

Information Sheet  
2025-2026 Community Budget Feedback  
April 4, 2025  
**APPENDIX A**

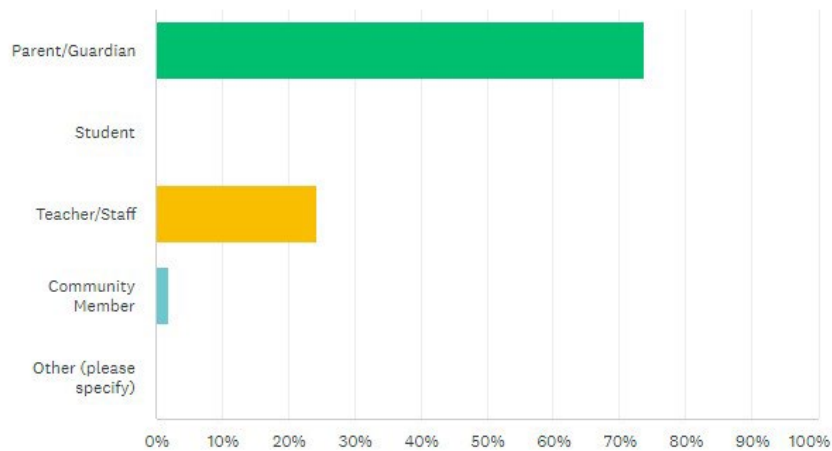
**2025-2026 NLPS Budget Survey**

**Full survey results**

**Q1.**

What is your primary relationship to the school district?

Answered: 164 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Parent/Guardian	73.78% 121
▼ Student	0.00% 0
▼ Teacher/Staff	24.39% 40
▼ Community Member	1.83% 3
▼ Other (please specify)	0.00% 0
<b>TOTAL</b>	<b>164</b>

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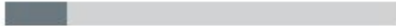

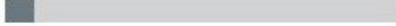
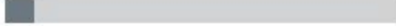
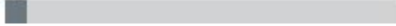
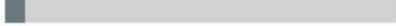
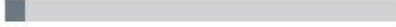
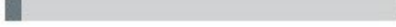
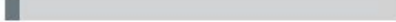
**Q2.**

Which school(s) in the district are you most connected to?

Answered: 159 Skipped: 5

RESPONSES (159) WORD CLOUD TAGS (0)

Cloud View **List View**

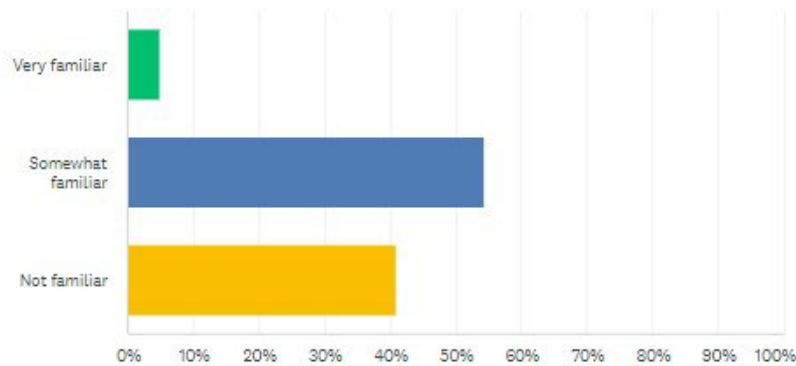
▼ NDSS		15.72%	25
▼ Wellington		7.55%	12
▼ Elementary		7.55%	12
▼ Cedar		7.55%	12
▼ Ladysmith		5.66%	9
▼ Dover Bay		5.03%	8
▼ Hammond Bay		5.03%	8
▼ Secondary		4.40%	7
▼ Dover		3.77%	6

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**Q3.**

How familiar are you with the school district's current budget and spending priorities?

Answered: 164 Skipped: 0



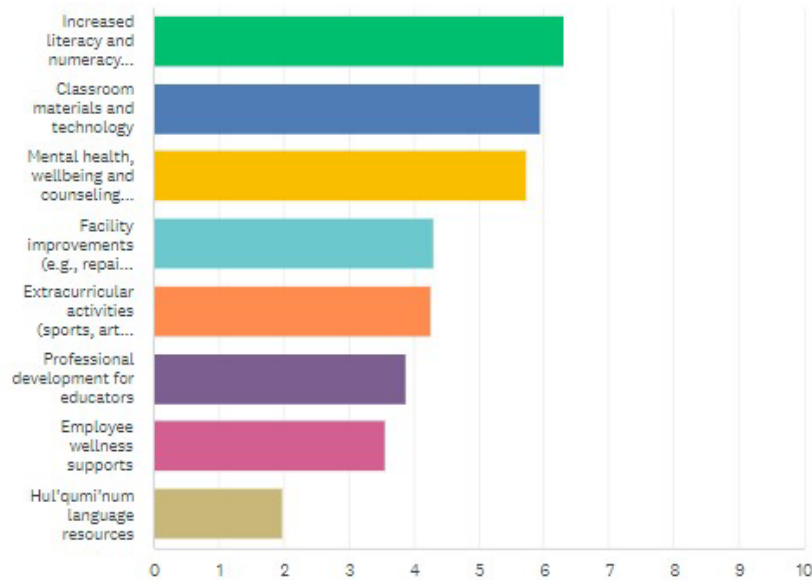
ANSWER CHOICES	RESPONSES
▼ Very familiar	4.88% 8
▼ Somewhat familiar	54.27% 89
▼ Not familiar	40.85% 67
<b>TOTAL</b>	<b>164</b>

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**Q4.**

Nanaimo Ladysmith’s budget priorities are guided by the district’s Strategic Plan. The Strategic Plan lays out three goals (see above) to guide the board in how the district resources these priorities. Considering these goals, which of the following should be the top funding priorities for the school district? (Please rank from your highest priority to lowest priority.)

