to complete all the paperwork that usually accompanies them. There are also some PDs that are very helpful, but require additional time for reflection and absorption.
Parent	Where I'd give money to kids that are awesome. I see a give funds to struggling students what about the ones that are rocking it?? What about our IB and Honors kids??? I think more money should go to those students
Parent	While I understand the need in some of the categories, I am not particularly impressed with the 7 options presented to me. I would love to see priorities center around direct programs for the kids and evaluations of all schools for inefficiencies. FYI the \$ that could be saved by NOT keeping the fields green during the summer and dead during the school season would be TREMENDOUS for the district. Efficient winter grass only is the best option!
Parent	While I understand the reason for Superintendents to receive a raise for the job they perform, it should be what's left after giving the teachers raises. As a business owner, I take care of my employees who perform, and therefore keep the best happy. As someone that believes in lower taxes and less government, school and the way they operate is a perfect example of waste and not paying those that should be paid for performance. With that being said, I'd pay a .01cent tax, as passed a number of years ago, if the bill and law stated that the funds raised from the tax went directly to the teachers, not education as that's too broad and politicians can't keep their hands off money that's not specifically allocated. Don't do Budget overrides, or Bonds. Right and pass a bill that helps where it is needed most....retaining great teachers.
Parent	While pay based on achievement results sound positive, I would not want teaching to focus solely on test taking in order to achieve the next pay scale. I would rank this option higher knowing that my fear would not come to pass.

DVUSD 2018-19 Budget Committee Survey Narrative Responses

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Stakeholder Group

- Parent
Why weren't other options provided like changing the SPED department if the students were poorly served; changing district leadership if the schools were poorly supported? Are you targeting principals? Does this belong on a budget survey or do you have an agenda?
- Parent
With regard to the participation fee for non-required courses, I believe this would be agreeable if there were scholarships for those students whose parents cannot afford the fee. I would oppose this if there is a possibility that students would be precluded from these activities based on socioeconomic status.
- Parent
With teachers pay at an all-time low it's hard to motivate new teachers to come onboard start paying from the bottom up not the top down.
- Parent
Would like to have before or after school tutoring available.

- Parent
Would love to see the grounds to all schools being taken care of better. If you are going to have grass, have green grass.
- Parent
X
- Parent
You doubled the override last year, and we have some of the highest school tax plus still charge parents for stuff. Not acceptable.
- Parent
You get what you pay for and if you pay teachers and staff comparable to other states 10 rungs higher than Arizona we will begin the process of being in demand. Better teachers, better staff means a highly sought after district with higher enrollment percentages and less of being understaffed and under-enrolled.
- Parent
You have to pay your employee's their worth. DV used to be THE place to be employed, and now admin treats all like we're a dime a dozen and can be replaced, losing valuable, experienced employees.