

<b>What request(s)/suggestion(s) would you like to recommend for the 2024-2025 School Budget? If you are making more than one request/suggestion, please rank them by priority, for example 1= Most Important.</b>	<b>Please tell us a brief description of the need for the item(s) or service(s).</b>	<b>Optional/Additional Comments.</b>	<b>What is your current role in the school system? (student, parent, community member, employee, etc.)</b>
Monthly updates on spending to the public and the Board of Supervisors Public discourse on curriculum issues including SEL and other social programs Open discussion about social vs. education programs Public discourse on Parental involvement in ALL decisions - what happens in the circle gets communicated to parents/guardians	Keep Real Estate taxes to support the school system more reasonable Keep parents in the driver's seat regarding their child's emotional health Put education before social programming Parents, not the schools, are responsible for raising their child	Showing where the money is spent will lead to more trust between citizens and the school board. Public discussion of controversial programs will probably result in heated discussions. The community, NOT the school board, is the arbiter of standards. Without public discussion, the School Board remains suspect. Divisive policy curriculum decisions do not create an environment of trust.	Community member
Cost of living raises for staff.	Everything has gotten so expensive...		community member
A DETAILED (think "0-based") budget, with individual line-items justified.	Present budget "Catch-all" categories cannot be comprehended, let alone, audited.		community member

the NCPS budget and strategic plan need to address specific, measurable outcomes. No additional funding should be requested of taxpayers until all expenditures are explained, processes are public, and audit findings are fully addressed. 1. The budget must focus on activities that will increase proficiency test scores, ALL students must exceed the proficiency rating scores. 2. The budget and expenditures need to be displayed and shared using the Virginia Chart of Accounts by line item as required by law so it is easy for parents and community members to see where dollars are going. 3. Resources (time and energy, not necessarily money), need to be dedicated to developing and measuring skills that include critical thinking, civics, basics that will support local and other employers. 4. All policies and procedures related to budget development must be public. The School Board recently adopted new VSBA budget policies but those policies are not public at the School Board site nor are they available to the public on the VSBA site. Why not? 5. What is the year the School Board uses as the baseline for funding and test scores in order to justify and assess how any increases in funding result in better outcomes? 6. New resources for COVID catch up should focus on employing local community members or existing high-performing students as

Trust in the School Board and school system is far gone. Students are failing, the school

Teacher/Staff Recommendation

- 1) 7% Salary increase, increase in masters supplement, Para Professionals brought to a living wage which is about \$20 hours in Virginia, and Coverage of any health insurance increase.
- 2) All day security person at the front door, especially at the High School. We have students coming in and out all day due to late arrivals, CBGS, and VoTech. Not even counting the number of parents/guardians.
- 3) We need a turency officer/staff member. The community needs to know the school system makes absenteeism a priority. The teachers are having to keep track and give letters to students. This is an extra duty that should not be the teachers. Some teachers are keeping track and some are not as they believe this is not a duty a teacher should have.
- 3) Vape Sensors in the Girls bathroom at the high school. The girls vape as much as the boys. Also, this is and equity issue. You are not treating the girls and boys the same.
- 4) Additonal help with ELL and ESL students. The number of students has increase to the point that they are not getting the education they deserve and this is placing a lot of stress on the staff, including teachers, para professional, administrators, counselors.
- 5) Money for new chairs and desk at the High School. The chairs that many of the staff are using came out of the discarded