Answered: 162 Skipped: 2



## Q5 If additional funding became available, which area do you feel should receive more investment?

Answered: 148 Skipped: 16

#	RESPONSES	DATE
1	Basic education	4/4/2025 6:50 AM
2	More EAs in classrooms	4/3/2025 11:23 AM
3	school funded for fieldtrips	4/2/2025 3:58 PM
4	Further EA, counselling, mental health supports for students	4/2/2025 2:51 PM
5	Improving supports for students to meet their literacy/numeracy goals	4/2/2025 12:58 PM
6	Classrooms, not portables	4/2/2025 12:41 AM
7	Park and outdoor play areas.	4/1/2025 10:20 PM
8	Arts programs!	4/1/2025 5:47 PM
9	Up to date classrooms, some of them still have blackboards!, and technology including charging carts and a set of tech for each classroom.	4/1/2025 4:54 PM
10	Facility improvements and increased education supports	4/1/2025 1:14 PM
11	Extracurricular activities, technology & classroom support staff	4/1/2025 12:49 PM
12	Upgrade building	4/1/2025 11:22 AM
13	Student support services - extended day EA work	4/1/2025 10:25 AM
14	Supports within the classroom and schools	4/1/2025 9:58 AM
15	supporting students with resources they need	4/1/2025 9:12 AM
16	Infrastructure upgrades	4/1/2025 8:18 AM
17	sports, clubs and extracurricular activities being advanced	4/1/2025 8:18 AM
18	Educational assistants, on site mental health support for students and teachers, stronger connections to public health support services	4/1/2025 7:50 AM
19	extra curriculars	4/1/2025 7:44 AM
20	Facility improvements	4/1/2025 7:24 AM
21	Technology in high schools. We need to be able to provide skills for the future.	4/1/2025 6:38 AM
22	Classroom support for students	4/1/2025 6:09 AM
23	Facility improvement	4/1/2025 3:52 AM
24	Increased support for children with learning challenges.	3/31/2025 11:15 PM
25	Online teaching platforms. Also, repairs, new buildings, technology.	3/31/2025 11:08 PM
26	Facility improvements	3/31/2025 10:27 PM
27	Materials and equipment for elective courses	3/31/2025 10:15 PM
28	Classroom supplies	3/31/2025 10:10 PM
29	supporting students... especially those on the cusp of needing support who just don't get it because of higher needs	3/31/2025 9:55 PM
30	Extra programs and materials that foster engagement in school.	3/31/2025 9:42 PM

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31	School busses or city bus passes for secondary students. More schools and programs like Woodlands. Saved my child!!! Mental health and student supports for kids struggling to adapt in a regular classroom setting.	3/31/2025 9:41 PM
32	Building improvements to NDSS	3/31/2025 8:46 PM
33	Upgrading (Or building new) NDSS. Upgrading bathrooms	3/31/2025 8:46 PM
34	Buildings	3/31/2025 8:42 PM
35	Better teachers	3/31/2025 8:39 PM
36	French immersion	3/31/2025 8:38 PM
37	Schools with poverty families	3/31/2025 8:26 PM
38	counselling supports for students, EA training and increased hiring of EA's	3/31/2025 8:13 PM
39	Teaching students to be good, polite citizens who care about their communities and the world around them; School lunches being provided; Fine arts	3/31/2025 7:54 PM
40	Mental health/autism support	3/31/2025 7:25 PM
41	Classroom technology	3/31/2025 7:15 PM
42	Additional EA's to reduce the burden on teachers	3/31/2025 7:14 PM
43	STEM Programs	3/31/2025 7:12 PM
44	student support in the school and classrooms	3/31/2025 7:10 PM
45	Supports for special needs especially those with physical and developmental delays	3/31/2025 7:02 PM
46	Increased staffing to increase quality of education, more EA. Consider class assistants for younger grades.	3/31/2025 6:37 PM
47	Investment in getting more staff and EAs	3/31/2025 6:20 PM
48	Employee and student wellness and mental support. Then facilities improvements.	3/31/2025 6:16 PM
49	EA support for those with designations & counselling	3/31/2025 6:06 PM
50	Classroom technology	3/31/2025 6:02 PM
51	Classroom materials	3/31/2025 6:01 PM
52	More EA'S and Bullying needs to be taken more seriously delt with	3/31/2025 5:57 PM
53	Maintenance, specifically the playground is in desperate need of repair	3/31/2025 5:54 PM
54	ADHD supports. It's out control destroying kids lives with no school supports. How girls need to attempt suicide before adhd gets recognized?	3/31/2025 5:44 PM
55	Increased literacy and numeracy support	3/31/2025 5:35 PM
56	Mental Health	3/31/2025 5:32 PM
57	More supports in schools	3/31/2025 5:29 PM
58	Extracurricular activities and facilities improvements. Some schools in the district have a very rundown feeling, which I believe establishes an environment of low performance	3/31/2025 5:26 PM
59	facility improvements.	3/31/2025 5:18 PM
60	Special education	3/31/2025 5:18 PM
61	Music; students with disabilities	3/31/2025 5:12 PM
62	Reading writing and arithmetic	3/31/2025 5:10 PM
63	Mental health and wellbeing for students	3/31/2025 5:09 PM
64	Student supports centers and upgrading infrastructure	3/31/2025 5:08 PM
65	Support into classrooms in the form of personnel. We have a teacher designated to working	3/31/2025 5:05 PM

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with all divisions and I cannot express enough how much that support plus EA support makes in the lives of students and teachers.

66	Facility improvements	3/31/2025 4:59 PM
67	literacy and numeracy support	3/31/2025 4:59 PM
68	Assessments of students regarding learning - adhd assessing, learning disability assessing	3/31/2025 4:51 PM
69	Education and resources for student addiction and prevention. Drugs, vaping, smoking	3/31/2025 4:47 PM
70	Support needs of students	3/31/2025 4:44 PM
71	Educational Support hours in the form of extra classroom adults	3/31/2025 4:44 PM
72	Indigenous Learning oppourtunities	3/31/2025 4:43 PM
73	student academic support and Mental health support	3/31/2025 4:43 PM
74	Increased support for students and teachers	3/31/2025 4:40 PM
75	Classroom support... More EAs to help where needed.	3/31/2025 4:40 PM
76	All areas	3/13/2025 5:43 PM
77	Athletics/Sports	3/11/2025 12:06 PM
78	More support staff in each classroom	3/11/2025 11:25 AM
79	New Woodbank bus shop and facilities	3/11/2025 8:45 AM
80	invest in a new bus shop and facilities at Woodbank school property.this would be a 100 year fix.	3/11/2025 8:37 AM
81	direct support staff that can help students find and improve their gaps in learning to be successful	3/10/2025 12:07 PM
82	Student education	3/8/2025 10:05 AM
83	Our school exteriors look dated and sad. The paint is peeling, the school signs are faded; they need a facelift and some TLC. New student desks, chairs and items for the staff room are also needed. Upgraded technology, including new teacher laptops and projectors are appreciated too.	3/7/2025 10:16 PM
84	student support, ea's(not RA), counsellors, IST	3/7/2025 11:16 AM
85	facilities	3/7/2025 8:41 AM
86	EA's	3/7/2025 8:37 AM
87	Literacy and numeracy competencies are falling, these are critical markers of health and life success. Yet many teachers are not using evidence based approaches to teaching both, but literacy primarily. Professional development and teacher competency in this area is important and needs attention.	3/7/2025 8:17 AM
88	Having more days the kids attend school. Less spring break and pro d days	3/7/2025 8:04 AM
89	Resources and supports and release time for teacher and EA in the classroom.	3/7/2025 4:41 AM
90	Literacy and numeracy support	3/6/2025 9:26 PM
91	Extracurricular activities and local indigenous language and culture	3/6/2025 8:55 PM
92	More educational assistants, especially for those with designations that provide funding to the district.	3/6/2025 8:52 PM
93	Increased literacy and numeracy supports- Increased Teacher-Librarian time (not prep time)	3/6/2025 8:05 PM
94	Mental health and more support are children with all disabilities support for families children and staff	3/6/2025 7:48 PM
95	Supporting kids with disabilities	3/6/2025 3:22 PM
96	New NDSS	3/6/2025 3:12 PM

