



**TOTAL NUMBER OF FEEDBACK RECEIVED AS AT 2019-12-18 305**

Comment	Categories	Date Submitted
<p>French is Canada's second official language. It is unacceptable that French receives the same level of funding as German, Spanish, Mandarin, and the umpteen other "alternative" programs offered by the CBE. As a program receiving additional Federal Funds to support second language learning, this is not reflected in my experience.</p> <p>We will likely have to remove our son from French Immersion, a program to which we have been dedicated to since kindergarten, separating him from his close friends. He struggles to make friends already, and a peer group change will be very difficult for him. We have been pushed out to make room for "late immersion" students at the full immersion program. Already, I know of 3 families that will or have moved out of our neighbourhood to avoid this fiasco.</p> <p>Hearing that government funding is going to private religious schools, and that CBE offers more alternative programs than they can support, is disheartening as a parent who does not have the option to send our son to private school.</p> <p>Students do not come first in the French Immersion system. In my communications with the CBE and the Education minister, I have heard nothing but "pass the buck" speech.</p> <p>As a proud Canadian, I am ashamed by the "loophole" offering French Immersion programming, but no reasonable manner to get there. Reasonable suggestions for alternatives have been met with political pandering and inflexibility to consider workable solutions.</p>	Alternative Programs	2019-04-12
<p>We need to be more practical in what programs we are able to provide for our students. The specialized programs like German,, Mandarin are using up resources that are desperately needed for regular school programs. If the CBE want to provide such specialized program then they should be paying for them out of their pocket.</p>	Alternative Programs	2019-05-22
<p>Eliminate alternative programs that are not recognized by Canada as official languages. The cost for these programs are extremely high, and should NOT be shared by all parents in the system. (I bet 99% of families don't even know how much they are truly paying for other peoples choices) Education is a right, and the CBE should go back &amp; do what they were put in place for; English and French education. Whereas, unrecognized languages are a choice; Private education can charge for those choices</p>	Alternative Programs	2019-11-06

I would support a move towards a fee and service structure more closely tied to provincial funding. If a parent would like to have their child in a program (or to have access to supports) beyond those covered by funding from Alberta Education, then it should be available to them at a cost-recovery basis. Transportation could be approached in the same way.

This would:

1. Make the situation (and available services) more transparent by taking the CBE out of the middle and helping parents (taxpayers and voters) to more clearly understand where their taxes are being allocated and whether funding is sufficient
2. Allow the CBE to tailor the programs and services we offer based on value-driven demand (“is the benefit I’ll get from this worth the price I’ll need to pay?”) and to price our extra services in a sustainable way
3. Provide the lowest possible cost for “basic” (but still excellent) service, while still providing enhanced services to those who want to invest in them

This is a model already familiar because it is used in health care, where I have free access to basic services covered by Alberta Health Care and I can choose (based on my needs and financial resources) whether I want to pay to access additional services. I can also clearly understand that what is fully covered is not my doctor’s decision, so I can express my concerns to the provincial government if I don’t agree with the funding they provide, and my doctor can focus on providing treatment, rather than how to distribute the costs of additional services between patients.

Let’s focus on providing the services mandated by Alberta Education, in the way that they direct, and allow them to take responsibility for their own decisions.

Alternative Programs

2019-11-15

Eliminate alternative programs, like languages that are not our official languages. Parents can be responsible for the cost of providing alternative programs to their own children. Everyone should not need to pay for these. The cost to transport children to special programs is an unnecessary expense. Some families have these costs waived (low income e.g) which means the rest of us pay. There must be over 30 alternative programs. Do we really need traditional learning? Special needs require buses.

Alternative Programs

2019-11-17

There is a family near me that has three children in traditional learning school. Their fees are waived and the transportation as well. One block away, the elementary school, in our neighborhood, is under capacity. I am sure this is happening in other neighborhoods too. All that expense to transport kids to another school when there is a perfectly fine school in walking distance. Get back to the basic education for all kids. Special education should be for special needs kids. Shame

Alternative Programs

2019-11-17

The idea national sport school may be cut from our provincial budget is heart breaking. The end of NSS would be the shattering of a community. A community that fosters the development and academic success of albertan athletes. I cannot imagine the degree of academic struggle I would have had if I went to a regular school. I was away from class about half of the year and came out with good grades which would have been otherwise impossible. Athletes require this flexible environment with adaptive and understanding teachers in order to succeed. My sport was so important to me I would have dropped out of high school without these accommodations. Now I am a successful student in an undergraduate honours program considering pursuing a PhD. I needed teachers willing to go above and beyond to get where I am. I needed a school schedule that incorporated flex time where I would be able to catch up on missed assignments while I had teachers present to ask questions. Our teachers were so flexible they stayed after school or on weekends without pay in order to ensure we could complete our classes. Yet, with the extreme amount of missed days myself and my classmates had - we still performed well on our provincial exams. This would not be possible without nss.

Cutting funding to nss would be devastating to athletes, causing them to drop out of school or quit their sport. We need youth athletes to promote sport in our Alberta society as it promotes healthy and active lifestyles for all Albertans.

Please support the funding of NSS - Albertan youth athletes should be given the tools to succeed.

Alternative Programs

2019-11-18

<p>My daughter is in grade 3. She is in a classroom with grade 4s. There are 50 students in her class and she has another teacher. If I'm doing my math correctly, that means 1 teacher has 25 students and so does the other teacher. I am wondering how that works in conjunction with the posted class sizes? My daughter indicates that there's no educational assistant support.</p>	Class Size	2019-03-10
<p>30 students in a class is too big. Spending time with students providing necessary feedback is the most effective thing a teacher can do. With less students in class a teacher can better support student learning.</p>	Class Size	2019-03-27
<p>The way class sizes are calculated is interesting. Does it put students first?</p>		
<p>It was a challenge to pick one area to comment on, but I think class size can cover many of my concerns. The size of the class goes hand-in-hand with student supports and teacher workload. If the Senior Admin of the CBE truly believes in "Every child, every day, no exceptions", then there needs class sizes that make this possible. If the number of students in each class needs to be high, then there needs to be capable, human supports in place so that a few children do not require much more of the teachers time and energy. ALL students need to be included - inclusion is awesome, as long as it includes all of us. Specialists and admin tend to come in to classrooms, hand out a piece or two of advice and then avoid the situations teachers AND students are put in every day. Do a better job of TRULY supporting classrooms. I don't care about the 'math' behind student/teacher ratios, as the math is ridiculous when so many of the adults added into the formula have so VERY little to do with the day-to-day classroom life.</p>	Class Size	2019-03-28
<p>Borders need to be shifted to accomodate the near over capacity numbers at ----- in --- ----- and boltster the numbers back at -----. Cant something be done quicklym to protect teacher positions, options for students, class sizes?</p>	Class Size	2019-04-01
<p>I am extremely concerned about the population overload/class size at ----- . Currently, there are only grades 10 and 11 in the school (first year open) and it is way over capacity. There is no room for new grade 10 students next year when the current students move up a grade. Students are expected to fit 3 to 4 people at tables that were meant for 2. This is not a conducive practice for students doing 20 and 30 level courses. It's distracting and frustrating. It disappointing to hear that ----- had millions of dollars of renovations and is almost empty but geared towards adult education. It would make the most sense to re-draw boundaries and fill both schools. Obviously, the mess has been made and moving the current students is not feasible, but fixing the boundaries before September would be very beneficial.</p> <p>Also, Grade 12 students should be recognized and be given priority when it comes to parking next year. They have "paid their dues" and should get the "little things" in their last year of high school.</p>	Class Size	2019-04-05
<p>Please make sure that the class size stay realistically small, so that learning has priority over saving money on teachers. With more and more special needs children class sizes should stay the same or in best case scenario are reducing to make learning more efficient, successful, but still fun and exciting for everyone in class.</p>	Class Size	2019-05-28
<p>Proper funding for public education and public schools is my main concern and I am strongly opposed to the new UCP government making any cuts in this regard. On the contrary our public schools need more funding to keep up with growth. Alberta has a revenue problem which should be addressed through fair and equitable taxation, not through tax cuts for the wealthy.</p>	Class Size	2019-06-01
<p>Class sizes should not increase.</p> <p>Qualified teachers in the CBE need to be in front of students. Not in admin or leadership or management positions. Cut those first.</p>		
<p>The public voted for the UCP, we need to pass the missing fees on to the public.</p> <p>Teachers can not possibly maintain current teaching standards with less. It is not acceptable to push that onto us.</p>	Class Size	2019-11-15
<p>Why don't you explain where the "Class size initiative" of \$54 million went! Would love to hear that break down!</p>	Class Size	2019-11-15
<p>The recent decision to eliminate teaching positions is a horrible solution. Would there not be accountants, lawyers or assistants at the CBE that could be eliminated first instead of this rash decision that will directly and negatively impact students. Perhaps selling buildings, renting space, removing vice principals and administrators or eliminating a trustee and their staff could have been undertaken first. Increasing class sizes is unacceptable.</p>	Class Size	2019-11-21

I feel that the janitors aren't given enough time to properly clean the class rooms, 3-5 minutes is not enough time to clean anything at all, giving them 3 hr shifts isn't very fair either.	Maintenance / Cleanliness	2019-06-07
As I read through the budget, it would appear to me that cutting front line services has a direct impact on student learning. It takes only one day of not cleaning a school to notice the effect it would have on student learning not to mention staff. Due to the budget cut backs in recent school years a 1000 sq. ft. classroom cleaning has 8-10 minutes when it should be 20 minutes minimum to achieve desirable cleanliness	Maintenance / Cleanliness	2019-11-10
My concern is with the school budget for ----- School in Calgary, southeast. As a Community Member no. 168, I request that the school board decide to examine the school's need to pave their staff parking lot. It is my suggestion, as well as others, that the parking lot at the school, and the school, receive the funding matter.	Maintenance / Cleanliness	2019-11-15
One small item my family would appreciate and save \$ is to turn off the new lights at the new million dollar parking lot at the Rosedale school!	Maintenance / Cleanliness	2019-12-10
I have for a sometime had concerns regarding how maintenance is handled in our schools. It has taken in my opinion way too long and way to costly to fix the roof of my child's school. I also noticed that roofing stopped over the summer when this would be the most ideal and efficient time to complete a roof. Yet they worked through the winter. Furthermore I have heard about the very high costs just to paint a wall. This needs to change. I am happy the govt is allowing flexibility with these funds.	Maintenance / Cleanliness	2019-12-10
Thank you for the communication, it is good to receive information regarding my children's education from the organization that provides it rather than the newspapers. I do question as to why the budget shortfall has to be downloaded onto the families that can least absorb that cost. There should be no barriers to receiving a good education. For families living in poverty the cost of attending the Calgary Board of Education is too high. Comparatively within Canada I don't know of any other school districts that place the restrictive financial burdens on families for education for school fees and bussing, beyond paying taxes (I am happy to receive information that challenges this). While I am whole heartedly in support of and disagree with cuts to education, I believe that the decision to make families that are already struggling pay for that shortfall (also the families that are likely to face transportation barriers to access even basic needs) is grossly unfair. Please reconsider the decision to retroactively charge families transportation costs who would usually be exempt. I have also included my children's school Trustee, ---- in this e-mail.	Maintenance / Cleanliness	2019-12-11
1. Please find a way to let us sign field trip forms electronically. The amount of paper and photocopy resources is completely bizarre 2. Please do a proper assessment to validate that running two calendars does not increase any costs. It is terrible for families who can't access any day camps in October and second week of spring break. So it costs families extra money- does it pose extra costs to school system by having different calendars and exhaustive single system consultation processes allowing single schools to flip calendars?	Other	2019-03-27
The long established neighbourhood of Valley Ridge needs schools. It has none. None. This NW part of the city continues to grow with, Creston and west as well as new neighbourhoods, Greenwich and the new residences being built near COP. What is the plan? Thank you.	Other	2019-03-28
The overall lack of teaching hours and PD for teachers is out of control! Our children are spending less and less time receiving an education.	Other	2019-03-29
I see Evanston is getting their third school with a population of about 19,000 residents. Sage Hill has a population of 7,400 residents as of 2018 and projections for an additional 12,000 once buildout is complete which will bring us up to 18-19,000 as well, yet we have ZERO elementary schools. Nolan Hill our neighbors also will have a population of about 13,000 and they do not have any elementary schools. Im wondering when you will build us a shared elementary, or two, and be more proactive with population growth, vs reactive and have to bus students to distal communities on hour plus long bus rides.	Other	2019-04-07

My children attend -----, a beautiful new school. We are fortunate to have such a lovely space, but overcrowding at the school has meant some of the students are having their homerooms and many of their classes in spaces not meant for this purpose. My son in Grade 8 has his homeroom in the Construction lab, and sits for 3+ hours a day at high work benches with backless stools, and no way to pull your legs under the table. The students end up slouched over, leaning on the benches, with sore backs and necks as a result. We are currently taking my son to Physiotherapy to deal with headaches and neck pain as a result of this. A desk or table allowing his feet to be on the floor, along with a chair with a back would be so helpful. No work place would allow their staff to sit in such a poor ergonomic state all day. Why is this acceptable for our children?

Other 2019-04-18

We are super frustrated by the way the new boundaries were made for the new high school in the deep south. You took students who were in a beautifully renovated, older building, that had lots of services, equipment, buses for field trips, and moved them to an over capacity school, that is nice, however wasn't finished, no lockers and is cramped. Students have no where to eat lunch now (and being told for next year is ever worse) no lockers. And now we have been told that next year they are going to be over capacity. Where do you want these students to go in the school???

Change the boundaries right now on at least one of the middle schools that are designated there. Don't wait for another 3-5 years to upset more students. We wish we would have stayed at the other school, but very hard to go back when all the peers are at the new school. Students 15-16 years of age, shouldn't have had to make these decisions. We need to be doing better to help these students get their education in a better way than this was rolled out for these students.

Other 2019-05-16

I have been working been working in school base childcare programs for over 25 years. Before I moved out here from Ontario, I was involved with implementing seamless day for students and setting up Before and After School Programs for schools in Ontario.

I have run the numbers roughly for the CBE to consider a solution on helping with the declining problem that we are facing.

If we were to provide 50 Before and After School Programs in our schools. I have estimated a revenue of 2.6 million dollars that can be used to improve and pay for services in schools.

Facilities has been cut too thin. We need to improve and maintain a high standard in services in order to take proper care of our students. This estimate is a low estimate. I did not include the accreditation dollars that we could also access to help off set the cost of staff salaries. We can also staff the program with many of our lunchroom staff. As a public run school I understand that we are not be earning revenue for a profit. This would not be a profit earning practice. Rather than I tool where we can sustain the operation of our schools and make the repairs and renovations and maintain the up keep of our schools.

Other 2019-05-22

As a parent, and chair of our School Council I can confirm that our parents have not seen the proposed 2019/2020 budget and therefore cannot offer feedback. The presentation provided on April 11/19 was a recap of the current school year's RAM.

Other 2019-05-29

Why is the CBE having to make so many cuts when other school boards don't seem to be as affected? (eg Foothills/Edmonton)

If the lease is such a drain on the finances - what is being done to reduce this strain? (re-negotiation? sub-let of space?)

Other 2019-06-03

Hello CBE,

I know in your media statements that you said (not verbatim...) you were exploring all options in order to cover these huge costs the UCP dumped on you. I'm sure it's something you've looked at, but I thought I'd mention a 4 day school week (often Mondays off) that school districts in other places have adopted to save money. While not ideal for all working parents, perhaps it could redirect funds to where they're needed most on those 4 school days. Just a thought.

Thank you for working hard for our kids.