See above already explained

Community member and employee

<p>1. School budget must be based on performance of the administration and the students. Set the standards for performance and define the goals and budget to spend /or not spend our tax dollars based on achieving/ or not achieving said goals. Budget must be based on meeting goals. Taxpayer dollars must not be wasted. And all parties involved in our school budgets must be honest, transparent and professionally qualified to maintain a sound fiscal program.</p>	<p>1. School Board spending in Northumberland Co., VA amounts to over 60% of local tax revenues!... and spending is rising yearly in spite of reduced student population and the poor performance of the student body as a whole! When School Board spending is out of control and increases yearly without proper justification, then taxes must be raised unnecessarily. And once taxes are raised they usually are not reduced, therefore that waste will forever be a taxpayer cancer: a) driving ever increasing County real estate taxes and b) preventing our County B. O. S. from having the money to plan, as necessary, new and improved programs for the decent, honest, hardworking, taxpaying citizens of Northumberland County.</p>	<p>I am concerned that our public school programs are not being managed "efficiently" and want to understand the reasons why! If our County school systems are managed for success, then what costs and results should our citizen taxpayers expect? If our County school systems are failing based on objective, honest and appropriate testing, then our school programs should be defunded accordingly.</p>	<p>Community member, i.e., taxpayer and concerned citizen of Northumberland Co. Virginia.</p>
<p>1). Accountability; 2). vastly improved learning outcomes; 3). Cost per pupil at or below state average.</p>	<p>Your requested schools budget amounts to nearly 75% of the property taxes I pay to NU County! ENOUGH ALREADY! Your administrative expenses are exceedingly out of proportion to levels of learning achieved.</p>	<p>Do you really care about the students and residents????? It does not seem so</p>	<p>community tax payer - YOU WORK FOR US!</p>
<p>Crank doors in the cafeteria/ kitchen at NMS/NHS 1 Floor in NES kitchen area 1</p>	<p>We need replacement electric doors - metal shaving are falling on serving lines, hard to crank the doors up. The floor in the Kitchen at NES is a safety concern- cracks in the floor uneven in several places.</p>		<p>Employee</p>
<p>1 - Replacement of student chairs at NHS. 2 - Replacement of blinds in NHS classrooms.</p>	<p>1 - Several classrooms have old chairs that are cracking and breaking and could result in injury to students. 2- Blinds are old; some are broken and do not close all the way or cannot be let up/down.</p>		<p>Employee</p>
<p>Higher pay</p>	<p>Prek Math curriculum</p>		<p>Employee</p>
		<p>So far this year I do not think anything needs changed.</p>	<p>employee</p>

Full Time Security Guard	We need someone full time to check students and visitors in the building. We have close to 100 students that come in late every day from CBGS, NNTC and late arrivals. *Not including the students that are tardy throughout the day.		Employee
			Employee
1 = Truancy officer 2 = Athletic trainer	1 = A truancy officer is necessary to help continue the struggle with absenteeism in the schools. The officer would serve the sole purpose of tracking those students at risk of chronic absenteeism and taking families to court in order to keep administration in the buildings with their other obligations. 2 = An athletic trainer is necessary to help with keeping athletes healthy, aiding in putting together necessary athletic/medical supplies for games, taping/wrapping individuals for practices and games, and checking on injuries that arise during games for both home and away teams (especially concussions). Many schools have one on staff and are disappointed when our school does not have one as it puts their athletes in jeopardy if they sustain an injury.		Employee
A fulltime position is needed for a Secondary Reading Specialist (6-12).	Implementation of a Reading Specialist to target individualized literacy skills for secondary students.	This has been a recommendation from the Equity Committee for the prior two years. Funding this position will impact the academic performance of many students who not only struggle with literacy, but in all academic areas.	Employee
1- Vape Sensors in the girls bathrooms at NHS 2 - Card reader on Door 19 at NHS 3 - New chairs for several classrooms at NHS	1 - Why are we only targeting the vaping in the boys bathrooms? Girls are vaping just as much. 2 - Easy access for some staff members to the building 3 - Several classrooms have old/brittle/small chairs that can cause a safety hazard.		Employee
Please cover any health insurance increase for staff			employee