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97	Support for student learning	3/6/2025 3:03 PM
98	Additional supports for special needs children and training for staff. More in house child care options to provide more opportunities for EAs to get full time hours.	3/6/2025 2:57 PM
99	Students with désignations should receive the support they are entitled to. Right now EA's are running between 3 classrooms.d	3/5/2025 5:08 PM
100	access to healthful, seasonally available foods, eating and learning about food procurement and preparation is an act of reconciliation, ensuring equitable access to nourishing foods can support learners in their readiness for learning, eating together increases a sense of belonging and community, food is culture, also this survey fails to address the importance of environmental stewardship as an integral part of our districts strategic plan and vision	3/3/2025 9:31 AM
101	Counselling/EAs	3/2/2025 5:41 PM
102	Staffing for interventions for literacy and numeracy; EA support	2/28/2025 2:31 PM
103	Facility improvements	2/28/2025 12:22 PM
104	More hours for support staff	2/28/2025 12:21 PM
105	More hours for EAs and more programs outside of the school year using existing staff.	2/28/2025 11:32 AM
106	classroom support with more EA's	2/28/2025 9:54 AM
107	More investment in training ISTs and classroom teachers on up-to-date literacy and numeracy practices. Also, more Chromebooks that schools could use to offer students with written output/fine motor difficulties.	2/28/2025 8:49 AM
108	Counselling/ frontline student support (with knowledgeable, trained staff)	2/28/2025 8:03 AM
109	Need another HVAC tech as this is for the air quality in the buildings and we do not get time to do maintenance on these units.	2/28/2025 7:15 AM
110	staffing - more engaged employees	2/27/2025 8:48 PM
111	More support staff	2/27/2025 8:41 PM
112	Mental health, wellbeing and counselling for students	2/27/2025 7:48 PM
113	indigenous department and more resources for students such as mental health and language	2/27/2025 5:47 PM
114	Books, Teaching materials - elementary schools no longer provide textbooks, but we also don't have enough money for photocopying, and we don't want students constantly on Chromebooks. It isn't possible to increase literacy and numeracy skills without any materials.	2/27/2025 5:33 PM
115	Making it a priority that teachers treat students with respect. Some are using instruction and assessment methodologies from the past and are not compassionate to student needs.	2/27/2025 11:10 AM
116	Staffing - ensuring appropriate staffing levels at all school sites but especially ensuring that specialized jobs are protected from staffing shortages as well as additional counseling time	2/23/2025 7:57 AM
117	Academics (increased literacy and numeracy but also teaching them about history and geography)	2/21/2025 1:20 PM
118	NDSS desperately needs a new school. It is not safe here.	2/21/2025 12:09 PM
119	Literacy and numeracy supports, more support positions for the district (ie. EAs, SLPs, Psychologists that can do assessments)	2/21/2025 11:25 AM
120	Ensuring all employees have a basic biology lesson, and are aware that sex is defined by gametes (large and small, there is no third gamete).	2/21/2025 10:13 AM
121	additional EA's, IST's, counsellors etc.	2/21/2025 9:23 AM
122	Supports for students and families with learning needs	2/21/2025 9:03 AM
123	Teaching Staff and Support Staff increases (more teachers and EAs)	2/21/2025 8:46 AM
124	Technology and access to technology. There is no excuse for this district to be stuck in 1999 in terms of teaching practices and resources, especially in light of the provincial ban on phones in the classroom..	2/21/2025 8:40 AM



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125	Mental health supports for students	2/21/2025 8:29 AM
126	Re-open Woodlands, less portables, less crowded schools	2/21/2025 8:28 AM
127	Extra curricular	2/21/2025 7:19 AM
128	Reflex Math and Frax that can be used in elementary and high school classes	2/20/2025 10:36 PM
129	Improving teaching for better student academic outcomes	2/20/2025 10:21 PM
130	Classroom materials and technology	2/20/2025 8:26 PM
131	numeracy and literacy support for kindergarten and grade one - target early intervention	2/20/2025 8:17 PM
132	Mental health and wellbeing	2/20/2025 7:57 PM
133	Early Years (ECEs, Kindergarten, Grades 1-3)	2/20/2025 7:53 PM
134	Student learning resources.	2/20/2025 7:25 PM
135	Counseling and the arts	2/20/2025 7:05 PM
136	supports for students, EAs	2/20/2025 6:37 PM
137	More cyfsws and EAs	2/20/2025 5:42 PM
138	Extra staff in school	2/20/2025 5:32 PM
139	Literacy sports for kids with designated learning disabilities. High schools should have enrolling LA classes for kids with learning disability designations so they can receive targeted learning interventions.	2/20/2025 5:26 PM
140	New schools/earthquake proofing old schools	2/20/2025 5:25 PM
141	Schools repair , paint and update	2/20/2025 4:47 PM
142	Funds to foster social emotional learning.	2/20/2025 4:42 PM
143	More school counsellors in schools to support students' mental health and emotional wellbeing. Lower ratios of students to counsellors so there is more time available for preventative work.	2/20/2025 4:26 PM
144	More EAs and supports for teachers	2/20/2025 3:53 PM
145	Providing EA's	2/20/2025 3:29 PM
146	Increased literacy and numeracy. Meal programs.	2/20/2025 3:19 PM
147	overall infrastructure	2/20/2025 2:56 PM
148	Increased literacy and numeracy supports	2/20/2025 2:53 PM