Other 2019-11-06

New Schools: As AB Gov pays for building of new schools but we have to pay to finish/furnish - they should all be 'back to basics'. No video walls, no smartglass, etc

School/Department Budgets: End the use-it-or-lose it budgets. Approval required for big pot for all purchases. The waste at the end of the year with purchasing to use the money is horrible.

Other 2019-11-06

<p>I received a communication from CBE this past week regarding the provincial budget cuts with respect to CBE.</p> <p>I understand and appreciate the challenges facing the CBE and your desire to share those challenges with parents, thank you.</p> <p>The challenges with the Alberta economy over the past four years is evident in many ways with high unemployment rates, high downtown Calgary office vacancy rates, many layoffs and stagnated growth in many sectors.</p> <p>The challenges are forcing most everyone to live within our means. This is disappointing but a reality for so many Albertans. Thank you for doing what you can to manage the teacher resources, transportation, education programs and overall education offered to our students. No easy task but completely necessary and a reality.</p>	Other	2019-11-06
<p>Food: stop all food being served at meetings. If the meeting is over lunch too bad - bring you own or eat later. If you're working late, suck it up. Don't bribe people with a free meal to discuss education that you are taking money away from with your bribe.</p>	Other	2019-11-06
<p>Hello,</p> <p>I just sent the following letter to -----, our ward's school trustee. As the wife of a retired teacher, the mother of an assistant junior high principal, the grandmother of two elementary students, a proponent of an educated populus and a taxpayer, I feel the proposed cuts are unconscionable. You may not remember us but you stopped in for tea when you were campaigning and we posted one of your signs; we live at ---</p> <p>I listened to Doug Schweitzer, our new MLA, on CBC today with regard to rural crime and the increase in \$\$ the government plans to advance to address this. One of his statements really resonated with me: something about the fact urban dwellers have no idea about the stress.....rural folk are facing and the extent of the crime.</p> <p>It occurred to me that most, if not all of the MLAs have no idea what it's like to be in a school classroom, hour after hour; day after day; week after week.....</p> <p>Therefore, to change this (and hopefully have them understand why funding needs to be maintained at the very least) I think EVERY MLA NEEDS TO SPEND A DAY IN A SCHOOL, preferably in classrooms with significant challenges. There should be a formal invitation to each and every one of them; their response to the invitation (yay or nay) and (length of) attendance should be recorded and shared widely with the general public. This needs to be initiated ASAP, preferably province wide, before damage is irrevocably done.</p> <p>Best wishes as you struggle with these cutbacks,  <b>IT IS ESSENTIAL STRONG, POSITIVE, ACTIVE RESPONSE IS IMMEDIATE.</b></p> <p>If this Calgary school board trustee takes no initiative, perhaps the school council(s) or ATA can - or there can be coordinated action. Misinformation is running rampant.</p>	Other	2019-11-06
<p>The CBE should close and sell under utilized schools (such as -----) or buildings that have no students in them (such as Kingsland). Kingsland staff should be centralized (which was the reason for the buidling of the Ed. Centre).There should be no decentralized locations with staff or departments using unnecessary resources/building that are costing the system huge amounts to maintain (heat, staff, repair, etc). Each time we get a new school from the gov an old one should be closed &amp; sold.</p>	Other	2019-11-07
<p>Lease out most of the downtown office building and relocate downtown staff to another owned school building not fully utilized.</p> <p>Sell buildings not needed anymore, close schools at low capacity.</p>	Other	2019-11-08
<p>Highfield is an extra and building and land CBE can recoup money from through the sale of it. The employees can move into the Ed Centre since the lease is locked in and any overcrowding can be solved through work from home solutions for priority positions that can telecommute or be mobilized.</p>	Other	2019-11-08
<p>Thanks for sending us the link to this timely and well presented information</p>	Other	2019-11-08
<p>Given that the UCP has cut so much, could the CBE invite our provincial goverment to create legislation that does not ham-strap boards to outrageous leases? Offer the invitation to the government to use their powers to break the lease for our Ed centre and renegotiate a more reasonable rate. I am sure the government would be able to find some way of doing so in light of balancing the books and having private organizations essentially gouging public funds.</p>	Other	2019-11-08

Hi, I have a few suggestions in light of the recent budget cuts. My first one is limiting photocopying or providing a photocopying budget to schools. I know some photocopying is needed, day for field trip forms but there is lots of photocopying that is not needed and could definitely be reduced. (Will write my other suggestions in another comment since this only allows 500 words)	Other	2019-11-10
My last suggestion is to stop having board/area meetings that pull teachers that are learning leaders out of classes and then we have to pay for subs while the teachers are at these meetings.	Other	2019-11-10
I am an elementary school principal. Possibly if we were able to purchase goods & services from any vendor instead of only using approved ones we could save money. Our purchasing agreements often end up costing us more than what I can find comparable items for & they have not always provided my school with the best quality products (such as new student chairs that broke within a few months). An example: light stack-able stools @ IKEA =\$8 compared to approved vendors \$38 - \$10	Other	2019-11-13
Would it be prudent to review our blanket agreements with approved vendors? I understand that we often save on shipping and in other ways, I often see the blanket agreement price to be noticeably higher than what is on the company website. Additionally, items we purchased from an approved vendor (200 student chairs) have not held up - many have broken and we have been unable to get a satisfactory response as of yet (and have spent a significant amount of time following up.)	Other	2019-11-13
Close the CT Centre. Have students return to their home schools to do the course work there. This will save on bussing. My understanding is that class sizes in the CT Centre are very small.	Other	2019-11-14
Would like to know why schools with less than 200 students are still open Why not shut those schools and transfer those students to a nearby school. It will save CBE lots of money in the long run.	Other	2019-11-15
If we go to a 4 day week we could reduce busses by 1/5. This would be about 9.8 million. We could also reduce heating and power by not having schools open on Friday. Student would get the same services just in a longer day.	Other	2019-11-15
Service units were already reduced last year-under another government. How is it that they were hit yet again when this area is not able to support schools satisfactorily? Comment on Transportation fee's is wrong. Transportation fee's were eliminated by the NDP forcing turmoil in planning, finance and structure for the CBE. The CBE was not happy with this at the time. Now the CBE is blaming the Conservative government for what they did not want to have happen in the first place.	Other	2019-11-15
Ideas: Discontinue "gifts" that are awarded every 5-10 years to teachers. People will stay in the job because they like it and find it rewarding, not because of the gifts. It used to be that this was for the 25th year, and I'm not sure what else, but now it is far more frequent.	Other	2019-11-15
When looking at what to cut, teachers in schools and in front of students should be the number one priority. Any strategist or specialist position related to curriculum and professional development needs to be redeployed to the classroom - Literacy strategists, math strategists, etc. Teachers ARE experts in their curriculums. Strategist positions related to student well being needs to continue their work - DLSAs, Mental Health, Inclusive Learning, etc, as we are not experts in these areas.	Other	2019-11-15
I am truly worried about our children's education and futures as the government makes such a drastic cut to the education budget. Our children need to be invested in in order to be successful. I would much rather everyone pays for bussing so that it is less per rider. I would rather pay more school fees so that our teachers have the funds they need to ensure enough staff and supplies to properly educate our children. We NEED to invest in education!!!	Other	2019-11-15
I am extremely embarrassed by our Trustees at this last board meeting. The fact that Marilyn was crying during a meeting is inappropriate and completely embarrassing to our organization. They are the guiding individuals to this company and are there to lead, show strength & make sound rationale decisions, not emotional ones. How are employees and parents supposed to feel watching that and believe that they can competently make decisions that will be the best for everyone in this organization.	Other	2019-11-15

Is there any further discussion about directors and superintendents taking a pay cut? Perhaps that is implied by this point: "Cutting overall administration through service unit reductions by 2-10 per cent." but for me it is unclear if this means directors & superintendents being reduced/having their wages reduced.	Other	2019-11-15
Your CBE building. Cut that! Figure it out.	Other	2019-11-15
I have heard about how the CBE is having to, effectively, make a cut of \$48m to this year's budget. I don't seem to be hearing about other school boards being impacted so significantly? Why does the CBE have such a significant gap to cover? How does the CBE differ from all the other school boards eg CCSD/Edmonton in terms of revenue & expenses? This may relate primarily to how they operate their schools. I do not understand why the Board is not allowing the schools to purchase items approved by their Parent Council to purchase items agreed in the prior year or even in the current year. These funds do not impact the board spending at all. The carry-forwards from each of the schools – is that forming part of the reserve fund?	Other	2019-11-15
Rosscarrock school operations. Hope you are re visiting decision for January!	Other	2019-11-15
Why want you cut back on the building that you are sitting on and your guys pay that I think you people don't deserve for the work you do and maybe we will have the money.	Other	2019-11-15
Mr. Grundy, please stop making comments that appeal to public out rage, such as increasing Transportation fees, school fees, and saying you will cut 300 teacher jobs in January. That will not happen. My tax dollar do not support Calgary Board of Education, however I am outraged. This district has not been able to balance their budget for 3 years. Work with in your means. Don't spend more than you have.	Other	2019-11-16
1.Report cards and IPP's need not be printed as students and parents can look up this information on Power School.Students or parents that require a print out can request it from the school.This may encourage greater parent involvement.This would result in significant savings in printing costs for the CBE. 2.AP's and guidance counselors from within the schools could be assigned a teaching load of 1 class/semester. 3.FIT teachers could complete their schooling vs.working as saving for the CBE.	Other	2019-11-18
Hello. Thank you for the overall information sent to C.B.E. web site reference Budget short fall. The 7.7 million dollars spent each school day has given me an idea. I know there is a mandatory amount of days that are required for teaching students. The idea to make up the short fall is to utilize Xmas break, Easter break, Professional days, start date of summer vacation , and for you to work the calendar days to meet the required minimum for Education. The concept is based on no layoff of teaching staff nor reduction to services including bussing costs not increasing. My granddaughter was home schooling for her younger years. She had home assignments to complete with teachers assistance when she needed it. If home schooling completes the mandate under provincial education, can the following be used. SIGNED OFF BY PARENT and or Teacher Physical Education - down hill skiing, cross country skiing , snow shoeing, ,canoeing, hiking/camping. English Literature - Book review assignment. Home Economics - Parent teaching cooking/baking. History - Book/chapters assignment/internet assisted. Geography - assignment. etc. etc. . The above would be for this teaching year only to make up say 8 days with left over revenue being saved for minor emergency.	Other	2019-11-15
What the minister said is insulting! unrespectful and we need to fight back, the cuts, their intentions. What can we parents do to help?! Dailys - Mother of a first-grader in Calgary	Other	2019-11-21

<p>I wanted to bring to your attention a cut to a sports funding body that streamed \$8 million each year for high school inter-collegiate sports. I have no idea how that was used/directed and I can't find anyone acknowledging receipt of those grants.</p> <p>However, I worry that these will impact high school sports and while not an education or teacher cut, still a huge issue for school culture. I know so many youth only get up and go to school 'for the team.' I'm so worried for families with kids in junior and senior high that this will become yet another area of increased fees or a real loss of school satisfaction for the students.</p> <p>I just thought I'd point it out as you are likely buried under the news directly related to education and may have missed this.</p> <p>It's in Bill 22 with the cancellation of "Alberta Sport Connection."</p>	Other	2019-11-21
<p>Would someone please advocate for an audit of all school boards to find out why every other board has the money to face these cuts? I'm so tired of cbe being the province's scapegoat.</p> <p>We can save costs by having some positions work from home that are able to (from Ed Centre) and then moving positions from Highfield to here. Or at least give that option to work from home on some days in the week.</p> <p>This has been proven to increase employee morale and efficiency contrary to people thinking this may reduce the quality/efficiency of work.</p> <p>We can save money by selling the highfield location and if we need to use it for storage we can hold it at a another offsite location.</p>	Other	2019-11-21
<p>Why do we pay so much for contracts like PC Corp and Grand and Toy. Nowadays we can find products thst are offered from Grand and Toy cheaper on Amazon with 1 day delivery. I noticed that many products are as much as 50% cheaper on Amazon compared to Grand and Toy - and these are same products or general products that have a different branding (which is what many companies do as they get it from the same source supplier).</p> <p>Please look into costs from contracts like PC corp. what value do they provide for the cost to their services. I assume computers nowadays can be bought for cheap and dont actually require any setup. If we are talkijg about "bloatware" that comes pre-installed it is quite easy to remove and plus I imagine we "image" every computer anyways which doesnt require assistance from PC corp. Also, do schools really need ipads?</p>	Other	2019-11-22
<p>Could I get a copy of your financial statement. Also would like contact information for my school trustee. I believe it is Mike Brandshaw.</p>	Other	2019-11-24
<p>I'm interested in looking at the breakdown of past budgets of the CBE broken down to looking at each school. Online I have been able to find the comprehensive budget for all the CBE but that doesn't help me understand what the total cost is to operate a specific school.</p> <p>Can you please let me know how and where that information would be available ?</p> <p>You may not publish the school by school budgets but I would assume those numbers exist. Is there a path to possibly see that information ?</p>	Other	2019-11-25
<p>As a CBE employee I wish someone was defending the good work and finances. I work in 'head office' and don't want to attend social events outside of work anymore because of the bashing</p> <p>We were advised by CBE that the --- closure was based solely on financial rationale. No financial information has been provided regarding the operation of that school.</p> <p>Can you please provide the --- individual financial reports?</p>	Other	2019-11-29
<p>Why do CBE have some many school with a population under 200 students.</p> <p>Investing in childhood education is investing in a better future.</p> <p>A productive and healthy society can only be had with education.</p> <p>Hopefully, the government will see past their elected time in power and work towards a better future together.</p>	Other	2019-12-05
<p>Healthcare and education are two things that should never be cut and the funding should be on a sliding scale to match inflation.</p>	Other	2019-12-10
<p>I noticed in past budgets a line item called accumulated surplus.</p> <p>Could you please explain what the \$211million accumulated surplus is.</p> <p>How it came to be.</p> <p>What it is for?</p>	Other	2019-12-10