<p>Increase VTSS PBIS Coordinator Pay</p>	<p>The PBIS coordinator does a lot of the prep work for a majority of the activities our school does, such as prep, stock, and work our school store, plan quarterly incentives, meet monthly with their team and the state rep., coordinate staff PD on PBIS, offer support to new teachers trying to incorporate PBIS into their classroom, on top of may other little tasks.</p>	<p>I suggest that the increased pay be an additional \$500 to the current amount of \$1100.</p>	<p>employee</p>
<p>1) Fair and equitable stipends 2) additional ELL support (ideally 1 per school) 3) increased pay and benefits for para-professionals 4) increase county coverage of teacher health care costs</p>	<p>1) Stipends for academics and non-academics should be equitable 2) The number of ELL students are increasing, so should the resources to assist the students and faculty 3) Para-professionals should be paid more than the bare minimum.</p>		<p>employee</p>
<p>Trim the fat. Pay employees well but cut the waste.</p>	<p>It appears as though money is thrown at problems within the school as a means of fixing them. This is never a solution.</p>		<p>Employee</p>
<p>1 - Please continue to give teachers true cost of living increases in pay that include covering the increased cost of health insurance. 2 - Please continue to provide after school transportation for tutoring after school as often as possible.</p>	<p>1 - This helps keep teachers and prevents burn out from having to work second jobs to cover our costs. 2 - This added time really helps me to be able to support my students who have been absent, work slower, or need extra help. The transportation makes it equitable time for all students not just those who can get their own transportation.</p>	<p>I love my job and enjoy teaching my students. I don't need an extraordinary salary to do an extraordinary job. I do however need to make enough money to pay my bills and as my expenses increase, I need my salary to increase with them.</p>	<p>employee and member of the community</p>

<p>Hospitality Stipend for each school building</p>	<p>I am proposing the need for a hospitality chairperson or the option of splitting the chairmanship and stipend between two members at each school.</p> <p>Currently, this position is volunteer but I propose that each individual receive a \$500 stipend beginning the 2023-24 school year. This job often requires many hours of work outside of the normal hours to plan, seek support from the community, and to perform prep work for various events.</p> <p>Over the past year and a half since I created our Hospitality (Sunshine) Committee at the middle school, I have planned two baby showers and a wedding shower, hosted 2 staff Easter egg hunts, sent flowers and cards to staff members who have lost loved ones, celebrated holidays with treats for staff members, planned a chili cook-off and staff potlucks, and led the first Sneaky Pal project where staff members secretly sent each other gifts, celebrated birthdays, and shared notes of support. The feedback I received from the participants was extremely positive. I have also sought donations and support from businesses and organizations in the community to give to our staff during the last two teacher appreciation weeks.</p>	<p>The vision behind creating the Sunshine Committee was to help boost morale within our school environment. Being a new teacher at a school is never easy, but being a new teacher at a school that is lacking staff morale is much harder. I believe that staff morale play a significant part in a school's environment. Not only does the staff members feel good about coming to work, our students can pick up on the positive energy. This encourages attendance for students and staff. I also believe that by boosting staff morale and creating an enjoyable workplace we will have an increased employee retention rate.</p> <p>In conclusion, having the benefit of each school's hospitality leader meeting once a month to collaborate not only creates a synergy among the leaders but it also encourages creativity by sharing different viewpoints.</p>	<p>Employee Art Teacher NMS</p>
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<p>Safety and security - please explore options for dedicated school security personnel for the school days and school events</p>	<p>self explanatory</p>	<p>We should be able to see the actual budget to offer input about where we may need more/less funding. We should be able to see the actual budget when our School Board is considering it to give timely input rather than seeing it after it is presented to the County Board of Supervisors. Also, the budget posted on our website is a 61 page budget overview, but it is not a budget that shows line by line previous year spending with the current year appropriations. We could help eliminate the need for journal entries as the year progresses. A couple examples: NMS Athletics - the materials and supplies line always get transferred to purchase services to cover officials and all materials/supplies and uniforms are purchased at the building level using ticket sales. NMS postage - we could use some of this appropriation in another NMS area that is tight such as the Summer Reading Program line, because we spend less on postage than we used to, but our Summer Reading Program is growing.</p>	<p>Employee Bookkeeper - NMS</p>
	<p>Bus drivers need a step increase, more money, more than 1 personal &amp; more sick days.</p>	<p>You might be to get more drivers &amp; keep the ones you already have if you paid us what we're worth. Some of us have been driving more than 30 years.</p>	<p>Employee Bus Driver and Paraprofessional</p>
<p>1) resurfacing of track, 2) classroom furniture, 3) full-time security guard 4) cafe tables, and 5) remove carpet in main office.</p>	<p>1) the track is aging and long overdue for a resurface (estimated cost \$120,000), 2) many classrooms are equipped with furniture from the old high school (estimated cost \$10,000), and 3) full-time security guard (estimated cost \$30,000) to check bags, etc... 4) the cafeteria tables date to 2009 and will need to be replaced soon (estimated cost \$20,000). and, 5) remove carpet in high school main office</p>	<p>Rsurfacing of the track should be the number one priority for the high school followed by additional funds for classroom furniture.</p>	<p>Employee high school principal</p>