## Q6 Are there any budget areas where you believe spending should be reduced? (Open-ended response option)

Answered: 93 Skipped: 71

#	RESPONSES	DATE
1	Anything politically motivated / We are a 50/50 country to stop division go back to the basics	4/4/2025 6:50 AM
2	No	4/2/2025 2:51 PM
3	Performance bonus/ pay increases for district office staff	4/2/2025 12:58 PM
4	Hulquminum. My kids have said the teacher doesn't even show up to the school and it is usually cancelled	4/1/2025 4:54 PM
5	Employee wellness supports - while staff should be supported, additional Blue Cross or access for adults for their own wellness is not the sole responsibility of the employer, taking a walk around a school field does not need to cost anything. Students do not have access to employment benefits that district employees have access to as working adults.	4/1/2025 1:14 PM
6	Maybe bullying would decrease if students actually fit in their school and didn't view the building as poor and falling apart you can bring in all the resources you want but the schools are still over crowded and falling apart	4/1/2025 11:22 AM
7	Administration positions- both upper administration and school administration	4/1/2025 9:58 AM
8	no more technology and focus on chrome book learning, the costs associated with "keeping up with the Jones" technology mentality is a waste of resources	4/1/2025 8:18 AM
9	There is no budget provided to provide feedback	4/1/2025 3:52 AM
10	Professional development for educators unless it is absolutely necessary and Hulquminum language resources unless there is a high demand for it and this goes for any language (depends on demographics). Of course we would like to encourage Hul'gumi'num learning due to reconciliation, but demand of it should be considered as well.	3/31/2025 11:08 PM
11	Upper management at the board	3/31/2025 10:15 PM
12	?	3/31/2025 10:10 PM
13	suits and upper management/roles that don't put bodies in buildings where the kids are	3/31/2025 9:55 PM
14	Professional Development	3/31/2025 8:46 PM
15	Native history education	3/31/2025 8:39 PM
16	I think EDI/JEDI is important but it might be more cost effective and sustainable to promote careers in Education to Indigenous students so that there could be more Indigenous teachers working in the schools; I'm not sure that spending money on consultants, graphic designs, and repeated JEDI workshops create the cultural change that is lasting and effective. It could be so much more powerful if kids could see Indigenous people in teaching and leading roles every day, no?	3/31/2025 8:38 PM
17	french immersion	3/31/2025 8:13 PM
18	Development for educators	3/31/2025 7:15 PM
19	No	3/31/2025 7:14 PM
20	Diversity, Equity, Inclusion Programs	3/31/2025 7:12 PM
21	Waste reduction program	3/31/2025 7:10 PM
22	PR and communications staff and materials like Branded shirt, mug, lanyards etc	3/31/2025 7:02 PM
23	?	3/31/2025 6:20 PM

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24	No	3/31/2025 6:16 PM
25	Employee wellness & pro d days	3/31/2025 6:06 PM
26	Reconciliation	3/31/2025 6:01 PM
27	Inclusivity training. It's causing more division and harm. Teaching that YouTube or TikTok influencers etc don't know what they are talking about. Teach critical thinking. Bring back failing kids if they don't pass. My kids literally admit they didn't bother to try in grades 8 and 9 because they know the school or teachers can't fail them.	3/31/2025 5:44 PM
28	First Nations - there is way more service and money than needed	3/31/2025 5:35 PM
29	New school in Ladysmith	3/31/2025 5:29 PM
30	no	3/31/2025 5:18 PM
31	Cut from the top	3/31/2025 5:18 PM
32	Remove ALL DEI and LGBT.... Nonsense	3/31/2025 5:10 PM
33	I appreciate the need for Hul'qumi'num language support, but this is an area I don't view as critically important to my children's education. I wouldn't miss this resource if the funding had to be reduced vs keeping the funding for literacy/numeracy.	3/31/2025 5:09 PM
34	ADMIN budget-	3/31/2025 5:08 PM
35	All are important but I do believe we as parents have the ability to access extracurriculars - though inner city should always be given priority on this	3/31/2025 5:05 PM
36	Less money and time to First Nations studies. There is a huge world out there with a lot of important history and stories to learn. Not just reconciliation.	3/31/2025 5:03 PM
37	No	3/31/2025 4:59 PM
38	Hul'qumi'num language resources - I have seen 0 progress since they introduce this. If it's getting a budget, its not getting the value. Either fund it and do it right or defund it and make it optional for those who are interested.	3/31/2025 4:59 PM
39	Employee, professional development. teachers are well compensated	3/31/2025 4:51 PM
40	No	3/31/2025 4:47 PM
41	Excessive wages for school board members.	3/31/2025 4:44 PM
42	Standardized testing	3/31/2025 4:44 PM
43	Not that I know of	3/31/2025 4:43 PM
44	Management at district office	3/13/2025 5:43 PM
45	management and non enrolling positions	3/11/2025 11:25 AM
46	Superintendent salaries	3/11/2025 8:45 AM
47	a review of upper admin expenses/wages/jobs needed	3/10/2025 12:07 PM
48	New vehicles for staff to drive around in	3/8/2025 10:05 AM
49	This a multi-faceted question. Most teachers are frugal and stretch their money and resources. A proper school inventory of supplies should be kept. All areas of the budget are important.	3/7/2025 10:16 PM
50	Indigenous language	3/7/2025 8:37 AM
51	Employee wellness. Research indicates that initiatives to improve teacher and employee wellness does not tranlate into better health or teaching outcomes. This is not where tax money should be spent.	3/7/2025 8:17 AM
52	Yes. Not enough for all areas! How can we get the government to invest more money in general for public education	3/7/2025 4:41 AM
53	Payroll for executives. I believe I say the district principal position posted for over \$200,000 per year. That's the first to decrease. My child with a chronic health condition brings in an	3/6/2025 9:26 PM

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additional \$10-\$15,000 per year. She receives VERY minimal support

54	Unsure	3/6/2025 8:55 PM
55	Less upper management	3/6/2025 8:52 PM
56	I can't think of any areas where seem to be excess funding.	3/6/2025 8:05 PM
57	Literacy and pro d days	3/6/2025 7:48 PM
58	Odd priorities with facilities (adding strange fencing where not needed). Would rather see more EA time	3/6/2025 3:03 PM
59	Administration costs. Reduce the amount of people at the top.	3/6/2025 2:57 PM
60	Do we need so much management/integrated support teacher roles?	3/5/2025 5:08 PM
61	District principal/upper management	3/2/2025 5:41 PM
62	Personnel outside classrooms - we need more people working with students	2/28/2025 2:31 PM
63	The number of people employed in senior management	2/28/2025 12:22 PM
64	Food for meetings. So much is wasted and there is no need for food at a meeting.	2/28/2025 12:21 PM
65	Management	2/28/2025 11:32 AM
66	reduce salaries of the highest paid staff	2/28/2025 9:54 AM
67	Dufferin Learning Coordinators	2/28/2025 8:03 AM
68	Upper administration	2/27/2025 5:33 PM
69	Sometimes \$ is spent on initiatives and then has poor implementation so better alignment between the \$ the process and the people involved do it is not waisted.	2/27/2025 11:10 AM
70	Reducing administration - or redeployment those budget items to front line areas	2/23/2025 7:57 AM
71	Indigenous	2/21/2025 1:20 PM
72	Admin costs	2/21/2025 12:53 PM
73	Stop fixing schools that are already in better shape that NDSS"	2/21/2025 12:09 PM
74	Discretionary spending such as administration travel costs, attending conferences etc.	2/21/2025 11:25 AM
75	Any Pro-D and/or third party providers pushing divisive/false ideologies (i.e. Critical Race Theory/Anti-Racism -- which explicitly states that present day discrimination against some students is the "remedy" for past discrimination -- a direct quote from Ibram X Kendi's book; Queer theory, which teaches the lie that it is possible to change sex with highly profitable cosmetic surgeries and irreversible drugs/hormones. No child should be told they are "born wrong".) Teach educators basic economics that serves impoverished and underrepresented communities, like the work of Thomas Sowell or Glenn Lowry, so their knowledge can result in tangible improvements, not mere hollow virtue signalling.	2/21/2025 10:13 AM
76	No	2/21/2025 9:23 AM
77	N/A	2/21/2025 9:03 AM
78	Senior Management	2/21/2025 8:46 AM
79	No - I think budget oversight in SD68 is well-managed.	2/21/2025 8:40 AM
80	Hul'qumi'num language resources	2/21/2025 8:28 AM
81	Professional development	2/21/2025 7:19 AM
82	The focus on indigenous content and language where not directly connected to improved academic outcomes	2/20/2025 10:21 PM
83	Counseling	2/20/2025 7:25 PM
84	Administration	2/20/2025 7:05 PM