<p>Did the CBE really need to add additional area directors last year? Did the CBE really need to spend substantial sums on 'Powerschool' the year prior? Did the CBE really need to massively revamp all schools WiFi the year before that? Did the CBE really need a new architectural marvel headquarters?</p> <p>Parents, a.k.a. voters, have had a front row seat for many years to wasteful spending. Almost every year a new white elephant shows up.</p>	Other	2019-12-10
<p>I feeling awkward for using any good words for this government or school management. Just humble request to compare your education budget heads and education burden for common citizens in other provinces.</p>	Other	2019-12-10
<p>There was not one single statement stating the ----- was remaining intact and at ----- . Shame. Please remember, the school was offered a free lease as heard by many parents at a meeting where the CBE didn't even post a budget for us to discuss yet CBE was basing their decisions. Answer please, is the ----- remaining at ---? Is the -----, home to many Olympians and future professional athletes, is this school going to continue to exist at -----?</p> <p>Always the children and teachers suffering loss.</p> <p>Looking at the CBE building downtown makes me feel sick.</p> <p>The art, furniture etc in there costs so much. Unbelievable in what luxurious environment they get to work.</p> <p>And then you step into some schools and classrooms. Furniture etc still from 1970 or 1980 or even older maybe?</p> <p>Children committing suicide, because no one listening.</p> <p>Teachers feeling overwhelmed because of bigger class sizes.</p> <p>Already a lack everywhere you look, but hey....take some more away from the kids.</p> <p>Shame on the government, shame on the board. Enjoy working in your luxury while kids sit in overcrowded classrooms with a lack of teachers and on uncomfortable old hard plastic chairs which by the way are a guaranteed cause of a later back issue.</p> <p>Just saying.</p>	Other	2019-12-10
<p>I work in an elementary school library (--). From what I see, I will be unable to order any books that are not curriculum based.</p> <p>What about simply getting kids reading? Is this not a help to the CBE?</p> <p>I would like to order fiction that the kids want to read, even if it's Dog Man and Big Nate. Is this a hopeless desire?</p>	Other	2019-12-11
<p>There is a "shortfall" because you asked for too much and are an infamously inefficient bureaucracy. The province assigned more to education this year than the NDP administration did last year. The province did not cut the education budget. As public officials you should not misrepresent and abuse your position of authority with that kind of fake news and what is implied in this letter. The cbe is the only large board that chose to cut teaching positions instead of finding efficiencies elsewhere like the separate school board for eg. Most believe it was a negotiating tactic to receive more funds. The CBE is the highest spending and least efficient board in the province. You are lucky you have not been replaced by the Ab government. You need to clean up your act and operate like companies in the private sector have to.</p>	Other	2019-12-11
<p>Quit complaining and get to work. I have had to cut my business budget and reduce my income get real times are tuff. Unions don't work anymore!!!</p>	Other	2019-12-12
<p>Thank you for the note with the status and update.</p> <p>It is hard to take your statement about committment to students seriously when the first thing the CBE did was just to cut front line staff in the wake of budget reductions. These are difficult times in Alberta but I hope more thought and work will be given next time to do what is truly best for students and restore some trust in the CBE.</p>	Other	2019-12-13
<p>The amount of money we have to pay for public education from lunch room supervision, bussing, field trips, etc. is frustrating especially when our school taxes go towards private education. The families that put their kids in private education do so because they can afford it. We have our kids in public and struggle to make ends meet. High school teams are outrageously expensive but yet we want kids to be active. It just doesn't make sense to me. Thank you.</p>	School Fees	2019-04-07
<p>How can the catholic board charge less than half for lunch time supervision which is exactly the same service. Copy whatever they are doing better than the cbe. You get the same per student funding as they do from the province</p>	School Fees	2019-04-08

<p>I think it is time to have parents pay for bussing and ISM fees. Only a portion of the students use bussing services yet all students feel the impact by the staff cuts that happen trying to reduce the deficit. It was a mistake to have these fees paid to begin with. Let's look at what makes sense more teachers more staff more support. If parents don't want to pay bussing fees they can do what thousands of families in the past have done and make arrangements to get their child to school regardless if they work or not.it certainly isn't fair to the families whose children walk to school or drive their kids to not have the same amount of money directly impact them or their family it is very unequal. Not to mention many stay at home parents send their kids on the bus which is a complete waste of money!</p>	School Fees	2019-04-19
<p>There is no reason parents can't pay for supplies and busing, especially considering that these were the two large, cancelled grants. I'm a parent of CBE students and will happily pay these fees, especially if it keeps my children's education from being disrupted and their school staff from being laid off.</p>	School Fees	2019-11-11
<p>We must pass on the cost of running a school to parents. We can not be expected to function without the basic tools of learning - paper, pencils, lab supplies, etc. We must stop sacrificing the needs of students and teachers in order to fill the holes created by governments that parents voted for. Parents need to fill the financial gap, not teachers.</p>	School Fees	2019-11-15
<p>I was wondering if the CBE is considering a solution whereby they start charging parents materials fees again. From what I understand parents used to have to pay per year for supplies etc. if they started that back up again would that not help cover the funding gap? The families that cannot afford it could apply for a waiver but I am guessing most families would rather pay that little bit to avoid numerous cuts to spending which will impact our children's education.</p>	School Fees	2019-11-17
<p>I know there used to be school fees but the NDP eliminated them. Why not re-instate school fees (with subsidies for those who require them)? I would rather pay school fees and preserve the quality of education in CBE schools.</p>	School Fees	2019-11-18
<p>Just wondering why we can't charge parents school supply fees to offset our budget concerns. All other local school boards have parents pay for school supplies (some request as much as \$90 worth of supplies from their parents). Why are we covering this for students and why has the amount not increased with the cost of supplies? Our school is having to fundraise for things like visual journals.</p>	School Fees	2019-11-20
<p>You have challenged the Calgary School Board to come up with three efficiencies that can result in cost savings. The following would work towards both fiscal gain as well as improve staff efficiencies in the public system.</p> <ol style="list-style-type: none"> <li>1. Schools have tens of thousands of dollars in outstanding school fees from parents that are claiming poverty. The only recourse is to remit that money owing (usually after being in arrears a full year) to a collections agency, that if they do collect will take a percentage between 25-50% typically. Have delinquent school fees collected by the Province, tied in tandem with the renewal of provincial vehicle registration. Schools should be able to get the driver's license numbers of both parents on registration of children and submit all delinquent fees to a database tied to when driver's licenses are renewed for collection of funds.</li> <li>2. Schools need more pullout sites for students with special needs and a system of partial integration. The duplication of services is rampant not only in school to school – but from class to class. The extra staffing, care, and time that is needed by these students create a constant drain on both staff and pace of studies. Teachers that are not having to be split between teaching and care duties will show less stress and resulting time away from class. Class sizes could increase with the focus of having a non-integrated classroom.</li> <li>3. Eliminate PAT testing in grades 6 and 9. They cost millions of dollars to develop, administer, score, and analyze. They are not used to impact the course of students as they essentially continue on to the next grade regardless of results. As they are done at the end of the year they provide questionable benefits to students. Furthermore, the former grade three SLAs proved that beginning of the year tests were also unnecessary as teachers quickly determined student's abilities at the beginning of the year without this expensive and time consuming testing. A once proud Albertan, ashamed of our current government.</li> </ol>	School Fees	2019-11-27
<p>Thanks for the info. Nothing like a \$1100 bill right before Christmas.</p>	School Fees	2019-12-10
<p>We don't use the yellow buss</p>	School Fees	2019-12-10

<p>My son is in Grade 5 at --- and he was given a binder, pencil case, pencil, eraser, and dividers at the beginning of the year.</p> <p>His previous 4 years of elementary at --- he was also provided with supplies.</p> <p>I can't imagine the cost to the school for these items, and feel that parents should be responsible for providing their children with their own supplies as my parents did when I was growing up.</p> <p>This cost should be eliminated from the budget to save more money</p>	School Fees	2019-12-10
<p>I have no issue paying the \$77 transportation fee as of January 1st 2020. I do have a problem not getting a rebate on money that we were told would be rebated. The money spent from September to December was under the rules that there was a rebate so that is not your money to keep</p>	School Fees	2019-12-10
<p>Thanks for the update. However, if the CBE has been cognizant of how to properly budget in the first place, you wouldn't be in this position and passing the buck to the parents to cover the shortfall.</p> <p>I hope the CBE, along with City Council, can at some point realize it's okay to say "we made a mistake." And if you don't know how to budget, ask for help. But increasing fees is a pretty poor way to resolve the issue.</p> <p>I am fortunate not to have to utilize the bus system through the CBE. However, I for one look forward to the audit the province is going to do and hope that those responsible for the poor spending decisions are dealt with appropriately.</p> <p>We are all responsible for keeping our household finance in order. It's how we survive. It's time the CBE did the same without relying on charging parents more and more each year. Do better.</p>	School Fees	2019-12-10
<p>Noted. We will also cut down on our expenses for school related extra curricular activities. Since the transit rebate has been eliminated, I have instructed my children to no longer participate in any non-essential extra curricular school activities in order to save money. Thank you for keeping us up to date on this issue.</p>	School Fees	2019-12-10
<p>Can we request yellow buses for schools?</p> <p>It doesn't seem fair that my child attends her designated high school (the scenario was the same was for junior high) where some neighborhoods receive yellow buses and others don't, even though it's too far to walk. I can't expect my child to walk from Silver Springs to Bowness, that's just not feasible.</p> <p>Why do some parents get to pay \$365/year, and others have to pay \$770/year when they're all going to their designated schools?? This seems extremely lopsided.</p>	School Fees	2019-12-10
<p>This is absolute BS. I now have to pay \$1540 for my children to get to school. Not acceptable. Bussing subsidy should NEVER have been eliminated.</p>	School Fees	2019-12-10
<p>Hi I have read the below, but still have some questions. I am chair at two of the schools in cbe and I would need some clear answers to what essential is? I guess what I am asking is as an Association are we able to grant the request that the school might have for things like field trips, performances. We want to follow the rules and it's been hard as the two different schools are saying different things. I just need to know what direction we are going in.</p>	School Fees	2019-12-10
<p>Perhaps if you had been prudent with budgets in previous years the CBE would not be in this position. Taking away rebates after it being indicated as being available is pretty poor.</p>	School Fees	2019-12-10
<p>Why does the CBE have NO PROBLEMS passing the costs to the parents... many of which have experienced job loses, wage cuts.... while the teachers and board members have taken none.</p> <p>Cutting the subsidy for bussing is awful!! How can you expect parents to pay \$77 per child per month to ride the city bus while some students ride the yellow bus for \$365 a year. Most families in Calgary do not qualify for help from the city to cover the costs - I don't know many families of 4 that make less than \$24,000 a year.</p> <p>Why is there not enough yellow busses for all students to ride?</p>	School Fees	2019-12-10

<p>Who do we send any complaints to about these decisions. I understand there is funding problems however, yellow buses were removed from our area leaving our daughter with no choice but to buy a monthly transit pass. This transit pass costs \$77 per month so the fees for the School year are \$770 whereas the fees for a child using a yellow bus are \$365 per annum. Do you think it is fair to remove the yellow buses for children such as mine, forcing them on to Calgary Transit at a cost of \$77 a month and be left paying over twice as much as families who are lucky that their children can have access to a yellow school bus?</p> <p>I look forward to hearing from you on this matter. Also, I like many other parents have been buying this bus pass in good faith in the firm belief that much of the cost would be refunded. If you are going to eliminate the funding for this bus pas you should eliminate after this has been communicated to parents and they have the choice to organize other forms of transport. I understand difficult decisions need to be made for funding but this decision is not at all fair. I look forward to hearing from you on this matter as I do feel parents should be able to voice their opinions about these decisions that affect our families. I have three children so you can imagine how unfair this is for families such as mine.</p>	School Fees	2019-12-10
<p>Thank you for keeping the teachers. Charging school bus and charging parents for some fees are totally acceptable. We don't mind paying some fees. But please keep the teacher.</p> <p>The CBE needs to look at transportation more closely. It is unjust for parents to be paying for transportation when there is not a school in their area. We are in tougher times and if parents want to take the option of sending their children to a school out of area (for specialized programming), this is a luxury and their transportation should not be subsidized. Subsidies should be kept for needs NOT wants.</p>	School Fees	2019-12-10
<p>In response to your letter, I think the CBE needs to look at transportation more closely. It is unjust for parents to be paying for transportation when there is not a school in their area. We are in tougher times and if parents want to take the option of sending their children to a school out of area (for specialized programming), in this economy this is a luxury and their transportation should not be subsidized. Subsidies should be kept for needs NOT wants. Paying this much money for transportation so that my children can simply attend school somehow seems wrong. Perhaps another strategy may be to get all parents to bear the cost of transportation for all students. If the CBE decides to build a school in one neighbourhood and not another, parents in neighbourhoods without schools should not be left alone to bear the transportation costs. If we spread the cost among all CBE families, then the cost becomes manageable for each family.</p>	School Fees	2019-12-10
<p>What about the families that cannot to afford to pay out \$365 per child. I certainly cannot afford that. So how do my 2 kids get to school? Do I tell them they will not be going to school because I cannot afford bussing? If I have to choose bussing over putting food on my table. I choose food. So please get back to me.</p>	School Fees	2019-12-11
<p>Thanks CBE for hurting families financially on removing the rebate! such Class!</p>	School Fees	2019-12-11
<p>I am so disappointed in the way that that you and CBE have handled this budget. It was deceptive to come out with information as a scare tactic in order to strong arm the government into more money. Now you have rescinded the original claims and charged Calgary families for busing retroactively when cleaning up the top heavy administration would have been a much more sound way to reduce the budget.</p> <p>I will be pulling my son from the bus immediately and will not be paying a retroactive fee.</p>	School Fees	2019-12-11
<p>Lets see cbe management and board take a 20% pay cut.</p> <p>Thanks for not building a high-school in my neighbourhood and then making us pay full cost of bussing.</p> <p>Nothing what you people are doing hurts you. Nothing.</p>	School Fees	2019-12-11
<p>----- School Council yesterday - questions about retroactive transportation costs.</p> <p>Parents/guardians may have made decisions about transportation and costs based on previous information (fees and Calgary Transit rebate) . Being retroactive to sept/oct/nov may not be fair to financially struggling families.</p>	School Fees	2019-12-11

My wife's note below best captures our frustration that the Calgary Transit Fee Rebate Program has been cut while there are no changes to the yellow school bus costs. You are creating multiple classes within your students' families who require transportation and that is inherently unfair. We live 3.7 kms from our son's designated Junior High – ---- (which we absolutely love). We chose Public Education and the CBE for both our children because we believe strongly in it and in particular, because of its egalitarian nature compared to Charter and Private Schools, to which many of our friend's children attend. With pay-as-you-go fees at his school increasing and now the loss of this rebate, yet another cost is again forcing more choices on us.

If all families who require transportation were equally affected, we would shrug, understand, and get on with it. This differential treatment is fundamentally unfair and greatly disappointing as it goes against why we chose the CBE.

The short notice of the elimination of the rebate also throws our budgeting out the window – something that you at the CBE have complained that the provincial government has done to you. I fully realize the poorly considered challenges that the current Provincial Government has placed on you, but some of your responses to address these seem ill conceived and once again, unfair. Particularly to middle class families who choose to live in more modest, inner-city neighbourhoods.

Yes, we know that there are programmes in place to assist families in financial need – please don't respond with the information that we know already. I complement you however for finding a way to hold onto the hundreds of contract teachers, and yes, it is a balance act.

Consider being fair in these cuts – even if that is a tougher choice for you to manage and sell.

Great - yellow school is families pay \$365 for the year. We pay \$750. Rebate program cancelled.

School Fees 2019-12-11

If there is such a shortfall in the school budget then why haven't we had to pay school fees for the last few years? If parents were paying the school fee maybe the shortfall would not be this bad and that our kids would get the education they are supposed to be getting.

School Fees 2019-12-11

What is the CBE's plan to address the use of maintenance and capital spending funds for future years? There will obviously be an impact to the facilities and materials available to students and staff with a reallocation of those funds, what is the impact next year, 3, years, 5 years? What happens next school year? If the budget for next year remains consistent with this year's what is the plan for sustainability?

School Fees 2019-12-11

Greetings Mr. Usih and CBE transportation,

In reading your announcement regarding bussing, I am very concerned. With the new detail on transportation fees, the city transit rebate for high school students will no longer be in effect. This is a misappropriation of the CBE using provincial finances by not allocating them to the students the funds are for.

As I look at page 95 of the Funding Manual for School Authorities 2019-2020, I see that the province is still transferring \$549 for every Calgary high school student who needs to be bussed (as there are no public high schools in our Northern Hills communities this is ALL of them).

However, the CBE is not forwarding this funding for a rebate to parents who have no choice but to bus their kids on Calgary transit effective this school year. If my child qualifies for bussing and the province (by way of the taxpayer) is paying (or subsidizing) this bussing, the rebate must be applied to those students. The action you have chosen is inequitable and unethical.

School Fees 2019-12-11

What we are now seeing is the CBE appropriating those finances to a large fund which they are using at their discretion but is not at the best interests of the mandatorily bussed high-school students. In the end, the taxpaying parents are buying bus passes when part of that bus pass is being paid for already by the provincial government. This is effectively being taxed twice and a misappropriation of public funds.

Please reconsider this fee policy.