<p>I need new student desks and chairs in room 235. I have been requesting dry erase desks each year and have not gotten them.</p>	<p>I currently have only old computer desks/chairs and they are uncomfortable and do not allow for flexible seating. More flexible options would allow students to learn better. Dry erase would also allow students with motor function and keep their interest in the math work.</p>		<p>Employee High School Teacher and Parent</p>
<p>I would like new desks for my classroom. Table and chair style please.</p>	<p>I have old desks with the chair and table attached. It is not very efficient for group work and flow in the classroom.</p>		<p>Employee Math Teacher</p>
<p>1) Budget for Middle School Library/increased from 2,000 to 4,000 2) Furniture for the Libraries/Some Tables are Shaky and not Sturdy and the cloth furniture (stains) needs to be replaced along with carpeting (stains) 3) Part Time Librarian to assist in both the Middle/High School Libraries (2 days)</p>	<p>1) Used all budget for Middle School already as of 10/10/23 and with majority to Follett/Destiny system renewal. Question: Usually software falls under Technology. If this does not, please add a line for technology in the library. The cost is higher than last year. May need to look into a different library automation system. 2)Furniture/Tables are heavy and falling apart/not all tables are sturdy(after 13+ yrs) there is wear and tear on the usage along with the cloth furniture (which has many stains) and probably full of bacteria and not presentable for a library setting. 3) Part Time Librarian to assist in the Middle Libraries (2 days) if we meet the qualifications</p>	<p>According to Sec22.1-253.13:2 (For Expiration Date, see 2022 Acts, cc. 549, 550, cl.2) Standard 2. Instructional, administrative, and support personnel. (PLEASE LOOK AT THE RECOMMENDED NUMBERS FOR MIDDLE AND FOR HIGH SCHOOLS) THIS IS A THOUGHT and SUGGESTION)  3. Librarians in elementary schools, one part-time to 299 students, one full-time at 300 students; librarians in middle schools, one-half time to 299 students, one full-time at 300 students, two full-time at 1,000 students; librarians in high schools, one half-time to 299 students, one full-time at 300 students, two full-time at 1,000 students. Local school divisions that employ a sufficient number of librarians to meet this staffing requirement may assign librarians to schools within the division according to the area of greatest need, regardless of whether such schools are elementary, middle, or secondary; and</p>	<p>Employee Middle/High School Librarian</p>
<p>Paras to get at least \$15 an hour. Incredibly hard making \$13.36/hr work</p>			<p>Employee Paraprofessional</p>
<p>Pay drivers what they are worth and give us some backing by administration.</p>	<p>We could get more drivers if pay was better.</p>		<p>Employee Paraprofessional/Bus driver</p>