## NLPS 2025-2026 Budget Engagement

85	Less management	2/20/2025 5:42 PM
86	Trustee and superintendent pay	2/20/2025 5:32 PM
87	No more district principals of... there needs to be more people in schools helping kids. More manager positions are not helping kids!	2/20/2025 5:26 PM
88	No	2/20/2025 4:47 PM
89	Not sure.	2/20/2025 4:26 PM
90	District management and school board	2/20/2025 3:53 PM
91	No	2/20/2025 3:29 PM
92	Board office middle management.	2/20/2025 3:19 PM
93	n/a	2/20/2025 2:56 PM

## Q7 What programs or services do you believe are underfunded in the district?

Answered: 137 Skipped: 27

#	RESPONSES	DATE
1	I think district head ups are overfunded and the people on the ground are underfunded.	4/4/2025 6:50 AM
2	Support	4/3/2025 11:23 AM
3	EA's and in school help for children who are currently waiting on a diagnosis	4/2/2025 3:58 PM
4	Inclusion training and supports for students and administrators	4/2/2025 2:51 PM
5	Student inclusion supports	4/2/2025 12:58 PM
6	Extracurricular activities, childcare	4/2/2025 12:41 AM
7	Parks and playgrounds. Outdoor spaces that are appropriate. Clean bathrooms.	4/1/2025 10:20 PM
8	Music programs! More extracurricular music options.	4/1/2025 5:47 PM
9	Mental health and wellness for students and teachers, supplies to get through the year (a school running out of paper before the end of the year?!), sports and arts after school	4/1/2025 4:54 PM
10	Facility improvements. Teaching Assistants.	4/1/2025 1:14 PM
11	classroom support staff	4/1/2025 12:49 PM
12	Math and literacy support, classes move WAY to fast, during and after school supports aren't enough. Music arts	4/1/2025 11:22 AM
13	Supports for behaviour students and grey area students who do not have a designation but end up using more resource	4/1/2025 9:58 AM
14	Extracurricular activities	4/1/2025 8:18 AM
15	extra curricular activities and focus on learning outside of the classroom directly, field trips, opportunities for experiential learning	4/1/2025 8:18 AM
16	Counselling, speech path, EA	4/1/2025 7:50 AM
17	From Primary / middle school point of view, if there is mandate for inclusivity then provide enough EAs to not bring down the classes for the kids that are higher functioning and trying to improve. What we seem to have now is teaching or simply accommodating to the lowest function of the class. Not saying that everyone shouldn't be part of the system, but they need those resources separate from the body of the class. I was one of the problem kids, I created distraction within the class to hide my issues. It wasn't until I had been take out of the class and that I could recognize and utilize the good tools and strategies for me to learn. What I see now is those kids like me being stuck in the regular classroom because we want everyone to hold hands and be treated equal.	4/1/2025 7:24 AM
18	Fine arts. Kids need theatre, music, and visual arts.	4/1/2025 6:38 AM
19	Classroom supports	4/1/2025 6:09 AM
20	It would be good to have a proposed budget and past budget included to determine. Currently building is underfunded to reduce portables & upgrade aging schools - particularly NDSS	4/1/2025 3:52 AM
21	A lot of Racism and Discrimination	3/31/2025 11:27 PM
22	Extracurricular, community building at the school (ie. events etc)	3/31/2025 11:15 PM
23	Science and technology. We need to educate the young people so Canada can raise citizens that are inventors and to be more competitive in the world.	3/31/2025 11:08 PM

## NLPS 2025-2026 Budget Engagement

24	Facility improvements	3/31/2025 10:27 PM
25	Elective courses	3/31/2025 10:15 PM
26	?	3/31/2025 10:10 PM
27	ENVIRONMENTAL STEWARDSHIP I'm appalled that we don't have better systems and infrastructure in place. As a teacher, I've tried multiple times to organize eco-clubs or eco initiatives in our school and they always end up failing because there's not enough support, initiative and follow through from higher up in the district. We HAVE to do better. The custodians tell me that despite our efforts to compost and recycle, the majority ends up in the garbage due to bins/ pick up services etc. Just to think of how many black garbage bags ONE school goes through PER DAY is insane (average school of about 30 rooms.... 30 black garbage bags a day! per school.... 150 per week.... 600 per month! FOR ONE SCHOOL!)	3/31/2025 9:55 PM
28	EAs - They themselves are underpaid in my opinion and there are not enough of them in the schools. The need for classroom support is greater than the board currently supports. This leads to teachers feeling stressed and needing to take time off which is a greater cost I am sure than adding EAs to a classroom to support students.	3/31/2025 9:42 PM
29	EVERYTHING! But mainly EA's and counsellors. Need way more.	3/31/2025 9:41 PM
30	Language	3/31/2025 8:46 PM
31	I wish we could have more team sports for gr 6's and not just gr 7's. Also, general upgrades and improvements to playgrounds and outdoor areas (as in, maybe improved landscaping to encourage play)	3/31/2025 8:46 PM
32	Student support	3/31/2025 8:42 PM
33	Technology	3/31/2025 8:39 PM
34	French immersion, outdoor education/time, length of school day (should be longer for elementary kids)	3/31/2025 8:38 PM
35	Extracurricular	3/31/2025 8:26 PM
36	all programs for ministry designated students and students brought to SBT, psych-ed's, SLP, sensory supports for students with disabilities in multiple areas at the elementary level	3/31/2025 8:13 PM
37	Should offer yoga to elementary students to increase mindfulness	3/31/2025 7:54 PM
38	Student support	3/31/2025 7:25 PM
39	Extracurricular activities	3/31/2025 7:15 PM
40	I am very concerned about how little time kids are spending in school. The school day has been shortened considerably over the years, and I am concerned that this encourages skipping or skimming material, and does not give kids enough time to learn at their own pace.	3/31/2025 7:14 PM
41	Classroom needs (like a kindergarten carpet)	3/31/2025 7:12 PM
42	Developmental and physical disabilities. If we better fund supports there would be less academic, social and emotional secondary disability.	3/31/2025 7:02 PM
43	Reading support	3/31/2025 6:57 PM
44	EA	3/31/2025 6:37 PM
45	Facilities, Extracurricular, Employee wellness, Indigenous language and culture	3/31/2025 6:16 PM
46	Ea support & counselling for students	3/31/2025 6:06 PM
47	Extracurricular	3/31/2025 6:02 PM
48	Before and after school care	3/31/2025 6:01 PM
49	The support system!! The schools need more help!! EA'S	3/31/2025 5:57 PM
50	ADHD support. Extracurricular activities.	3/31/2025 5:44 PM
51	Literacy and numeracy support	3/31/2025 5:35 PM