I would like to work together with you, my MLA, and the Minister of Education to find a way for this funding to be utilized according to its purpose.

<p>I have one simple question - how are my children supposed to get to school? Two years ago, yellow school buses were eliminated for our area (---). At that time with one of my children starting jr. high, we were required to use public transit but there was the transit rebate in place meaning that the cost was somewhat manageable.</p> <p>With the cancellation of the transit rebate program, I am required to pay \$750 per child for this school year. There is no option for my children to walk to their designated schools. As a single parent I am required to pay \$1500 this year just to get my children to school. For average dual income families this is significant and unacceptable.</p> <p>If we had yellow school buses in our area, we would be charged \$365, but because the yellow school bus was eliminated we now have no choice but to pay for transit. This means that I pay \$770 more per year for my two children to get to school than those families who have access to a yellow school bus. This is inequitable and not fair.</p> <p>I appreciate all that the CBE is doing to strive to maintain education standards with such heavy cuts, but the decisions related to transit are unfair, and a significant financial burden to many of us.</p>	School Fees	2019-12-11
<p>I believe we should also cut things such as ski days or other field trips that are completely unnecessary to our children's learning. These field trips place an additional burden on families such as mine. I'm not sure when this became part of the curriculum but I disagree with it. This sort of thing should be done in the home - not our schools. We no longer have the funds.</p>	School Fees	2019-12-11
<p>I am writing this further email to ask that you reverse the decision to implement the plan to withdraw re-imbusement for the transit Pass retrospectively from September and my reasons are this:</p> <ol style="list-style-type: none"> <li>1) We bought the Transit pass in good faith in September believing we would be re-imbursed. This was the message relayed to me when I complained about the yellow bus having been removed as a cost cutting exercise and children as young as 10 being migrated onto public transport.</li> <li>2) I have been chasing for months to get re-imbursed only to be told there are delays in the scheme opening. No one ever said it was at risk of refund being withdrawn. Press Secretary to Mrs Lagrange as late as October was reported in the press saying rebates would continue.</li> <li>3) I bought the passes believing they offered best value and for ease of use. It now turns out we would have made a better cost saving by buying daily tickets for our daughter if you factor in that re-imbusement were not to happen. Had I bought tickets the cost would have been only around \$40 per month due to teacher's days, myself occasionally collecting our daughter and the fact in December we have only 3 weeks at school. The daily ticket is only \$2.35 per trip.</li> <li>4) Parents SHOULD NOT be penalized for a government failing to make a decision in advance to enable parents to make informed, planned decisions about how best to allocate their hard earned money. By implementing a decision retrospectively you have cost us a lot of wasted \$\$\$\$.</li> </ol> <p>Please can you respond to me about the chances of the passes being refunded up to the date of this decision? Also, I'd like to ensure parents of children using Transit are not paying more per annum than the parents of those kids who are lucky enough to be transported safely to school via a yellow bus each day.</p>	School Fees	2019-12-11
<p>Thanks for the 770 dollar bill for getting my kid to school, by catching the transit bus. Free schooling yeah right. Get your act together.</p>	School Fees	2019-12-13
<p>The building I'm in hired extra teachers instead of EAs. Currently, we are at 550 students with 2EAs in the entire school. I'm wondering what the purpose of this is? These teacher positions aren't typical in schools and these teachers aren't responsible for planning, assessment, or report cards. I feel that it was a poor choice to invest our valuable and limited dollars when the goal is to keep students first. We need more support in the form of EAs, not teachers. EAs aren't as expensive as teachers... I'm also wondering why the CBE deemed it necessary to have a math lead teacher? Where did that data come from? Is it really necessary? Our SDP is based on literacy mainly so again, it feels like we're not being smart about the money we get every year. I guess what I'm asking is how are the decisions made to allocate resources and where do the ideas come from for those resources?</p>	Staffing	2019-03-10
<p>Find a way to centralize and automate non-teaching positions at the schools. Look to the administrative secretary and book keeper. Schools don't need to be run as small businesses.</p>	Staffing	2019-04-08

There has to be a better way to deal with lunchroom supervision to avoid paying all these “supervisors” to watch kids for 30 minutes. I believe they get paid for a minimum number of hours even if they don’t work it. Can’t you use them for something else during those extra paid hours to eliminate a different position? Efficiency here could make a big impact based on the number of supervisors. Think about the wasted manhours that you could be taking advantage of.

Staffing

2019-04-08

I would like to take the opportunity to communicate my concerns regarding the lunch time policy at my son’s school (-----). It has recently come to our attention that children here (and many other schools across Calgary) are being subjected to a 10-minute lunch eating period, before they are dismissed for noon recess. The times listed on the school website are listed incorrectly, as I have visited the school and seen first-hand that children are shuttled to the playground after only 10 minutes of eating. Not only are children not permitted to take uneaten portions of their lunches outside, but they are also mandated to eat in silence, and any children needing more time to eat or who socialize with their neighbours are sent to eat at an isolation table outside the school office. The absence of social interaction and grossly insufficient time to eat their noon meal runs counter to the need for nourishment, both nutritional and social, and flies in the face of extensive research and nutritional recommendations by the Canada Food Guide (see 1 below) which emphasizes making time for children to eat without being rushed, and providing a pleasant setting to enjoy meals. The current tense and punitive environment greatly reduces the chances students have to reflect on the food they are eating, and to engage socially with their peers. The Canadian Paediatric Society and others have stressed the strong relationship between learning, nutrition and health. Child development and ostensibly, academic success, is highly dependent on a balanced diet (see 2 below), and it falls to the home and schools to support children in learning these healthy behaviours which will serve them throughout their school years and beyond. The lack of sufficient time for lunch means students have to select easy-to-eat, quick items to consume, at the expense of choosing the healthier food items in their lunches (see 3 below). With less than the suggested 20 minutes to eat, children are unable to sense when they feel full, leading to increased risk for obesity, and are unable to consume the recommended intake of protein, complex carbohydrates, fruits and vegetables (see 4 below). I fully understand the need for instructional time, and opportunities for active, physical play. But the requirement for sufficient time to eat cannot be overemphasized. This will involve revision of the policy to arrange a longer school day, to be able to accommodate a healthy eating policy which adheres to the Canadian Food guide, and the recommendations of countless decades of research into child development, nutrition, and academic success. I look forward to hearing your thoughts on a forward-thinking policy to extend lunch periods at Calgary schools.

Staffing

2019-04-15

Very sad to see that support staff again are on the end of Budget cuts, speaking for myself this is truly affecting how I can survive and afford to live in today's world. Being a single parent is hard at best with continued reduction in my hours which in turn my wage puts me in a position of requiring financial aid and potentially having to use the foodbank just to survive. I am an Educated woman with a degree and many other certificates on my resume. I have worked for the board for many years hoping my skills would support and advance our next generation, If cannot feed/support my family I now have to look at other options other job opportunities.

Staffing

2019-05-22

The cost of living goes up but Support Staff go another year without a wage increase. The roll of Support Staff can be very stressful, from the abuse from the students to the lack of support from your peers. I feel very under valued as a CBE employee.

Staffing

2019-05-23

There is always a complaint that we don't have enough teachers and/or money for our system. How about we eliminate the "double dipping" that keeps happening. Teachers / staff retire, they then come back at their full wage to fill in the role that they left, either because there was no succession plan for new staff in that role, or they want a more flexible schedule. This should not be allowed. It costs the system lots of money and we could fill this in with multiple new people for that role and cost. Retired staff should only have the option to come back at the starting wage for that position. Retirement, should mean retirement.

Staffing

2019-05-23

Thank you for your note,

However, as opposed to tying provincial funding directly to classroom's and school sizes, I would sincerely hope you first look at CBE's overhead and administration expenses. To the extent you were not in a new head office location paying previous top of the market rents, imagine the savings that could then be directed towards the school if you were paying rent in the \$0 - \$10 psf range, vs what you are actually paying.

Staffing

2019-11-05

Also, please consider the amount of administrative costs you incur on a per student basis, relative to other Canadian cities to ensure spending is in line with your peer groups.

To take provincial funding cuts straight to the classroom is misleading, and rhetoric for media; it is a self serving argument that misses the point of our government reigning in broad spending well above other provinces, and almost 70% of Albertans gave this government that mandate.

Move 12 month employees to 10 month employee status system wide

Staffing

2019-11-06

Hello

I am absolutely disgusted by your recent propaganda campaign regarding the minuscule budget cuts made by the government that finally recognizes the wastage, inefficiencies, and complete misuse of taxpayer dollars by educational boards in this province. The teachers and staff in this city and province are the most under worked, overpaid employees in this province.

You should be ashamed of yourself for this whining when hundreds of thousands of Alberta's have lost their jobs or taken significant reductions in salary. People are losing their homes, domestic violence, opioid overdoses have risen, while you all live high off the hog and off the backs of the still employed workers in the province and whine about 1.5% cut. Boo friggin Hoo Your salaries are well above the private and public sector (for similar roles) and well above our neighbouring provinces. Our kids are rarely in school, Teachers need days off to have parent teacher meetings, days off to mark report cards that are all computerized. Albertan's pay more per person and get worse results. Something has to change

Staffing

2019-11-06

This province has been hoodwinked by your lawless unions who could not give a shit about the education of our kids. The teachers work maybe nine months a year, for a yearly salary with ridiculously bloated benefits and pensions, all on our backs.

Shame on you – how you look in mirror and be proud of this b/s campaign is so disgusting.

Joseph Goebbels could not have done a better job with this propaganda.

I am hoping the government rolls you back 20-30% and funds the private schools more which provides better education, more choices, all for less impact to the taxpayer.

With the state of financial affairs in the province it is every citizen's responsibility to pare back spending. Our government is taking the lead role and example in this, as is the private sector, the public sector cannot be exempt.

You absolutely disgust me!

Fire the lot of you

Angry and frustrated parent and taxpayer

The Calgary Board of Education needs to stop allowing the "double dipping" of retired staff. If an individual chooses to retire then they should only have the option to come back as a contractor at a base wage, or not at all. Departments need to have a better succession plans in place for when people leave the system. Too often we see people retiring, and them coming back to work thus eliminating the opportunities to replace that individual with possibly two new people for the same costs.

Staffing

2019-11-06

There are many positions that have been added this year, that should be recalled - this is not the year for them

35 Indigenous strategists

30 Math/Literacy strategists

Staffing

2019-11-07

Bussing costs should be increased but also shared with parents the actual cost of bussing/ student and it should be for ALL students who ride a bus regardless of distance from the school

Remove System P/AP meetings (do it webinar or through Area meetings)

Cut backs. Last June CBE proceeded to hire 38 (?) new Indigenous Learning Leaders which at this time I feel were not necessary. Considering there are only a handful of schools who have an Indigenous population - why were so many hired? Furthermore, one school in particular has 2 full time Indigenous LL - is this necessary with a school of only 251 students? Most ILL do not even work in the classrooms but have an office - WHY?	Staffing	2019-11-07
I may be incorrect but so far I am unable to find any news releases about the board of trustees, the chief superintendent and other high level management taking pay cuts.	Staffing	2019-11-07
Instead of cutting teachers cut admin positions. stop wasteful spending. If students come first as outlined above you wouldn't cut teachers but cut the administrative bloat that is the CBE. Stop wasteful spending. Eliminate the salaries for trustees.	Staffing	2019-11-07
How many people are employed by the CBE outside of the schools themselves?	Staffing	2019-11-07
1. Professional Development, specifically Professional Improvement Fellowship. The application process for funding under a PIF grant has just begun. Most universities have a Dec 1 deadline for application to graduate programs. Is spending for PIF grants also frozen?	Staffing	2019-11-08
My school was recently converted from junior high to middle school by the addition of grade 6. While some research supports the middle school model, the implementation seems to be to glue an elementary grade onto a junior high. If grade 6 students are considered old enough to take public transit, would it help the budget to review the requirement for the same students to be supervised more intensely at lunch? I hate to lose the extra help, but times are tough.	Staffing	2019-11-08
I'm asking why the ----- were fired and ----- were hired to take their place? Why was this done when the ----- are paid at a higher wage? This department does not support schools - we still have to negotiate pricing, etc. ourselves. What are they there for? And why is the ----- hiring all of her friends from her previous workplace? What a waste of money!	Staffing	2019-11-08
How about implement a non-pay week for all staff or non-pay days. It can be like a enforced time off for all staff and students without pay. Extra time off and no layoffs. Private sector cut hours why can't the CBE. Everybody removes a week or a few days hours whatever to fix the budget. Or a learn online week for students while staff do not work and classes are closed.	Staffing	2019-11-08
1. Class size: I have worked at 3 schools over the past 7 years, I have never had a class size under 24. 2. Why aren't we implementing a cost for transportation? 3. Why aren't school fees being implemented? 4. Why are there still learning leader positions when teachers are losing jobs?	Staffing	2019-11-08
Thank you for not letting the budget affect the teachers until Jan. 2020. I was wondering what the impact will be on teachers who have a continuous contract. I have been with CBE since 2012 and received my continuous last year (August.2018) after many years of hard work so, I am wondering if this would affect me? I have read that it will be based on seniority but, I was just wondering what my chances would be?	Staffing	2019-11-08

I am a CBE parent as well as a lunchroom supervisor and a question I've heard a few times on social media is questioning the role of lunchroom supervisors, and whether they might be eliminated in order to save money in the CBE. Can you speak to that? Personally, I feel that the role of lunchroom supervisors has had a lot of misconceptions anyway and we need some positive PR on the work we do. I really don't think that if all our positions were eliminated, that teachers would benefit from losing their lunch breaks to supervise students eating in the gym or whatever, and during outside time. But, is lunchroom something the CBE is going to be looking at during the budget negotiations in order to meet this horrible budget shortfall?

I also have a question as a parent. I am genuinely frightened at the potential cutbacks in the support given to students who require special supports. My teenage son is one of those. I already feel that the supports he's been given in the regular middle school program has been stretched and it's been tough on our family trying to get him through school with success. He's heading to high school next year and we are REALLY frightened for his future, as well as what kind of support and accommodations he will be given in that environment in light of the cutbacks. I feel that support staff are already being cut before teachers. I've spoken to several parents who I know who are in the same boat as us with their children's education regarding special needs support, and they are all very angry and upset and scared at what their family might be facing. But, we feel powerless to do anything, to know where to turn for advocacy and to even be heard with our elected representatives. So please, CBE head office, please keep this in mind when you are going through the budget. The most vulnerable students and their families, the ones who require the most support, feel that we are also the ones who are ignored and the ones who feel they bear the brunt of the cutbacks.

Thank you for hearing me!

PS: Can you also provide staff with a refresh of guidelines for social media and other platforms. Believe me, staff don't want to slip up and break the Code of Conduct but sometimes it's a grey area because we are parents and community members as well. It's hard to know the subtleties of commenting or whatever, and what we are and are not allowed to say, even on our personal social media accounts or emails. I'm sure you are aware of the absolute nastiness and vitriol of the discussion of the budget by others and I know it makes all employees really ticked off that our school system is being slammed in this way.

Staffing

2019-11-08

As a 30 year veteran of the CBE I thought I would mention that many years ago most CBE schools worked just fine with a Principal, an Assistant principal and one Vice-principal. Teachers stepped up to take on various roles within the school. I would suggest that significant cost savings would occur by eliminating your learning leader positions. Those that wish to pursue an administrative career will still do so. Those that do not, were never intending to do so anyway.

Staffing

2019-11-08

I have just received the Nov 5 CBE communication about the budget cuts and I am disappointed with the CBE. The CBE plans to pass on these 2% budget cuts to teachers, children, and families which doesn't align with the Blue Ribbon Panel recommendations to reduce administrative costs from 24.6% to the achievable 17% seen in BC. Capital budgets have been cut in every business across the province and Albertans are doing more with less. Except the CBE. Let's start with superintendent wage cuts.