<p>1+ computers for middle school students  2=Vertimax for volleyball,basketball,track  3=Gum shooting machine for basketball</p>	<p>Students need to be able to complete homework.  Athletics need to be in 21st century.</p>		<p>Employee Parent, teacher, coach and community leader</p>
<p>Full-time truancy officer (\$60,000-\$70,000)</p>	<p>Improving the chronic attendance rate is an area of concern. We have not had a truancy officer over 5 years.</p>	<p>The high school assistant principal as an experienced truancy officer performs duties outside of the normal routine of an assistant principal such as filing Chins petitions, attending court hearings during the school day, and/or performing home visits throughout the week. These tasks are high priorities for NHS. However, the high school assistant principal needs to be in the school building during school hours addressing other matters such as student discipline and supervision. The assistant principal can only focus on a handful of truant students at a time due to other priorities. Thus, progress is minimal. Given the volume of truancy issues at all three schools it is worth considering a full-time truancy officer.</p>	<p>Employee principal</p>
<p>Update elementary school playground equipment</p>	<p>Just a freshen up, it's used almost every school day</p>		<p>Parent</p>
<p>more elective classes at NMS and NHS`</p>	<p>elective classes often are what helps a teen find their interests-- many high schoolers are choosing to graduate early because there is nothing keeping them for 4 years at NHS. They don't want to take just random academic content area classes to fill 4 years.</p>		<p>parent</p>

<p>Need to provide better quality lunches with larger portion sizes for the high school aged children. A football player cannot be expected to eat the same amount of food as a cheerleader. I realize the lunch is "free" but it is pretty pathetic. Maybe have an option for students to pay for a larger or second portion if nothing else. Something that will actually fill these kids up so they can concentrate on learning and not being hungry.</p>	<p>Larger portions or seconds need to be an option for lunch. There is not enough food provided to the high school students to fill them up.</p>		<p>parent</p>
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<p>1= STC compensation  2= Update the lighting in the high school parking lot  3= Additional EL instructor  4= Purchasing student cards that have a barcode to check and out for late arrivals and early release  5= Scanner for bags/jackets/purses that show on the screen of the contents inside</p>	<p>1- STC compensation is needed for our three employees that spend about 3months total of time creating test sessions, gathering accommodations, scheduling testing times, places, examiners, and proctors, assuring test integrity, developing a make-up sessions for those absent, releasing the data to admin and staff. They complete a job that is of high importance given that our state assessments must be done in our schools with the upmost security and integrity.  2-The lighting in the NHS parking lot is very dim. The entire side of the parking lot next to the new building is completely out. Given the circumstances in our area, good lighting for safety is a must.  3-An additional EL instructor (part/full) could be useful with the influx of EL transfer students at all levels.  4-Student cards with barcodes to check in and out; this would be beneficial for the higher grade levels to track who is in the building at given times and who is not, especially at the high school level with late arrivals and early releases.  5- Scanner for bags/jackets/purses would be helpful in scanning object like they do in the airports. It was seen at Westmoreland High School as you are checked into their school, you place keys/phone in a bin and your bags/jackets through the xray machine and you walk through the metal detectors.</p>		parent and employee
<p>school safety officer,</p>	<p>Throughout the day at the high school, individuals enter and exit building. We need a person to remain at the entry way to search bags.</p>		parent, employee
<p>1. Teachers Pay.</p>	<p>1. The reason for this is because this school has a lot of trouble with teacher acquisition and retention and a higher salary may help with this.</p>		Student