## NLPS 2025-2026 Budget Engagement

52	Indigenous	3/31/2025 5:32 PM
53	Support staff and life skills program	3/31/2025 5:29 PM
54	I'm not sure.	3/31/2025 5:18 PM
55	Education Assistants	3/31/2025 5:18 PM
56	Music; students with disabilities	3/31/2025 5:12 PM
57	Extracurricular activities	3/31/2025 5:10 PM
58	Mental health always feels like it's underfunded. I also believe that facility improvements (including playground upgrades) always seem to lag behind where they should be.	3/31/2025 5:09 PM
59	Ensuring that students are ready and prepared for grade 8-more literacy and numeracy for elementary senior students.	3/31/2025 5:08 PM
60	Students supports, SST, food programs, classroom materials	3/31/2025 5:08 PM
61	Direct support to students in classrooms. How can one truly understand the needs of early learners without supports on deck? I do not understand why EA support isn't a given at least for the first half of the year to really be able to monitor what these kiddos require to succeed.	3/31/2025 5:05 PM
62	Sports (such as supplying bus service for students to return to school after being bussed to an outside sports facility.) More field trips to useful, truthful environments such as museums, community events, etc.	3/31/2025 5:03 PM
63	Mental health, wellbeing, and counselling supports for students	3/31/2025 4:59 PM
64	mental health and special needs for students who struggle due to neurodiversity - whatever is offered today is not enough to protect the student, the students and the teachers.	3/31/2025 4:59 PM
65	Classroom assessments and assistance	3/31/2025 4:51 PM
66	Mental health and wellness for students and staff both. Education, awareness and prevention particularly for pot and vapes	3/31/2025 4:47 PM
67	I think the equality between various schools funding and support levels need to be addressed.	3/31/2025 4:44 PM
68	Gender diverse learning and safe spaces; truth and reconciliation learning; mental health supports	3/31/2025 4:43 PM
69	Inclusion support	3/31/2025 4:43 PM
70	Student and teacher support	3/31/2025 4:40 PM
71	Extra-curricular and music	3/31/2025 4:40 PM
72	EA positions, life skill programs	3/13/2025 5:43 PM
73	Extracurricular opportunities and sports	3/11/2025 12:06 PM
74	direct extracurricular programs that engage a variety of students to help lots of different groups engage in school	3/10/2025 12:07 PM
75	Educational resources for students above the curve. They don't receive much of an education because teachers are too focused on the kids that can't instead of the kids that can. Students should be divided by educational level not age. When did education become a business?	3/8/2025 10:05 AM
76	technology (teachers and students)	3/7/2025 10:16 PM
77	Learning services. More counsellors and IST to provide planning and programs for unique student learning and behaviours. All too often falling on EA's	3/7/2025 11:16 AM
78	all	3/7/2025 8:41 AM
79	Student / classroom support	3/7/2025 8:37 AM
80	Education assistants do critical work for a fraction of the pay. Supports to them would go along way I believe.	3/7/2025 8:17 AM
81	Counselling and targeting students who are having mental health breakdowns	3/7/2025 8:04 AM



## NLPS 2025-2026 Budget Engagement

82	Inclusion. Clearer description of roles of support team. Release time for the school team to meet collectively in a timely manner. Tired of hearing "it's all over the district"	3/7/2025 4:41 AM
83	Literacy and numeracy	3/6/2025 9:26 PM
84	Music programs should be all elementary schools	3/6/2025 8:55 PM
85	Educational assistants	3/6/2025 8:52 PM
86	Literacy Resources and Librarians	3/6/2025 8:05 PM
87	Mental health, support for student with any sort of barrier weather disability, financial situation, ethnicity.	3/6/2025 7:48 PM
88	Disabilities	3/6/2025 3:22 PM
89	EAs. Enrichment. Extracurriculars	3/6/2025 3:03 PM
90	Special education	3/6/2025 2:57 PM
91	Special Ed./janitorial support/grounds	3/5/2025 5:08 PM
92	healthy school food/lunch	3/3/2025 9:31 AM
93	Harewood schools (building), counsellors, EA support	3/2/2025 5:41 PM
94	Academic programs for interventions with exceptional students - both those struggling to learn and needing interventions and support, and those needing academic enrichment	2/28/2025 2:31 PM
95	classroom technology, supports for students with learning difficulties	2/28/2025 12:22 PM
96	Not enough EA hours	2/28/2025 11:32 AM
97	support for special education, music programs, library staff	2/28/2025 9:54 AM
98	school staffing (at least outside of focus schools).	2/28/2025 8:03 AM
99	HVAC. We have 1 true ticketed HVAC technician for 50 something buildings	2/28/2025 7:15 AM
100	online learning	2/27/2025 8:48 PM
101	Education Assistants and Inclusion support teachers	2/27/2025 7:48 PM
102	Indigenous services and employee services	2/27/2025 5:47 PM
103	inclusion support for students who cannot learn in a traditional classroom (support includes both staffing and space, additional counselling), as this would in turn support typical students whose learning is being greatly compromised; Building maintenance and cleaning (PVP/teachers doing essential custodial work as a result)	2/27/2025 5:33 PM
104	It costs a lot to send kids to school these days, having to pay for workbooks, sports trips, etc...	2/27/2025 11:10 AM
105	Island ConnectEd. Without staffing ratios, teachers take on more students than classroom teachers. Even with the funding difference, there shouldn't been such a disparity. EAs - they need a livable wage, either more hours or a higher wage.	2/23/2025 7:57 AM
106	Academics	2/21/2025 1:20 PM
107	Physical education and wellness opportunities	2/21/2025 12:53 PM
108	We need more counsellors at NDSS	2/21/2025 12:09 PM
109	French immersion - it was shocking as a parent who thought French immersion received more funding but that is not the message conveyed in our school. There are many limitations due to lack of funding	2/21/2025 11:25 AM
110	I think all public sectors need to be more frugal.	2/21/2025 10:13 AM
111	Classroom technology in general, and specifically for students with diverse needs	2/21/2025 9:23 AM
112	school based supports for students with disabilities	2/21/2025 9:03 AM
113	Sports and recreation	2/21/2025 8:58 AM