Staffing

2019-11-09

My daughter is a kindergarten teacher and is the sole wage earner in her family of 4. She is terrified of the possibility that, in order for CBE to make up the loss of \$32M from its operating budget, salaries across the board will have to be reduced by \$3200/pa/employee or about \$260/month/employee. After some thought I realized that this must be a bit of a scare tactic circulated by 'someone' because surely salary reductions would not be equally borne on a per employee basis but rather prorated based on an employee's gross income. I put together the attached document to settle her down a bit and she suggested I should send it to you for comment. I had to make a few assumptions but hopefully am on the right track?

Staffing

2019-11-10

Another suggestion to save money would be limiting or putting a cap on the number of learning leaders allowed at a school. This would also increase efficiency and decision making. Eliminating math coach positions. Ensuring all options classes have a minimum number of students in them. For example, you can't run a guitar option for 8 kids while drama has 35 kids. Perhaps putting the number of area directors back to the original number.

Staffing

2019-11-10

<p>How about looking and cutting staff at the top, Do we need all those directors that were just hired and what do they do.</p> <p>The new programs and the teachers with them, that came into our school, are they necessary and needed NO.</p> <p>Teachers and support staff are essential to schools and students. STop cutting them..</p>	Staffing	2019-11-12
<p>1. Principals to take on a supervisory role of two schools. The school that feeds into the school and the school they were at already.</p> <p>Example: Principal at either ---- Elementary School or ----- Middle School would become the principal at both schools.</p> <p>The Assistant Prinicipal would take on more of a leadership role and main presence at their school.</p> <p>The Prinicipal is a great source of comfort for both the parents and students at the lower grade school as they will also be there to ease their transition into the higher grades.</p> <p>Two days per week would be spent at each school and one full day a week would be spent doing administrative work, conference calls, meetings, or whatever else is scheduled ahead of time at the division level.</p> <p>Currently there are 246 schools in Calgary. If every Principal supervised two schools that would save the board from having to pay 123 salaries. If every principal was paid approximately 100,000 (I don't know the actual salaries) your budget would save \$12,300,000 in that one position alone. I realize this goes against your collective agreement of how many Assistant and Vice Principals you require in addition to having a Principal based on the number of staff you have but that could be a part of the collective agreement discussions you have rather than having to lay off so many teachers.</p> <p>2. Why are substitute teachers paid \$66.05 base rate per hour? At the base rate without the holiday pay included, if that teacher ended up working full-time hours by picking up shifts they would be making more than someone who has 8 years experience, four years education and has all the responsibilities of a full-time classroom including the IPPs, K&amp;E programs, report cards, curriculum and daily planning, etc.</p> <p>Do substitute teachers get health and dental benefits as well? If so, I don't believe these expenses should be covered. I believe if they want these benefits then they should cover the premiums at a cost of 25% more than full-time teachers or they should pay 100% of the premiums.</p> <p>3. I have noticed alot of redundancies at the administrative level in the school office. Such as why are parents still filling out paperwork only for secretaries to need to enter it online or photocopy it, etc. Why are we not utilizing power school to it's full capabilities in order to eliminate some tasks required by school staff? In doing that we may be able to eliminate one school secretary/receptionist per school.</p>		
<p>4. All schools should have one school secretary trained to also be a bookkeeper if not already trained for that role. That way the role of an independent bookkeeper can be eliminated and the secretary can take on both tasks with possibly submitting account files to a bookkeeper that can be responsible for overseeing a number of schools.</p> <p>This can save the school the salary of the one staff. If on average that one staff was paid \$27/hr at 35 hours per week (9.5 mths) 246 schools equals savings of \$8,833,860.</p> <p>5. Parents pay \$200 per child for school fees per year (124,400 x 200 = \$24,680,000 increased revenue)</p> <p>6. Teachers take a 1% pay cut and no lay offs.</p> <p>7. Reduce lunch room personnel and stagger lunch breaks to accommodate this</p>	Staffing	2019-11-06

I have just received the CBE communication about the budget cuts and I am disappointed with the CBE response. I have read the CBE budget, the Blue Ribbon Panel Report, as well as the CBE rebuttal to the report. What I have interpreted in the communication sent to parents on November 5, 2019 is that the CBE plans to pass on the 2% budget cut to teachers, children, and families. This doesn't align with the Blue Ribbon Panel recommendations to reduce administrative costs from 24.6% down to a level closer to BC's (17%). In addition, the Blue Ribbon Panel report recommends collaboration between school boards to share services and drive down costs. If administrative costs were reduced and services were shared, the 2% budget cut could easily be managed. I know the CBE argument is that B.C. is an anomaly when you look at other provinces. But the point of the recommendation is that what B.C. is doing is possible and the CBE can learn from it.

None of these solutions were offered in the November 5 communication. The communication was defensive. At this point I would like to educate the CBE on the economic environment that the rest of the province has been living in for the past 5 years as it appears the CBE has been living in isolation from this situation. At my place of work we have reduced our budget by 40%. We have reduced staff by 20%. We have required all of our suppliers to reduce costs by 20% or have their contracts terminated. At a peer company everyone was forced to take a 10% pay cut. People are required to retire at age 55. Staff development and training has been cut, including conferences and guest speakers. Most do not get bonuses or raises anymore. And yet reducing output and level of service has not been an option.

Staffing

2019-11-10

Tens of thousands of people in Alberta have lost their jobs. I have had people in my circle of friends affected by financial hardship, anxiety, depression, and even suicide. I have had to let people go from my team, and I have had to work long hours, absorbing their tasks. I have been worried about losing my job for the past 5 years. I have curtailed my purchases. I save as much money as possible because things have not improved. In fact, capital spending is down in our province, and investment in Alberta has not come back.

And yet, you face a 2% budget cut and say you will pass it on to teachers, children, and families. I am beyond disappointed. The rest of Alberta has simply been doing more with less. I suggest the CBE do the same with their administrative costs. A 10-20% salary cut to the Superintendents would be a great starting point and save up to \$320,000. A reduction in the number of superintendents could save an additional \$200,000. A few other suggestions:

- Human Resources staffing reductions (the HR department is large compared to other businesses when adjusted for capital)
- Finance and Technology staffing reductions (the Finance and Technology department is large compared to other businesses when adjusted for capital)
- Communications staffing reductions - starting with the people who wrote the November 5 communication
- Engage with B.C. to learn how they keep administration costs low
- Share services such as transportation with other Boards such as Rockyview
- Review contracts to achieve reductions (for example the price that CBE pays for computing technology is not competitive when compared to other businesses)
- Renegotiate leases and consider downsizing of office space
- Review services offered to determine if they are having an impact for what is being spent (for example, school nutrition is included in "Service Unit Supports for Schools" and yet hot dogs and potato chips are served at my childrens' schools)
- Seek "easy win" cost reductions for teacher training starting with cancelling paid speakers for teacher's convention

Staffing

2019-11-10

I hope you will find these suggestions constructive.

Signed,

A Calgary parent with three children in K-12 including one with special needs

<p>The budget cuts of this year impacts me directly too. I'm a substitute teacher who has been working with the board for more than 4 years. As every substitute teacher, I was hoping to get the opportunity to receive a probationary contract this year. Unfortunately, it would not happen and in addition, due to the overcrowded sub pool, the work is going to be at the minimum. This reality is forcing me to think of other ways to get an income and in the same time, pursuing my passion of teaching.</p>	Staffing	2019-11-14
<p>How can the CBE and our government support the disruption of learning mid-year and claim, "Our budget decisions are shaped by our shared values: students come first, learning is our central purpose and public education serves the common good"? We are working in an environment with increasing student anxiety and complexity with less support than ever. If we claim to want what is best for our kids and their future, how can pulling teaching from their classes mid-year be in anyone's best interest</p>	Staffing	2019-11-14
<p>I hope that subs who have been in the system for 5 years can remain and that pensioned teachers with a good retirement income will not be part of the sub list. Have a good evening,</p>	Staffing	2019-11-14
<p>I'm a parent &amp; lunch supvr. My suggestions are:  1. Reclassify lunch supvr position to 2.5 hrs/day over 4 days from the current 2 hrs/day over 5 days. This allows you to reduce the current pay rate as determined by labour standards. I suggest by \$2.50/hr.  2. Reduce the amount of directors back to 1/area. We do not need 2 per area.  3. Invest in EA's. they are desperately needed in all schools and should not be the first positions cut.  4. Use technology to reduce paper work.</p>	Staffing	2019-11-14
<p>Can we see outcomes based assessment &amp; de-tracked grade 10 put on hold indefinitely? With a tight budget, spending dollars on strategists/subs for teachers to attend meetings/etc is a lot of time &amp; effort on a pilot project that is not yet proven to be successful on a large scale. Let's put programs are on hold (or scaled down to singular schools) &amp; focus on locally (aka school) developed initiatives that are based on teacher feedback.</p>	Staffing	2019-11-14
<p>I would like to suggest the following to address budget shortfalls:  1-2% wage rollback across the CBE. This would save jobs and reduce funding shortfalls.  hire contract business analysts to review each business unit to look for efficiencies in the work.  Reduce spending on property 30 yr lease contracts such as the Education Centre.  Thank you for the opportunity to provide suggestions.</p>	Staffing	2019-11-15
<p>Prior to ANY staff being removed from a classroom, all other avenues must be addressed first! There should be no need to remove bodies from in front of students. Some schools there are teachers in service or leadership positions that are NOT having full if any teaching loads. Those teachers need to first be placed in front of students before "needing" to cut other teachers or Aids. Costs should be passed on to parents through school fees. The public wanted this now they should pay the fees.</p>	Staffing	2019-11-15
<p>IT supports to schools should also not be cut. We are expected to teach and deliver using modern technologies. My school already only has IT support 1/2 day of every 6 days...If my technology breaks, I already have to wait for that tech day to have it fixed. Not okay.</p>	Staffing	2019-11-15
<p>All non-essential positions above principals should be cut prior to teachers or aids in the class are cut. Anyone who is working in a curricular area above the principal level should be eliminated first. As we teachers are curriculum experts everyday as we stand in front of students and deliver. We also participate in PLC weekly to ensure we are those experts. Move the specialist back to the classroom. Save money on salaries and have teachers in front of students!</p>	Staffing	2019-11-15

I am deeply concerned with the suggestion that staff with direct contact with students will be cut. We need to maintain or grow staffing for teachers, ELL, Special Education, psychological testing, and even classroom materials like paper and books and technology. We ought to increase school fees to parents. We can't expect cuts to services and hope to maintain the quality when there are cuts. The public voted for Kenney and the cuts so they should start to pay for them.	Staffing	2019-11-15
Why don't you suggest that teachers take a pay cut in order to save their colleagues jobs? No let's just let more albertans be unemployed! This is our reality! We need to work together! Figure it out! They are among the highest paid teachers in the WORLD! Put this out to the media!	Staffing	2019-11-15
There should not be any reduction in teaching staff, however, to save money there can be reduction of janitorial workers and education assistants.	Staffing	2019-11-15
Give all employees a minimal payout - i.e. 1% -Determine different choices for Ed Centre; i.e. Opt out of Agreement, find another home, etc. -Employees work for free one day every 2 or so months for awhile Thank you. I wish everyone the best in working through this huge challenge.	Staffing	2019-11-15
Have you looked at cutting costs in your own administration? I'm not talking principals and APs, I'm talking head office. Are unnecessarily expensive trips being reviewed? Technology departments? Jobs in HR? Look at head office first before cutting teacher and education assistant positions.... if you really value that students come first.	Staffing	2019-11-16
I would like a breakdown of salaries of all higher management of CBE. I believe the \$32 million can be resolved with looking at wasted money such as unnecessary positions in management. Mr. Grundy, please stop making comments that appeal to public out rage, such as increasing Transportation fees, school fees, and saying you will cut 300 teacher jobs in January. That will not happen. My tax dollar do not support Calgary Board of Education, however I am outraged.	Staffing	2019-11-15
I would like to know why, in this time of almost unprecedented financial strain, the CBE is still promoting full-time staff from out of the classrooms and into positions of senior management at the downtown head office. The Learning Leader of English at ----- was just given an administrative posting as a "specialist of student success," a move that makes no sense right now. This seems to confirm Minister LaGrange's suspicion that there is room for cropping at the top.	Staffing	2019-11-16
As a parent with two kids in a CBC school, I am very concerned about growing class sizes, school fees, staffing, and teacher workload. I believe an investment in our public education system will pay off in the future. If we underfund our education system now we will get what we pay for as the kids today grow up and are ill-prepared for post-secondary, and adult life later on.	Staffing	2019-11-18
With the budget shortfall this year I feel it would be wise to eliminate learning leader positions in the school as well as extra specialist positions such as Math and ELL. A lot of money goes to these positions and the sessions they attend. We need support in our classrooms so keeping our EA's is essential. Specialists such as Music and Phys Ed should be preserved as these are specialized skills.	Staffing	2019-11-18
My son has an IPP. He has some special learning needs, and right now is doing very well. This is in large part due to the incredible teacher he has this year. We have been absolutely thrilled by her level of dedication to her students, and the care and consideration she has taken to ensure our son's needs are met, and that he is being taught effectively. It would be truly devastating to lose her! I sincerely hope you do not have to lose any core teachers. Please do not let ----- go!!!	Staffing	2019-11-18
Please cancel some PD workshops in order to save money and retain teachers. How much would cancelling the teacher's convention save this year?	Staffing	2019-11-18
I work in a school library and have been with the CBE for 6 years. In that time I have seen so much waste and entitlement. Now I cannot purchase books for students and my hours are so few (15/week) that the support for students is low. I feel angry about the mismanagement of public funds.	Staffing	2019-11-19

As a teacher with CBE I am TERRIBLY frustrated with the way CBE is managed. Staff at the downtown office don't remember what teachers are going through, on the FRONTLINE, in the classroom, WITH students who they consider THEIR KIDS!! The simple fact that we went from 5 Area Directors to 14 Area Directors is ridiculous in times like these. NO teachers should be cut from classrooms - all cuts should be happening at the district office if STUDENTS FIRST is the downtown motto. SIMPLE to me!	Staffing	2019-11-19
Does the CBE pay anything at all towards Convention? Other than staff having two days off. The unions should pay 100% for convention and take attendance. The days off shouldn't be treated as 'free days' for staff.	Staffing	2019-11-19
Stop contracting back retired employees at the highest cost. If a former principal or teacher wants to sub it should be at the lowest pay level - a sub-pay-level for all. Do we contract back retired specialists in high paying positions?	Staffing	2019-11-19
Learning Leaders in schools should be teaching more. I believe their extra pay is minimal but adds up. Half time learning leader half extra pay. The number of ATA staff that work downtown is disgraceful. Why have ATA in HR, do we not have competent HR employees? Do we still have ATA staff in partnerships? Why?	Staffing	2019-11-19
Consider a wage rollback for the top level earners either way. If the AB Gov enforces a wage roll back on all workers, the highest level earners could also take an extra 1%.	Staffing	2019-11-19
Staff Gifts - Does the CBE pay for long term staff gifts. This should be eliminated immediately. If you have a need to recognize long term staff then a pin is all that is required at a fraction of the cost.	Staffing	2019-11-19
Regarding the CBE budget announcement and anticipated further teacher cuts for Jan 2020, (as our school already cut 2 teacher FTEs at the end of last school year) - there has been nothing said about how CBE compares to other school boards in terms of its budget and the effect of cuts from the Provincial Budget - such as the Calgary Catholic board or the Edmonton Public Board. It would seem strange if only CBE had to make cuts to front line staff suggesting inefficient use of resources.	Staffing	2019-11-19
Sad to here that 300 temporary contracts will be gone, necessary though. Will there be an announcement about other temporary contracts? There must be some in facilities, head office, management, other than teachers in classrooms.	Staffing	2019-11-20
Hello, I am wondering why the allocation of the funding reduction, due to mid-year budget cuts, needs to completely be at the "front line" ie - approx 300 temp contract teachers. Has there been an audit or review done on the efficiency of funds allocated at Management level - and I do not mean principals and assist. principals - I mean higher than that. Often there is over mangmt and/or managers that could be eliminated without impact of workload on those below - Keep the teachers, Cut the fat!	Staffing	2019-11-20
I am a concerned citizen and homeowner in Calgary that has been following the adjustments to new budget realities in AB. I appreciate the difficulty in making tough decisions, but at times am a little perplexed by logic. For example, some Canadian teachers under contract to the CBE are receiving termination notices, but foreign exchange teachers appear untouched by the cuts & a few years ago spain refused canadian exchange teachers- we still take them - ?????	Staffing	2019-11-20
What is the breakdown of a \$100,000 teacher? Experience In years? Benefits? Salary?	Staffing	2019-11-20
I am deeply concerned the the CBE choose to lay off teachers as the first response to the 2 grants being withheld by the UCP government. The lay offs put students in jeopardy. As you are aware there are many many kids in the CBE that have come from other countries where they may have experienced trauma. Trust is huge for these kids and lay off coming mid year creates anxiety in them and their families. I hope you can reconsider this first step you have taken.	Staffing	2019-11-21