Better lunches.	Lunches go bad easily and aren't very big.	none	student
Make the lunch food price at the shop a little lower.	cookies		student
1 the good pizzas back.	i hate the pizza that is not real pizza		student
new health text books and clocks	the text books for lessons because they were written in and they are beaten up and clocks because teachers are constantly being asked by students what the time is		student
1- marching band	better equipment fixed instruments	we dont have alot of money	student
I think they should have some sort of personalized refrigerator system	I think that while it would be probably hard to find, a locker room type of refrigerator would be nice. you can store your cold lunch or cold snacks (if you were to forget an ice pack, for example) in there for when it is time for lunch. It would be easy to access, and each person would have their own combination to avoid people stealing each others food. It probably does not exist, but I feel it's worth trying anyway.	I know that I will (most likely) not be here next year, but I hope these changes will be good for next year's students	student
I think staff including teachers, custodians, IT crew, etc should be payed more if possible.			student
Change the school mascot = 1	It is extremely weird to have a minority group (incorrectly named as well) as a mascot. At the very least, stop having people dress up as the mascot.		Student
More money spent on lunch. More money to employees	More in class school supplies	Maybe add a dollar in students lunch accounts as a reward for good, steady grades.	student
More fundraisers to help school afford more school supplies, field trips, dances, after school , different lunches like more options for kids to pick from, and so on.	Cleaning supplies for each classroom, desks and chairs, student supplies.	Timed e-hall passes could help with skipping.	student

I would like to have better school food for lunch breakfast is usually good but the lunch always has a problem. For EX one day we might have good food but there is nothing to eat with it. They have salad and stuff everyday but we all know that nobody is gonna eat it.	For a side I think everyone would rather have like a bag of chips or the sidekick ice cream thingy.		Student
	locker shelf	no comment	student
An increase.	More delectable lunch food and servings of it.		Student
1. more lunch :) 2. more breakfast :) 3. urinal dividers	i'm very hungry :( more food please? :)	i don't like peeing next to people with nothing between us that makes me feel yucky :(	student
new chairs	crient chairs are hard and case back pain		student
Bass fishing team	Will need rods, reels, bass boat, tackle	Some fishing brands like Lew's and Strike King have student programs to help supply fishing needs.	student
I would think we should have more funding put toward food.	The students do not like the food most of the time because it is all prepackaged and in small portions. For the most part the students only eat the food because it is the only option but not many enjoy it and a lot of the time it is wasted because we just throw it away after barely touching it.		student
More PBIS items			student 6th Grade
no	I've realized kids still need more folders like for each class		Student name Corey Lane
Higher Salaries			Teacher
A mini bus to hold 15 or so students - maybe an activity bus.	Many of our trips have 10-15 students - we have no single vehicle to hold them now - we end up taking 2 or so vehicles in this situation.	This would help us for special events or field trips.	Teacher
1. Additional academic Support staff for Elementary School, 2. Restructured Playground that is able to drain rain properly. 3. Classroom Furniture for elementary classrooms.			Teacher

<p>1) Truancy Officer 2) Outdoor Classroom at NHS 3) Sports Trainer</p>	<p>1) Attendance is a serious issue affecting academic success. 2) NES has an amazing outdoor classroom, but it is too far for NHS students to walk to and utilize during a class period. An outdoor classroom at NHS would be utilized by so many teachers from different departments and could even be used by NMS as well. 3) Having someone to take of our athletes would be great!</p>		<p>Teacher</p>
<p>1. Teacher, paraprofessional, and bus driver raises and step increase of 5% or greater.</p>	<p>Our pay scale, while better than it used to be, is not as strong as Westmoreland or King William, and we are at the end of the Northern Neck. We need to retain new and veteran teachers and staff, as well as draw new staff to our area.</p>		<p>Teacher</p>
<p>Anatomy &amp; Physiology Course - \$5000 for textbooks and 1st year supplies</p>	<p>NHS needs an Anatomy &amp; Physiology course to support students going to college for health science.</p>		<p>Teacher</p>
<p>Request: 1. Please increase the stipend for NMS SCA. Ms. Hall and I are sharing the position, but the stipend is very low for the amount of time we are putting into the program. Meeting with each other, meeting with students. planning events, decorating and cleaning up afterwards... 2. Please increase the stipend for field hockey head coach. I coached by myself this year-no assistant-so that stipend just got dissolved back into the budget. I did it all-everything by myself.</p>	<p>1-The stipend is very low for a position that works the entire school year 2- The time put into the program from Summer - early November is A LOT</p>		<p>teacher</p>
	<p>Fix drainage of playground at NES, finish replacing floors, lights and paint at NES</p>		