

buildings require millions in upgrades, repairs and health and life safety necessities. Those funds need to be budgeted and done so long in advance of their actual need.

- no provision in the contract demonstrated keeping the taxpayer in mind. That is not usually something you will find in a contract. That is something you rely on your elected members of the board to do while negotiating.

But you know all this, so why ask questions that you know the answers to and you know can not be answered in depth in a simple post on Facebook?

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[Gareth Kennedy Tom Sotos](#) - it sounds like you are in favor of merit based pay for teachers. That would be a positive step forward if that was supported by the board and part of the negotiations.

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[Tom Sotos Gareth Kennedy](#) merit based pay is altogether different than what I implied in my statement. Merit based pay in a sales position is pretty clear and highly appropriate. In an environment where we are dealing with children and their education and growth as well rounded individuals (maybe not so clear and easy to implement). We want to be sure that we don't get so hung up on test scores and rankings (although both are high on a list of importance) that we are only teaching to attain those goals.

It's more like merit based evaluations. Can discuss my view on this in more detail with you in person, just not interested in going deeper on a post.

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[Steve Schildwachter](#) Tom, you're quite intelligent but not every answer was direct.

- The 100% increase in property taxes far exceeds the increases in the CPI over the past ten years. Please specify "the variables out of the board's control".

- I ask for a definition and you give me circular logic: "fair compensation is a pay that is fair and equitable". I was asking how you define "fair" and you answer "fair".

- Thank you for a somewhat more direct explanation of "healthy finances".

- You said "no provision in the contract demonstrated keeping the taxpayer in mind. That is not usually something you will find in a contract. That is something you rely on your elected members of the board to do while negotiating." Fair enough....past boards have proven unreliable in negotiation (hence the 100% tax increase over the past decade).

- You conclude: "But you know all this, so why ask questions that you know the answers to and you know can not be answered in depth in a simple post on Facebook?" I did not know these answers -- I have my own opinions about them, but voted for you almost two years ago and would like to know your opinion. No need to call me....I'm getting the picture.

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[Tom Sotos](#) Not quite sure what picture your getting. But one easy one is the value of your home in the past 12 years has increased causing your taxes to increase. The equalization factor used to calculate your taxes has been adjusted not in your favor and the tax rate the same. The amount of individuals contesting their tax bill has greatly increased over the past 12 years, if you haven't then this may also be a contributing factor.

The only picture you should be getting from my comments is that I care immensely about our community and our district. I sincerely care about the tax payers with children in the district as I am one of them and I sincerely care about the tax payers without children in the district as my mother is one of them. I want what everyone should want, a good balance. A contract that will help our district move forward and keep our schools good and propel us back to great, while at the same time making sure we do whatever is in our power to keep cost at a minimum so as to not