<p>I am a parent of a kindergarten child in the CBE, and wanted to express my dismay at the recent announcement of 300 teacher layoffs. It is disheartening to hear that the Calgary Separate Board, and both boards in Edmonton are able to find other ways to cut costs, and the CBE is unable to, especially with such a large budget (1.2 billion). This will surely affect the quality of both of my children's education (I have a 3 year old daughter as well). Class sizes will go up, specialists (music and PE teachers) will be lost, and our most vulnerable students will definitely be negatively affected.</p> <p>I understand the government has put the CBE in a tight spot, but cutting front line teachers first, who surely make much less than system strategists, consultants and head office folks, is a horrible mistake that shows a lack of concern for the students you say that you care so much about.</p> <p>The CBE needs to rethink how they are going about this 3.2% budget cut. Laying off 300 front line teachers is wrong.</p>	Staffing	2019-11-22
<p>300 front line teacher layoffs is an outrageous way to reduce a 1.2 billion budget by 3.2%. The Calgary Separate Board, and both boards in Edmonton are able to find other ways to cut costs. Class sizes will go up, teacher specialists (music and PE teachers) will be lost, and our most vulnerable students will definitely be negatively affected. This shows a complete lack of concern for our students, and more concern for retaining high salary system strategists and head office folks. Horrible!</p>	Staffing	2019-11-22
<p>Are there payouts when people leave? For exempt and union? Is it part of collective agreement? Is it based on years of service? How much per year on average is paid to people as a retirement/resignation pay out?</p>	Staffing	2019-11-22
<p>I disagree with the decision to reduce temporary teacher contract positions based upon the budget shortfall.</p> <p>We believe the CBE's response to the provincial budget should minimize disruption to students. In our son's school, 5 teachers within his grade will be affected. This will significantly disrupt student learning midway through the academic year.</p> <p>We are also concerned about increased class sizes.</p> <p>As a taxpayer I expect the CBE to find efficiencies other than front line teaching positions</p>	Staffing	2019-11-22
<p>As a born and raised Albertan, I've lived through the ups and downs of our boom/bust economy. I was proud to hear last year that Alberta student rank #3 in the world and I see the strong schools we have today that has created that amazing performance.</p> <p>When I heard the current government was cutting 48 million from our school budget mid-year I was concerned. To then hear immediately that CBE was going to cut 300 teachers, pulling them directly out of classrooms like my daughters mid year I became very concerned.</p> <p>My ----- has struggled with anxiety as she began school Many weeks after the start of ----- I would have to walk away as she screamed in fear. Unable to calm her, the teacher would calmly nod it was time for me to go and she would continue to settle her. I could hear my daughters cry all the way down the hall. Great teachers, with small class sizes and assistance in the class room helped give the support my daughter needed to learn. She now has a IPP and the strategies we've developed have made her an incredibly confident student who is excelling today in class.</p> <p>But this year, her most favourite homeroom teacher will likely lose his position due to your plan to take these mid-year cuts by cutting homeroom teachers.</p> <p>How do you justify this? There must be more ways to save this money than by cutting homeroom teachers from our youngest students. There must be smarter cuts you can make to pressure the close relationship that homeroom teachers have with out Elementary students.</p> <p>Please find a way to protect these temporary contact teachers who are so important to their classes of our youngest learners.</p> <p>I know times are tough, but you and the board must work harder to manage this.</p>	Staffing	2019-11-22

<p>I am writing as a very concerned parent and Calgarian. My daughter just started Kindergarten and we have learned that her teacher is one of the Calgary teachers whose contracts are ending in the middle of the school year. A key component of developing smart and capable children is ensuring they feel safe and secure in their school environment as this contributes to a positive learning environment. This is especially important for younger children facing 12 more years of schooling. As parents, we want our daughter to love learning and see that school is a safe and consistent place to be. To take a five year old's teacher, to whom our daughter and her class have formed very close bonds, away in the middle of the year will hamper learning and break trust. I believe that there are many other ways to find savings that don't involve taking children's teachers from them in the middle of the school year. Doing so is harmful to children. I implore you to do whatever you can to ensure that teachers are not laid off in January, but that they complete the school year with their classes.</p>	Staffing	2019-11-24
<p>I would consider early retirement if the right package was offered. Many would also look at this. One of my biggest frustration, is some staff members' regular absences. I really think the system should look at these people, audit the schools or the board. When a school books a lunchroom sub up to 3 times a week on a 4 day week, there is something wrong. This time is being used abusively. I know I speak for many schools with the same issues</p>	Staffing	2019-11-25
<p>"we are working to minimize budget impacts to students and their learning.....and we will continue to put students first." Keeping the above statements in mind and the contract teachers being put on the sub roster beginning of Jan. while the semester/term ends and exams are written in the month of January, does that mean the students' assessments and their report card comments will be done by teachers who haven't even taught them? How would that be putting students first?</p>	Staffing	2019-11-25
<p>I am certain you've received a lot of questions about the upcoming cuts and I apologize in advance for adding to the noise but I felt I had to write. I have two boys in public schools in Calgary and am very concerned about the decisions that have been made as of late. I realize it is an extremely tough time right now and I do hope you'll do what is necessary while keeping the best interest of the students but a blanket release of contract teachers does not sound like you have the interests of our children at heart. There are several other ways to address the issue without having a direct impact on the students like this would. I'm both shocked and angered at the province but also with the CBE's decision. I expected more and feel for our children and the teachers affected. The board is full of teachers close to retirement, teachers not up to standard along with an array of other cost saving measures. Spend some time and thought on decisions that have such a great impact rather than making an extreme and very impersonal decision - many of those teachers affected are young, fresh, brilliant people you should be wanting as part of the CBE. Not only that but doing it mid year and causing such an upset of so many students is uncalled for. I do realize the board is in an extremely touch situation but am hoping a better resolve can be found. Signed an extremely concerned parent.</p>	Staffing	2019-11-25
<p>At my son's middle school, -----, with it's brand-new French Immersion program, both core grade 7 subject teachers, ----, will be laid-off come January. The effect of these lay-offs on students cannot be over-emphasized: These teachers are the heart and soul of the new French Immersion program at ----- Please re-examine how temporary teacher cuts impact specific schools such as --- -.</p>	Staffing	2019-11-25
<p>I am disappointed that the Senior Leadership at the CBE have not stepped up and announced a cut in compensation for all middle to senior staff. Layoffs should be a last resort. The CBE executive needs to show real leadership by cutting their own salaries, bonuses, perks etc. Secondly the CBE must ensure they have rigid cost control measures in place, especially around employee expenses and travel.</p>	Staffing	2019-11-25

CBE made the decision to expand the French Immersion Program in NW Calgary in order to accommodate high numbers of students. A new FI program was opened up at ----- despite parents concerns.  
There will be a massive and disproportionate impact upon the grade seven French Immersion classes at ---- with the loss of their --- teachers last week. This program will be decimated by the loss of ----- . I implore you to reconsider this decision.

Staffing 2019-11-25

Hello - your directive to cut the temporary teachers which is the least costly is a terribly inefficient way for you to cut costs. Cut managers and any admin staff not directly involved in providing services to your children. Your admin costs are too high and is too bureaucratic and can do with many many less admin staff and management. Start there and please reverse the terrible decision to cut the highly efficient and cheapest part of your delivery staff!

Staffing 2019-11-25

Hello - please stop fear mongering about the cuts and dig deep to become more efficient - cut learning leaders, option teachers, stop all travel - people in the private sector don't travel on expensive trips if their company has any sense of cost control. Sell those costly smart boards that no one in the word actually uses!  
The budget shortfall is bad planning - cbe should have anticipated this would come!  
Don't cut your low cost temporary teachers!!

Staffing 2019-11-25

school due to recent budget cuts, and in an effort to secure your support, we would like to mention a few crucial points.  
There are many individuals in our school that benefit from the ----- program, from athletes to those struggling with stress and anxiety. ----- helps these people be mindful in their lives and helps to spread this attitude throughout the school. If the class gets cut, we will lose positive attitude and serenity the ----- program brings to the school. Having a ----- class in our school does not only teach the students about how to be sensible during practice, but also how to live a mindful life.  
We understand that the economy is suffering and the choices will affect our futures one way or another. We acknowledge that the decisions the government needs to make will never be able to please everyone, however, we believe that you should have an understanding of how these budget cuts will affect us and our province as a whole.  
-----, which means union, is an ancient philosophy of life with the end result of finding balance or harmony. It is not just exercise, it is a series of life principles including but not limited to well being, relaxation, mindfulness, concentration, strength, flexibility and so much more. ----- is proven to lower the overall stress in an educational setting because of the serenity it carries throughout the school. It is not just another class like ----. It teaches us life skills and how to obtain a healthy lifestyle. Taking this program away will increase the anxiety within the walls of our school and take away the chance to learn life long skills that can only be taught through ---. The -- program may not be as big as some of the other classes but its impact on the students is far greater than any other class. Although these other classes provide us with knowledge, -- teaches us about union, something that is rarely taught in other classrooms. Union helps one to be accepting of not only themselves but others around them; A skill that gives students a better high school experience which sets them up on the right track for their futures.  
For -----, the -- class is what guides her towards her future career. She wants to study ----- and receive an instructor certificate. To her, taking --- away would be like taking chemistry away from someone who strives to be a ----. -- is not just another class to her, it is a vital part of her life and has lead her to understand who she is and what she wants to do after she graduates. She is very grateful for the opportunity she has to practice in school and continues to gain a more in depth understanding of the principles of --. ----- had the honor of meeting --- himself. While they were talking she mentioned that she was a -- student and he told her that he was proud that ----- offered - and so many other options. con't.

Staffing 2019-11-25

con't from previous.

For me, I struggle with anxiety disorder and experience large amounts of fear and stress due to school and other activities going on in my life. The -- class is a place for me to not only feel relaxed but learn strategies to deal with anxiety outside of the class. I have grown so much through this program and have learned to deal with my anxiety with the techniques we have learned in class and I can't imagine not having it available in our school. This class is so important to me and not many people realize just how significant it is in some of our lives.

Since the large budget cuts made throughout school boards across Alberta, we strongly believe that there needs to be reconsideration of how these budget cuts are being managed and you can help us by addressing this letter at the next meeting. We hope you would do anything you are able to help foresee the issues affecting individuals in the classes and how much these dangerously large cuts will alter our futures.

As students at ----- we stand in solidarity to bring this situation to resolution, and we hope you agree with our position and support us in any way you can.

We appreciate the time you took to read our letter and hope you will support us by addressing this concern. Please feel free to contact us if you have any questions at the contact information given below. We look forward to hearing from you.

Staffing

2019-11-25

The ----- program is of great concern to us as it is in danger of being shut down at our school due to recent budget cuts, and in an effort to secure your support, we would like to mention a few crucial points.

There are many individuals in our school that benefit from the ---- program, from athletes to those struggling with stress and anxiety. ----- helps these people be mindful in their lives and helps to spread this attitude throughout the school. If the class gets cut, we will lose positive attitude and serenity the -- program brings to the school. Having a ----- class in our school does not only teach the students about how to be sensible during practice, but also how to live a mindful life.

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Staffing

2019-11-25

Con't from previous

For ----, the yoga class is what guides me towards my future career. I want to study ----- certificate. To me, taking -- away would be like taking chemistry away from someone who strives to be a chemist. -- is not just another class, it is a vital part of my life and has lead me to understand who I am and what I want to do after I graduate. I am very grateful for the opportunity to practice in school and continues to gain a more in depth understanding of the principles ----- . ---- had the honor of meeting ----- . While they were talking, I mentioned that I was a -- student and he told her that he was proud that ---- and so many other options.

For --, struggles with anxiety disorder and experiences large amounts of fear and stress due to school and other activities going on in her life. The class is a place she can not only feel relaxed but learn strategies to deal with anxiety outside of the class. She has grown so much through this program and have learned to deal with her anxiety with the techniques we have learned in class and can't imagine not having it available in our school. This class is so important to her and not many people realize just how significant it is in some of our lives.

Staffing

2019-11-25

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As students at ---- School we stand in solidarity to bring this situation to resolution, and we hope you agree with our position and support us in any way you can.

We appreciate the time you took to read our letter and hope you will support us by addressing this concern. Please feel free to contact us if you have any questions at the contact information given below. We look forward to hearing from you.

My son is a grade 7 student at ----- . I understand that a minimum of 3 Grade 7 teachers are being let go due to budget cuts. This is COMPLETELY unacceptable. I do not care whether it is the Provincial Government or the CBE who are to blame. Probably both. Bureaucrats within the Provincial Government or CBE can go or take cuts and the government can stop pushing its private agenda, but this hugely negative impact on our children of teacher losses is unacceptable.

Staffing

2019-11-26

Hello, I am writing to you regarding the recent layoffs in the CBE. It is incumbent on you to reconsider your current decision to layoff 300 temporary and probationary contracts teachers. I understand the UCP has cut 2 important grants. However, surely with a 1.2 billion budget you can find the money somewhere to keep the teachers. You are putting our children at risk. The CBE and the UCP are to blame for the current situation.

Staffing

2019-11-27

As both an educator and a mom, I was deeply disappointed with the CBE's strategy for cutting spending. My daughter has a teacher she absolutely loves who happens to also be a temporary teacher, and it strikes me as mean and unfair to end all temporary contracts. I am wondering, on the other hand, why we need to have learning leaders? We can make good teams without learning leaders. Additionally, why not reduce the inflated salaries of those at the top, who can afford a small cut in salary?

Staffing

2019-11-27

You need to ensure that schools are not simply eliminating support staff positions. The behavior workers and education assistants help my child more than the teacher does. My son's school has laid off all ea's this year and only have one behaviour person left. This is not enough. The school is in chaos.

Staffing

2019-11-27

I am extremely disappointed to hear about the mid-year school budget cuts that have resulted in 3 temporary teachers at --- School being let go effective January. There is no time for a reasonable plan for the students in these classes. This disruption, effecting children in Grade 1 and 7 classes, will have a long term negative impact. Delaying these cutbacks so these children can finish their school year is in the best interest of the children. What can we do to resolve this issue?

