



RAYMOND SCHOOL DISTRICT

Jennifer Heywood <j.heywood@sau33.com>

Fwd: Congratulations on winning again

Joseph Saulnier <j.saulnier@sau33.com>

Wed, Mar 30, 2022 at 11:30 AM

To: Jennifer Heywood <j.heywood@sau33.com>

Please put this on for public comment.

Joe

Hi Joe,

This is a letter I have been delinquent in sending and finally am getting around to sending it.

Please share this with the school board at the earliest convenient time.

To: Raymond School Board

From: Dennis Garnham

Date: 9 March 2022

Subject: Para's and subs

I subbed in Raymond for a few years in the 1980s and 90s. There were a few days when it was not good, but not many. I subbed at all 3 schools in 2019 and noticed things are more difficult for subs.

I'm writing to share my thoughts and concerns about the shortage of paras and other staff that assist with difficult students. Years ago the classes had a few class clowns, disruptors and non-interested students, but very few emotionally challenged students. Dealing with class clowns and disruptive students has always been a problem and to some extent, expected and controllable. However, my subbing experience in 2019 caused me to realize that for classes where there are emotionally challenged students, there was usually a shortage of paras who understood each child's issues and knew strategies on how to minimize the disruptions emotionally challenged students may cause. Today's subs have a bigger challenge dealing with a larger number of difficult, emotional students. Subs are usually not aware of the challenged student's issues and not likely equipped to deal with them adequately. It is imperative for both the sub, the class as well as the challenged students that there be qualified, dedicated and an adequate number of paras in the classes to better deal with challenged students to minimize potential issues from occurring as well as to better deal with issues when they arise during classes.

I was so frustrated after a few days of subbing in 2019 that I decided not to sub in Raymond again. I suspect other subs have not come back because of similar experiences.

The school personnel budget is often examined for cuts. If anything, the number of paras needs to be increased and I believe they are worth more than they are being paid. I want the school board to know that I believe more paras should be added to the staff. Adding more would help both the subs, students and teachers do a better job of providing meaningful educational experiences for our students.

Healthy regards,
Dennis Garnham