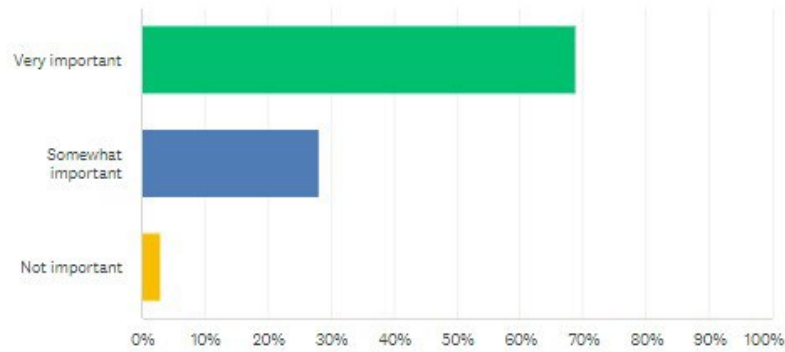
## NLPS 2025-2026 Budget Engagement

114	Counselling, online teachers	2/21/2025 8:46 AM
115	Fine Arts; hul'qumi'num'	2/21/2025 8:40 AM
116	Library services (hours for Teacher-Librarians and Library Clerks)	2/21/2025 8:29 AM
117	Re-open Woodlands, less portables, less crowded schools. Schoolbus from Forest Park to NDSS	2/21/2025 8:28 AM
118	Building improvements	2/21/2025 7:19 AM
119	Improving teaching practices that lead to improved academic outcomes	2/20/2025 10:21 PM
120	Programs that would provide students with certificates that can lead to immediate employment that are needed in the community.	2/20/2025 8:26 PM
121	support for kindergarten and gr. 1, counseling and SST supports	2/20/2025 8:17 PM
122	Technology	2/20/2025 7:57 PM
123	BC Early Learning Framework and the Learning the in Primary Years. Inclusive Education-more supports (specialists and resources, materials, equipment, planning time) for children.	2/20/2025 7:53 PM
124	Sports	2/20/2025 7:25 PM
125	The arts, which foster identity and belonging and counseling services	2/20/2025 7:05 PM
126	Supports for students and teachers. Need more EAs	2/20/2025 6:37 PM
127	Inclusion and teacher training	2/20/2025 5:32 PM
128	Learning assistance programs and small group interventions especially in the high school level. Every elementary school classroom should have an EA! Learning needs are so diverse and kids do not get designated unless their parents pay privately! Psych Ed's only happen for a small number of kids that need them and they usually go to behaviour kids.	2/20/2025 5:26 PM
129	Earthquake/emergency preparedness supplies, EAs, support staff, first aid, elementary music programs	2/20/2025 5:25 PM
130	Sports , theatre , music	2/20/2025 4:47 PM
131	Supports for the schools -need more EAs, more support teachers, people to run SEL groups	2/20/2025 4:42 PM
132	Mental health and wellness for students and staff.	2/20/2025 4:26 PM
133	technology and learning resources	2/20/2025 4:16 PM
134	Teacher supports	2/20/2025 3:53 PM
135	EA's I know students who don't get any time that are greatly struggling	2/20/2025 3:29 PM
136	Literacy and numeracy. Meal programs.	2/20/2025 3:19 PM
137	the outdoor spaces for students	2/20/2025 2:56 PM

**Q8.**

How important is it to you that the district seeks community input before making budget decisions?

Answered: 164 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Very important	68.90% 113
▼ Somewhat important	28.05% 46
▼ Not important	3.05% 5
<b>TOTAL</b>	<b>164</b>

## Q9 Do you have any additional comments or suggestions about the school district budget?

Answered: 72 Skipped: 92

#	RESPONSES	DATE
1	I could not rank the most important steps as it wouldn't allow me to rank. The lack of education in the public school system is at an all time low. I have made it clear it's a stepping stone to my kids. That your real education starts once you leave there. Thats a disappointing statement. I have aunts who are teachers among many others. Family and friends have lost faith in the school system. That's not to say with everything as there is still a lot of good teachers. The way the school board / education system is allowing it to be run is not benefitting our kids.	4/4/2025 6:50 AM
2	n/a	4/2/2025 2:51 PM
3	I appreciate the overall goals but would like more details on the plans for the increased support to gain the literacy/numeracy goals	4/2/2025 12:58 PM
4	Greater support, resources, and time needs to be allotted to helping kids understand the post-secondary application process and options, well before grade 12.	4/1/2025 5:47 PM
5	One of my kids classroom door has been partially broken all year. The teacher has to kick it open in the morning and it can get stuck open at the end of the day. She said she's asked for it to be fixed multiple times. Why can things like that not be kept up?	4/1/2025 4:54 PM
6	How many services and extra resources can you pump into an overcrowded school before the whole metaphorical infrastructure collapses on itself. Fix the structure fix the tone then add the resources. Just like the city of Nanaimo, you can try and make it look pretty to tourists but the problems are still there.	4/1/2025 11:22 AM
7	No	4/1/2025 8:18 AM
8	That the feedback legitimately be considered for the district and its not just an optics game of seeming interested in what families care about and prioritize and then making the decisions without any consideration. The school district is very diverse and those with the loudest voices seem to be the only ones heard.	4/1/2025 8:18 AM
9	Wellness for teachers and students should be the highest priority for long term health outcomes and highest quality of learning capacity	4/1/2025 7:50 AM
10	Please include budget, balance sheet & income statement in future to assist with offering feedback.	4/1/2025 3:52 AM
11	The amount of PD days for teachers I find quite excessive. With the amount of STAT and PD Days, it seems are children hardly attend school.	3/31/2025 11:15 PM
12	Thank you for doing this survey. PAC and schools should promote inclusivity as well as celebrating all members of the school community holidays etc and not discriminate based on religions or "early settlers" religion. As Canadians, we all are striving to make our country beter. Thank you for all what you do for our city, province and country :)	3/31/2025 11:08 PM
13	Build more schools, expand current schools, improve earthquake & ventilation safety, & make schools future ready for population increases	3/31/2025 10:27 PM
14	Reduce upper and middle managers / administrators. Increase funding for facilities, equipment, and elective courses.	3/31/2025 10:15 PM
15	From my perspective, there seems to be a lot of inefficiency.... I think a goal should be efficiency. I.e. fix something properly the first time, if something is in really shitty condition, replace it with something functional instead of sending maintenance 5 times over until it's so broken they finally replace it... I also feel like teachers deserve better furniture/ infrastructure in their class. We also need MORE STUDENT SUPPORT TIME	3/31/2025 9:55 PM