Staffing

2019-11-28

I was reading a letter to the editor this week. Do CBE staff, especially management staff, actually receive bonuses? That is unacceptable!

Staffing

2019-11-28

<p>I understand there are ongoing negotiations regarding the termination of temporary contracts. I would like to advocate for the retention of ---, Grade 1 teacher at --- School. She is filling a maternity leave and is on a temporary contract. The removal of this teacher will be very disruptive to the students and a loss to the school.</p> <p>Please consider continuing the full-year (temporary) teaching contracts that replace full contracts on temporary leave (ie. maternity leave</p>	Staffing	2019-11-28
<p>Very unhappy about the budget cuts. --- School will be losing an amazing grade 1 teacher despite 51 grade 1 kids. If cuts need to be made is there no way to make them administration cuts? What about facilities management? Schools dont ever have their sidewalks deiced or shoveled. People are continuously slipping and money must be getting spent on contracts that clearly arent being fulfilled. What happens when someone falls gets hurt and sues? More cbe funds that are diverted from schools.</p>	Staffing	2019-11-28
<p>Timing on layoffs is terrible! My grade 1 boy will be losing his teacher who is covering a maternity leave. This is very disruptive to a young child, but more importantly why is this happening mid-term? The Catholic system seemed to manage to this campaign promise, and made the tough choices over the summer, why didn't the CBE? This doesn't instill confidence in the CBE.</p>	Staffing	2019-11-29
<p>I would like to comment on the short sighted decision on part of the Alberta government to force the CBE into a position requiring them to cut 300 teaching positions by January 1, 2020. The result of removing that number of teachers will have a negative impact on the quality of education provided by the CBE and will be a difficult adjustment for the thousands of students who will be directly affected by losing their teachers mid way through the year. The education minister should be ashamed.</p>	Staffing	2019-11-29
<p>Now that the CBE has laid off 300 temporary and probationary teachers due to UCP cuts what is next for the teacher. I realize they will go on the sub list but will they also get EI. The action of the CBE is reprehensible. You must reinstate these teacher at once!</p>	Staffing	2019-11-30
<p>I am extremely concerned with the mid-year layoffs of 300 teachers. I understand that the government has provided significantly inadequate funds; however, to disrupt learning mid year is terrible. Has the CBE considered offering its teachers early retirement incentives?</p>	Staffing	2019-12-01
<p>A small amount of money could be saved by cutting the Teacher Induction Program. This program incurred sub costs, and rental of venues, including WinSport. The majority of teachers who attended found the programming to be unhelpful and the presenters out of touch with the real needs and challenges faced by beginning teachers.</p>	Staffing	2019-12-02
<p>With 55% of FTE's in NON-teaching positions, why do cuts land on teachers and not admin? The ratio of Vice-Principal / Principal / Consultants supporting teachers is 1:3 i.e. each teacher carries 1/3 of a boss. The student/FTE ratio is 12, which should allow strong class size gains, but the board waste is immense. Add to that shameful/wasteful capital spends (--- school poorly designed/built/indulgent/expensive). The focus is supposed to be on education, not protecting overpaid bureaucrats.</p>	Staffing	2019-12-03
<p>Good morning, I understand the CBE was granted a 1 time use of maintenance funds for 15 million dollars. Please use this for STAFFING</p>	Staffing	2019-12-04
<p>Take a look at your budget and cut some of the non-academic crap out and your shortfall wouldn't be so much. Maybe no shortfall at all.</p>	Staffing	2019-12-10
<p>This is great news and thank you very much for fighting for the education of our children.</p>	Staffing	2019-12-10
<p>As much as I appreciate the update, I find myself not appreciating the management of the CBE. As a parent my first priority is on the frontlines in the schools where learning takes place for our children . I'm of the opinion that to much is spent on the administrative side of the CBE operations which needs to be better balanced including wages cuts.</p>	Staffing	2019-12-10
<p>Well done Chris; glad to hear the teacher reductions decision is reversed.</p>	Staffing	2019-12-10

<p>I appreciate your update on this issue. However I believe you misstated things in your email. Your budget wasn't "cut" as per the provincial budget, you actually received mire money than you did last year, ergo, it wasn't cut, rather increased. Further, I am sickened by your ploy for sympathy that the board decided to cut 317 contract teachers, those on the front line. A more prudent step would have been to take wage reductions for those in non-school, management positions. Remember that the vast majority of your students parents have been doing this since 2015. That didn't happen, this is most likely the last year we will have our children in your system. Financially we are able to send our children to charter schools, for that I am grateful. Take a good hard look in the mirror, that's where cuts need to start. If they do, it may be more palatable to Calgarians, therefore more sympathetic to your plight.</p>	Staffing	2019-12-10
<p>Question with these budgets underway...why does a school need 3 principals? I don't understand this. To me that's a waste of money. When I was in school we had one principal with at least 30 kids per classroom and they did just fine. Not sure why that money is being wasted that way. So by having three, you are taking away from our child's budget. Sorry if this sounds rude but no other way to put it.</p> <p>And also why aren't we allowed to film our child during their first Christmas concert? That's ridiculous. How are we to share this experience with the rest of the family if we can never record our child perform?</p>	Staffing	2019-12-10
<p>Thank you so much for making the right choice for our children and the future of Calgary and Alberta! We very much appreciate you cutting down on costs at the top end where it will likely not be noticed much at all.</p>	Staffing	2019-12-10
<p>Maybe the teachers and school employees should take a 10% wage roll-back just like the AB private sector has done in the last 5 years. The public sector in AB has ridden the coat-tails of the private sector, but when things are bad NONE of you will do what is right and cut your pay. Christopher, the private sector has been cutting jobs for approx 4 years and now. It's time for the public sector to face the music as well. You are responsible for a terrible lease by the CBE what did you expect?</p>	Staffing	2019-12-10
<p>Why didn't you do that in the first place?</p>	Staffing	2019-12-10
<p>That's good to hear and we are all proud of CBE especially to your office Chief!, we are all standing to support you keep Calgary proud!</p>	Staffing	2019-12-10
<p>So that's freak'n great for the teachers and absolutely shitty for the parents with kids on the buses with no choice of their own!</p>	Staffing	2019-12-10
<p>Hard times for everyone in Alberta, thanks for doing your best with a reduced budget allowance.</p>	Staffing	2019-12-10
<p>What about the 50% of personnel who are not teachers???? How many will be laid off???</p>	Staffing	2019-12-10
<p>How about you and your executives take a small pay cut instead of passing it down to our frontline workers.</p>	Staffing	2019-12-10
<p>A 1.3 billion budget and you were going to fund a 2.9 percent reduction in funding by laying off 300 of your lowest paid front line staff. Please be better than that.</p>	Staffing	2019-12-10
<p>Bravo! A happy parent reading this, thank you</p>	Staffing	2019-12-10
<p>Please lay them off.</p>	Staffing	2019-12-10
<p>This is not good news but for the returned teachers and you. Although with high qualification we are struggled to find job and did not have a mercy like the temporary teachers have had. Not only that and you want to absorb more money from low income families. You have enforced us to go for far schools and now you want us pay you. It is too much.....too much.....too much..</p>	Staffing	2019-12-10
<p>Wonderful news!!</p>	Staffing	2019-12-10
<p>Thank you for this excellent summary of the steps you have taken in the face of a difficult budget shortfall.</p>	Staffing	2019-12-10
<p>Awesome! It's about time! The school system has not been updated since the 40's. Clearly the system is broken and no longer working for anybody including the students teachers and parents Sounds like you need to learn how to manage a budget properly like the rest of industry. disappointing to say the least.</p>	Staffing	2019-12-10

Let's be honest. The board of education is bloated and you have lied to parents about false budget cuts. Time to clean up the head offices of the board before laying off the people that do the real work like teachers. Stop lying to everyone	Staffing	2019-12-10
Enough with the bullshit. Time for new management in all of the schoolboards! You guys are pathetic!	Staffing	2019-12-10
Good job everyone!!! Thank you for your incredible response in this! Proud to have my child graduating from ----- this year!!! It's been an amazing experience for us. Possibly life saving for him!!!	Staffing	2019-12-10
Glad that 300 job still remain in place Even i sent email to Premier Jason. To balance our budget, govt is doing extra money spent cut. Our govt can take little more time than 4 years to balance it which will save 8 million Dollar every month interest. So they don't need to cut essential services Like education, health care, police, etc	Staffing	2019-12-10
Get rid of those teachers and make it affordable for people to have their children at school. Children that are forced out of their school areas. Instead of being able to safely walk to school are forced onto buses to take a half hour ride through traffic. Now families that are already struggling are told to pay for this.....!! Now families won't be able to send their children to school. Schooling isn't a privilege it's a right in Canada and the city of Calgary must put a new hockey rink ahead of children's educations! What is happening here!	Staffing	2019-12-10
Just curious: What do you expect the level of morale & dedication to be from the 317 teachers who were told two weeks ago that they were being cut? And.... Is the person, or persons, who made this unbelievable HR gaffe going to resign, or be fired?	Staffing	2019-12-10
Thank you for your email. I believe there's always room for saving a few % of costs while delivering same or better level of service. Private sector has done it for at least 5 years in Alberta since the oil crash. If so many Albertans have done it, CBE can do it too. If any doubt, look for a few good leaders from big oil in Alberta and they will deliver it for CBE, sitting in a big nice office stressing out who to fire.	Staffing	2019-12-10
How exactly can you people make these ridiculous bus fees retroactive? Instead of wasting time & jet setting everywhere, Jason Kenney, who doesn't have any kids or family of his own should spend sometime in his office solving day to day problems. The school executives should also take a 5% cut across the board. I can't believe you people have the audacity to pass this onto the already struggling parents! We do not have a public school for my daughter in our neighbourhood, instead the we have a brand new francophone school within walking distance, which cost millions to build for the 9 families in our neighbourhood, that my daughters "yellow bus" drives by everyday....my daughter has to take the "yellow bus"...which is not exactly a treat! Your feeing & taxing people to death!	Staffing	2019-12-10
I am writing back to tell the CBE and you to cut back on the management in that organization instead of cutting teachers. Teachers I agree are the backbone to development of our future not over management. If the CBE was run privately the cuts would not be front line hard working teachers it would be overhead like management.	Staffing	2019-12-10
Fire some of your redundant employees and cut your overhead not your teachers and special needs programs!	Staffing	2019-12-10

<p>You played mean politics with your circus about firing the teachers only to put pressure on the Government and to make the Government look bad in eyes of parents and their children. You have manufactured the crisis, never intended to fire those teachers in the first place and used children for personal gain supporting your ridiculous high salaries and golden pensions. That is very shameful.</p> <p>You can trick children but parents are not that stupid and will not forget what you, CBE and your pathetic Union did.</p> <p>You should also have CBE stop overspending year after year and taking more money from tax-paying parents. If that means firing 300 teachers then do so.</p>	Staffing	2019-12-10
<p>Thank you for the update I would love to see your compensation and some other executives compensation slashed just like everyone else in Calgary! But we all know high level civil servants will never do that as they are way too pompous!</p> <p>Signed a very parent that is very annoyed with the CBE !!</p>	Staffing	2019-12-10
<p>This communication brings so much relief and good news.</p> <p>Well done as you seek more innovative ways to drive down the cost of operation.</p>	Staffing	2019-12-10
<p>Nice use of human lives to make a statement. Noticed your use of semantics as well; are these people now left another 6 months of wondering what their job status will be in June? Maybe your executive should take a pay cut to show you might actually be serious. Looking forward to seeing audit results.</p>	Staffing	2019-12-11
<p>I was encouraged to see the lay-off notices reversed, but was disappointed to have seen them at all. Could you explain how the Calgary separate system or the Edmonton systems were able to weather the cuts without cutting front line teachers?</p>	Staffing	2019-12-11
<p>The optics don't look good here. I think the general public understands the game of poker you tried to play with the Government.</p>	Staffing	2019-12-11
<p>In your next communication, please address whether the CBE has considered laying off administrative excess rather than teachers or whether the CBE considered encouraging Administration to take a pay cut to save some teacher jobs? Our schools and classrooms are already over crowded which impacts the quality of the teaching - its easier to reach 25 kids than 35.</p> <p>I guarantee there are savings to be had through administration.</p>	Staffing	2019-12-11
<p>Lets see cbe management and board take a 20% pay cut.</p> <p>Thanks for not building a high-school in my neighbourhood and then making us pay full cost of bussing.</p> <p>Nothing what you people are doing hurts you. Nothing.</p>	Staffing	2019-12-11
<p>You wonder why there's no money! Your salary is \$295000!</p>	Staffing	2019-12-11
<p>Why did the school board open with firing teachers? That was a mistake. Why didn't you start with looking at your books to find a way to make it work? Exactly like every other family in Alberta has done for the last 5 years.</p>	Staffing	2019-12-11

I find these emails from the CBE alarming and I wish they would stop. Alarming in the fact that the CBE has a spending problem no different than our City Council or Federal government. You fail to mention in your email to parents that the overall budget is \$1.4 billion and your budget shortfall of \$32 million is 2.3% of your overall budget. You dangle 317 temporary contract positions in front of the provincial government and parents as a scare tactic. You say in your email below that you are going to use the IMR dollars to prioritize our students. Were you prioritizing students when you looked to cut 317 contract positions? I think not. Those 317 positions should be absolutely disgusted with you guys. Unfortunately most probably look to blame the government rather than the poor decisions made at top level within the CBE.

The CBE is spending \$13 million/year on their 200,000sqft office in downtown at a rate of \$65/sqft....when space in the belt line is as low as \$15-\$20/sqft. This is a cost realization of \$9 million or 28% of your budget shortfall. This is unfortunately not on the table because of a poor decision made by your organization.

The only thing I've taken from these emails is the CBE has no interest in getting their spending in line or their students. They are 100% focused on retrieving their \$32 million from the public. The average superintendent makes \$224K/yr and there are 6 of them are pay cuts on the table for anyone at the CBE or just their jobs?

The CBE needs to start running itself more like a business and less like a charity. In the 2017-18 budget year you paid \$197 million to benefits providers when was this last negotiated? Scared of an audit because it will prove exactly what you already know which is spending is out of control and has been for years. Time to jump in line with the rest of Calgary and start taking a hard look at yourself and your organization. Learn to be lean, learn to spend wisely and make the right cuts. Cuts don't always begin with head count reduction. How many jobs did Calgarians lose in November alone? Eventually their will be no more pieces of pie to slice up.

If I knew I could withhold my tax dollars from the CBE by sending my kids to a private school I would because I'm absolutely sick to my stomach as to how the CBE operates and spends. You should be ashamed of yourselves for putting those 317 people on the chopping block because you used them as bait.

Staffing 2019-12-11

Thank you for the update,

As a tax payer in a depressed economy. I'm obviously concerned however I was old enough to remember when Ralph had to do the same thing to get us responsible again. Thank you for your leadership, as we all get back to work it will improve.

Another idea is a 20% pay cut for all staff and 20% layoffs like we have had to do to survive.

Staffing 2019-12-11

Great news, thank you!

Staffing 2019-12-11

We have too many superintendents wasting tax payer's money. Period.

Staffing 2019-12-11

graduating this year). The reasons we are choosing to home school have a lot to do with what we feel as a family is a failure of the school system to actually want to 'teach' students currently. There is a dramatic lack of regularity with school days. The actual material (or lack thereof) of being covered as well as the 'bottomed out' expectations of the system. I expect my kids to know their math facts, to run businesses (which they do at the age of 6 and 8) and gain experience as entrepreneurs, to actually complete work on a deadline (and yes, uncompleted by deadline is a zero), to know how to spell (without a computer) ect. These are not unrealistic expectations for children. In fact having expectations doesn't actually 'hurt' children. We also feel as a family that there is a massive breach happening within the school system of our fundamental rights, where there is so much 'politically correct' talk in the schools now, that no one can actually say anything. I call that a true impediment of our freedom of speech. What we are attempting to achieve we are failing at in unprecedented ways (well, we have often been here before historically, but those aren't popular events to remind people of). We live in a free country, and freedom of speech is worth fighting for. This is the ultimate joke.

Balancing Budget Ideas:

1) The numbers of days kids are 'actually being taught' at school: It appears as though the system is starting at the very beginning of September and dragging until the end of June...why? There are not that many days of 'actual learning' (and by 'actual' I don't mean flex days and PD days and don't even get me started on the number of 'fun' non learning days). Why are the buildings operating and teachers being paid for 12 months...there are how many actual in class days of real teaching happening in high school for example? So condensing class time (like universities), eliminating flex days, pd days ect. could actually create a regular routine for students and families and better 'real' outcomes. Regularity with learning has been shown to be very important in the success of students. Condensing class time into 'real class time' would also cut the operating costs of facilities that actually don't need to be open for 10 months a year. This is expensive and wasteful.

Also, I don't consider the marks I see as school 'generals' to be very indicative of what is happening at that school....given that there are no zeros, and there is re writes and assignment extensions. I want to know how many kids really got that mark on the first try, I want to know that a teacher actually has some boundaries in the class and real deadlines and how many kids actually achieved this. These are important to my family, because these are real life skills. As a side note, I own a business, and the policy of 're writes' and 'no zeros' just doesn't exist in the real

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class teaching for awhile. Only the best teachers are kept...scrap the union. Unpopular to say...but it needs to be said. I am getting sick and tired of listening to the unions and government workers complaining. Take note please, my family and neighborhood is oil workers who's wages were cut to zero. Teachers are complaining about cuts to their wages...my daughter barely goes to school, what is that about (and no she's not skipping)...and the teachers are complaining? I'm confused sorry. It's just not making sense to me. If my daughter was in class, with rules and boundaries and learning for 10 months...that makes sense...but she's not. I don't get it. As an outsider looking in, it appears as if the system is geared to doing as little as possible for as much money as possible. Quality of education is the bottom of the considerations.

2) Reduce from the top down. I am getting a little tired of hearing how hard it is to save money....how about starting from the 'top' down and showing us all that you mean business. I don't mean letting go the little guy at the office, I mean start with the big bosses and move down from there. Enough is enough. The trail of money is there, and it speaks volumes about where our priorities are currently.

3) Students will not die, it is not the end of the world...nothing catastrophic will happen if kids are expected to learn in a bit of an old fashioned way. How about the technology budget? I frequently talk to business owners who throw out boat loads of resumes with spelling errors (and that is most of them).Again, in the real world.... spelling, math facts, reading comprehension (really reading and not the condensed notes on google) is important.

4) How about cuts with the paid lunches for teachers (and the higher ups as well) and after school gatherings lunches. How about fining teachers who call in subs more then 'x' number of days. How about actually being accountable in a 'real world' business accountability scheme. Just a thought...it sure would go a long way if we ran this like a business.

Approaching the school system 'as a functional business'....the cuts need to start at the top. They move down from there. There needs to be accountability from the top down and it needs to actually make sense. No 'business' would pay people for 144 days of actual work and pay them for the whole year. Bad business. A drastic change needs to happen. I will also say that people including myself are tired of having the balancing solutions shafted back to the families. Are you taking a pay cut? Who else in administration is taking a pay cut (upper level admin)?

I apologize for sounding angry (actually I am angry- I am literally counting the days till I am 'out of the system' with my eldest...it is just driving me crazy what is happening and has been for years). However, this is most certainly not directed at you and none of it is aimed at you

In my idia it isn't ok to cut teacher's many or any many to support for aducation and tranesportion in Alberta

Because teacher's they diserfed more than that and atheres

Thank you for helping all our children and families, we really appreciate.

Cone wouldn't be in this mess if they did miss manage funds in the first place. Cut the fat at the top. Not at the bottom!!!

Has the CBE considered wage roll backs for non-unionized employees with high wages? Will the decision makers consider cuts to their own plump paycheques? Seems to me that would have the least impact on the students, teachers and facilities.

I have a solution... stop handing out severance gifts of cash at retirement for senior management!

Dear Superintendant of schools. Both --- and I are parents of a 16 year old. It is --- last two years of high school. It's rather important in her life that she finish this without undue stress. You have made the moves to provide that environment and as parents we truly appreciate this . Thanks.

Based on shared values: students come first, learning is our central purpose and public education serves the common good. I firmly believe the focus and priority should be on EDUCATION! Low class sizes, programs, resources for all etc. Rather than families being asked to pay for learning fees every September, have this eliminated by using funds from the transportation budget. The transportation budget only serves a portion of students, not all students. Those funds should be used to help everyone. It is the responsibility of parents to get their children to school. Some families drive their children, some live near by, some parents use the bussing as "babysitting" time to give them an extra 1/2 hour at the beginning and end of day, even though they don't require it. It seems unfair to ask taxpayers to subsidize this cost. Education should be covered, not transportation.

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Student Supports

2019-04-17

<p>With the diverse needs in the classroom teachers are having difficulty meeting the needs of both the highest achievers and those struggling. It is time to introduce an advanced placement option for junior high/upper elementary contingent on marks and standardized testing for admittance into these classrooms. The trade off can be slightly bigger classes for these students. There should also be a English Language Learner program where students go until they are able to excel without support in the regular classroom. These programs could be multi age, in each quadrant, what ever. These programs would allow for a more cohesive group to teach to, and allow for the teacher to better meet their needs. Programs would be fluid and lots of room for movement when students are ready to move on, or go back for extra support.</p>	Student Supports	2019-04-24
<p>I feel that in order to truly be in line with the Education Act, Alberta Ed's 6 Principles of Inclusion and the true meaning of "inclusion" (real inclusion for learning, not just physically being in the classroom) students with diverse learning need appropriate support. As a mother of two children who are coded within the Alberta Ed system, and whose school is provided additional funds for these codes, I can confirm that they do not receive any additional support within the classroom outside of teacher support. My children are the ones "falling through the cracks" because they aren't extreme in their behaviors. They ARE in main stream education classrooms, but they need help they are not getting. Unfortunately, school funding is using their operating budget and funds for special needs to fund other areas. OR all supports (eg. Educational Assistants) go towards only the children who are the most challenging. Coding is provided for a reason. Coding is applied because those individual students need additional support. Class sizes are large, teachers are overwhelmed with trying to support ELL, ESL and special need codes with no supports in classrooms to support them or their students. Families already extend themselves financially to provide outside help to their children (physio, occupational, SLP, psychology, tutoring, etc). FSCD does NOT support academic based services. Why do we, as parents of special needs students, need to even consider remortgaging our home or financial duress to find supportive education (eg. private schools for learning disabilities, etc)? Students and teachers need help!</p>	Student Supports	2019-04-25
<p>Most of students need on one on support since they need differentiated instruction. Thus, the role of the support staff in each class makes a difference while their salaries are limited and do not affect the budget. Please do not cut the support staff positions.</p>	Student Supports	2019-04-29
<p>My daughter is in Grade 4 at ----- elementary and is on an IPP for Reading, Writing and Math. It has come to our attention that she is receiving extra help, however it is from the Principle and Music Teacher?? Can it be explained why the music teacher and principle are providing my daughter with the required extra help and not a support person. The music teacher and especially the principle though trained and I am sure great, cannot provide the utmost support</p>	Student Supports	2019-11-05
<p>How do you propose to increase the number of specialized learning programs with no teacher, no educational assistants and no budget to fund any spending for resources in the program?</p>	Student Supports	2019-11-07
<p>Good Afternoon, My husband and I are well aware of the current constraints that the education budget works within - and now we are faced with an even bigger budget issue for the 2019-20 year. We are concerned about how this year's deficit will negatively impact student supports within the classroom for those who need extra 1:1 support, pull out groups, SSIL services, etc. What will happen to those students?</p>	Student Supports	2019-11-08
<p>How will we support students on IEP's (Individualized Education Plans) without Educational Assistance (EA). Currently my school has one EA for 425+ students. This means my class receives support once every three days. Out of 66 students I have 16 IEP's, 6 ELL on separate plans. As an addition to this I have a student who cannot read past grade 3 sight words (currently in grade 8) and many who are reading below grade level. Education assistants are an important piece to student success. Thank you</p>	Student Supports	2019-11-14
<p>Student supports for special needs and ELL students is a human right. It is a violation of Alberta Human Rights to remove or under service students with exceptional needs. The rights of the few must not be sacrificed for the good of the many - we have a legal and ethical imperative to support these students appropriately. Unsupported inclusion is not appropriate. Provide appropriate settings for these students. Open more programs for students with severe exceptional needs.</p>	Student Supports	2019-11-15

People move to Alberta and Calgary as we have a great education system and supports for students with special needs, at no cost to them. Perhaps considering a cost for students that needs supports.	Student Supports	2019-11-19
As a retired CBE teacher and grandparent of a school age child, I am saddened to hear that once again funding for our students and schools is among the first to be cut in our new government. Never in my 40 years of teaching do I recall layoffs and reorganization of classes in the middle of the year. How devastating for students and staffs.	Student Supports	2019-11-20
Thanks a lot for support of us.	Student Supports	2019-11-21
Please make sure that the workload for teachers is realistic and manageable. Teachers have a very important role in creating the future for all of, in best cases the leaders of tomorrow. But this is only possible when the teachers get enough support and a regular class size to teach and educate. They are already at the limit of providing the best possible support for our youth. With more special needs children and the difficulties of the new generation especially in jr and sen high school (cell phones, social media) the the teachers need more time and options to support those children in which a smaller class size would be the best solution.	Teacher Workload	2019-05-28
Students come first. But teachers need to be healthy in order to meet student needs. I'm currently spending between 15-17 hours a day planning, teaching, assessing, reporting, contacting parents, emailing, supervising, participating in staff and Team and PLC meetings, documenting ... For students. This is unhealthy. No more working out, walks after school, evenings to read and spend time with loved ones. I'm in my 12th year of teaching, and the workload is unacceptable.	Teacher Workload	2019-11-14
My concern is that you say there is this enormous cut back from the gov. but primarily you just won't be building more new schools and facilities because you have been spending all that money the last 4 yrs. Now that the schools are built you don't need building money but you still decide to cut front line staff?? That doesn't make sense. The building and renovations are complete you don't need those millions. But there shouldn't be a need to cut front line staff and affect students education.	Teacher Workload	2019-11-20
There should be technical support staff in schools. Why are we moving to a support model that private firms rely on. Teachers and students have limited class time and if support is not there and then it affects learning. Hope this important stuff can be addressed in the new budget. Thanks.	Technology	2019-04-02
Our son attends a CBE school and for the last several years we've filled the same medical forms every single year, multiple times per year. How secure are these documents that return to school with kids... transfer to teachers... transfer to offer... transfer to your main office? Why are we not leveraging technology already in place? Thanks	Technology	2019-09-05
2 Factor Authentication - what a waste of time and money. Do we really need this? what is this costing CBE? What staff have you had to hire to complete this mission? in these times, is this a wise decision to go ahead with an unnecessary product? Does the public know of this waste of money?	Technology	2019-11-13
We should get rid of all pin pads/ POS machines in schools and force parents to pay all fees online. At our recent lunch n learn session at Area 1, Admin Secretary's were told that the system pays a monthly rental fee of \$50/month to have a pin pad at their school. I would gladly give up the pin pad at our school to save \$600/year.	Technology	2019-11-14
Reduce operating costs by auditing what is being spent on fax lines across the system. Consolidation of Fax services or eliminating fax services in some cases. Forms can be made electronically fillable and emailed. Use MFP's that have fax capabilities to reduce operating dollars being spent on Fax machines and repairs.	Technology	2019-11-19
If we can not support a service, we should not provide that service (however important we think it is on day one). Just like we should not buy a car if we can not pay for the insurance.	Transportation Services	2019-04-02

<p>To a representative of your Board complaining about the fact that no increase in funding was forthcoming from the Alberta Government during the lunch hour CBC phone-in programn Alberta At Noon.</p> <p>If the School Board was seriously looking at saving money, please consider talking to the Catholic Board to reduce busing cost. It is ridiculous to see two half-empty buses following each other on similar school bus routes. My own kids went to a regional school in Beaumont Alberta in the County of Leduc - one bus - one school and it did not do any harm.</p> <p>Secondly, if teachers are so concerned about the quality of education, I suggest they might consider not sending the kids home on Friday afternoon but using that time to help the students that are falling behind and let the rest of the class watch an educational movie in the gym. I know that PD days are untouchable, but think how much more time they would provide for dealing with the special language/needs kids.</p> <p>----- a school tax payer and grandmother who remembers the dedicated teachers out of her kids school time. No PD days, nor Friday afternoons off and they got a quality education - sometimes in big classes.</p>	<p>Transportation Services</p>	<p>2019-11-06</p>
<p>Transportation in CBE is a big expenditure. For students accessing alternative programs (French Immersion, Science, etc) the full cost of transporting students out of the designated area should be passed on to the parents.</p> <p>For students taking school bus to the designated school, this should be subsidized by CBE, as it's not the parent's choice that the designated school required a bus ride</p> <p>For students requiring transport to system classes, transportation to access these programs</p>	<p>Transportation Services</p>	<p>2019-11-14</p>
<p>Yes, very challenging times in AB, and reflected thru cbe budget cuts. A few suggestions that may result in a little less cbe expenditures:</p> <ol style="list-style-type: none"> <li>1. Encourage neighborhood parental carpools</li> <li>2. Support homeschooling as less cbe resources required per student</li> <li>3. Use teacher assistants to support teachers in larger class sizes</li> </ol> <p>All the Best with your difficult decisions to be made in the next few weeks to address this terms budget shortfall. Godspeed!</p>	<p>Transportation Services</p>	<p>2019-11-16</p>
<p>Transportation services should not be curtailed or subsidized rather made a choice which parents can pay for. This will make it fair for all types of Programs offered by Alberta Education. Citizens sending their kid to regular walk zone school should not be feeling bad about sharing transportation burden. However special schools or alternative programs parents should have opportunity to pay for their Kids Transportation.</p>	<p>Transportation Services</p>	<p>2019-11-20</p>
<p>All students that ride the bus should pay the busing fee. Alternative Programs are a choice. Purchasing your home in a community without a school is a choice. Living in a community full of children, more than the school can accommodate is a choice.</p>	<p>Transportation Services</p>	<p>2019-11-20</p>
<p>Back in 2011, my husband and I thought of leaving our wonderful neighborhood in search of a bigger space for our family. We were reminded of how wonderful it would be to stay in the inner city where there were schools and amenities close and in walking distance.</p> <p>If you choose to buy a house in an outer community, you choose to PAY for transportation. We should not have to build new schools now, NOT in this economy.</p>	<p>Transportation Services</p>	<p>2019-11-20</p>
<p>Does it mean we won't get rebate for the transit passes bought for our children?  RE: Mid-Year Changes to Transportation Fees and Calgary Transit Rebate  For the 2019-20 school year, all general yellow school bus riders will be charged \$365. This includes the 6,000 students who were previously eligible for fee-free transportation. The Calgary Transit rebate is also eliminated. These changes are retroactive to the start of the school year. Overall service levels will be maintained.</p>	<p>Transportation Services</p>	<p>2019-12-10</p>
<p>Will this affect the students who have special needs ??  Need to know ASAP as I am single parent who can't afford this cost.</p>	<p>Transportation Services</p>	<p>2019-12-10</p>