## NLPS 2025-2026 Budget Engagement

16	PLEASE provide school busses to all students that live too far to walk or at least free bus passes. Cars are clogging up schools, it is better for the environment, and it's responsible. I am a single mom barely getting by and I can't afford 2 city bus passes a month so I have to leave work on my break to get them if they can't find a ride, which is most days.	3/31/2025 9:41 PM
17	Rebuilding NDSS	3/31/2025 8:46 PM
18	Reduce administrative staff	3/31/2025 8:39 PM
19	the video for your strategic plan just showed kids doing stuff, nothing about the strategic plan	3/31/2025 8:38 PM
20	I would really like to see an expansion of after-school care, as the lack of after-school care options in Nanaimo is a huge problem for parents. I have been on waitlist for two years and still have not found after-school care for my son.	3/31/2025 7:14 PM
21	No	3/31/2025 6:20 PM
22	Teachers and administrators need more support overall. Some of the curriculum choices seem remedial and lower than I would expect for a high school.	3/31/2025 6:16 PM
23	Out of school care needs to be expanded dramatically, school schedules seem to assume parents are unemployed.	3/31/2025 6:01 PM
24	BULLYING needs to be taken more seriously!! Bullying is OUTRAGEOUS in the school system and nothing is being done!!	3/31/2025 5:57 PM
25	Teachers should be taking cell phones away in all classes. The distraction is destroying kids education.	3/31/2025 5:44 PM
26	Need more money to better supports kids. Open another life skills program so Ladysmith kids aren't always left out.	3/31/2025 5:29 PM
27	no	3/31/2025 5:18 PM
28	All students who need extra supports should be able to receive it. Especially if they have a diagnosis. IEP's are not being followed as it is too hard for the teacher to do alone.	3/31/2025 5:18 PM
29	No. Won't listen to me anyways	3/31/2025 5:10 PM
30	The board is best placed to make the overall decisions for what really needs funding. It's nice to know what's going on of course. As long as the priority is on the education quality for core materials, I don't really have a lot of input.	3/31/2025 5:09 PM
31	NDSS needs to be rebuilt	3/31/2025 5:08 PM
32	Put more funds in the classrooms - be it materials or support workers so all our students can thrive. Fast track Psycheducational assessments and supports.	3/31/2025 5:08 PM
33	None at this time	3/31/2025 5:05 PM
34	No	3/31/2025 4:59 PM
35	Please try to be as equitable as you can so all kids have access to the same opportunities regardless of catchment	3/31/2025 4:47 PM
36	Monies brought into the district by students with designations should be applied to students school. These students often need more supports but they aren't available.	3/31/2025 4:44 PM
37	Get rid of all the extra, upper management that makes this district top heavy and put the money into students and learning and the staff with their boots on the ground doing the hard work	3/13/2025 5:43 PM
38	current bus shop is said to be the most unsafe building in district during earthquake. building new bus shop at woodbank site would eliminate this issue.	3/11/2025 8:37 AM
39	I'd like to see advanced educational opportunities for those that need it. It's been about 10 years since I've seen this. I'm sick or hearing the works too easy for my kid but there's no opportunities to challenge him anymore	3/8/2025 10:05 AM
40	Purchasing electric buses has really put a strain on the ability of booking buses for student use during the day. The amount of time needed to charge the buses is impacting the transportation department.	3/7/2025 10:16 PM

## NLPS 2025-2026 Budget Engagement

41	Each class K-3 should have an extra adult in the room daily	3/7/2025 8:37 AM
42	As more families lose confidence in the public school system to teach the most critical and basic concepts that schools were designed to, it is increasingly important that the school board is fiscally conservative and shows clear evidence of improvements and outcomes where they spend money. Consultation is an important part of this. I only found this survey because I was looking on the school board website for something else. These types of surveys need to be better distributed so a wider base of people can access them.	3/7/2025 8:17 AM
43	We are falling behind in literacy as a province. A tutoring program especially in smaller towns working with the school to give support	3/7/2025 8:04 AM
44	More CYCFSW/counsellors in each school and not chopped up time between multiple schools for our most vulnerable students this is detrimental for relationship building. More supports for student with behaviour/social/emotional students	3/7/2025 4:41 AM
45	Pay the staff what they deserve.	3/6/2025 9:26 PM
46	Inner city schools need more supports	3/6/2025 8:55 PM
47	Many teachers are spending their personal funds on literacy resources (games, activities, and books). I don't know of very many professions that don't provide professionals with the tools they needs to do their job. More school funds need to be allocated to purchasing tools to increase literacy and numeracy.	3/6/2025 8:05 PM
48	Give the teachers the support they need to support our future. Our children our the future	3/6/2025 7:48 PM
49	Where has the money gone in supporting Special Ed students?	3/5/2025 5:08 PM
50	huy ch q'a for this work, these comments are meant as considerations	3/3/2025 9:31 AM
51	I am beginning to see positive changes in the last 4 months	3/2/2025 5:41 PM
52	Hopefully funding learning and support opportunities and taking care of the people working with the children can enhance success rates for all.	2/28/2025 2:31 PM
53	Please continue to spend as much of the budget as you can in the classroom, and less on the fluff. Thanks for the hard but great work the trustees are doing.	2/28/2025 11:32 AM
54	make decisions from a trauma-informed lens. Our kids are struggling. Equip staffs to wrap around	2/28/2025 8:03 AM
55	The tradesman in the district are very underpaid. To retain and attract proper tradespeople you need to raise there rates by \$5 minimum	2/28/2025 7:15 AM
56	online learning is a big deal at our school - many students have taken tothis kind of learning - enjoythe class room setting though - so as not be learning on their own while learning online - please make it fully available to everyone	2/27/2025 8:48 PM
57	Raising levels of student learning - with funding for skilled staff, space (so schools can be calm), and resources - really needs to be a priority right now. This will also make schools safer.	2/27/2025 5:33 PM
58	There needs to be a return to the basics of an education where students spend time doing math, reading and writing, and learning about the world, such as our country, history, natural science and geography. Get back to the basics and educate our children to succeed in life and to help them attain a curiosity about the world.	2/21/2025 1:20 PM
59	Stop hiring more senior administration and coordinators and put the money into our schools!	2/21/2025 12:09 PM
60	Stop indoctrinating children, or expect to see record numbers of children leaving public education.	2/21/2025 10:13 AM
61	Educators need access to up to date technology for use in the classroom, tools like headphones, mics etc. for supporting students needs, and IST time or other supports for helping those students become proficient in those tools	2/21/2025 9:23 AM
62	Make it easier to see how the district is funded so the community can assist in putting pressure at the appropriate points to help get the district and schools what they need	2/21/2025 9:03 AM
63	Re-open Woodlands, less portables, less crowded schools	2/21/2025 8:28 AM

## NLPS 2025-2026 Budget Engagement

64	I think that streamlining processes so that the work hours are not spent on re-doing the same processes at each school. Sharing resources between school offices, sharing resources between teachers, etc	2/20/2025 10:36 PM
65	Focus more on teaching and learning for better student outcomes and achievement in and beyond K-12	2/20/2025 10:21 PM
66	Listen to the teachers and principals as they are on the "ground floor" and know what is needed	2/20/2025 8:17 PM
67	Programs that help students with self regulation would increase the number of students and staff who feel welcome and safe in their school	2/20/2025 7:05 PM
68	Schools need more support people that work directly with students!	2/20/2025 5:26 PM
69	Schools lack rules , structure and are becoming places where kids don't want to be ...the whole system including hours of operation	2/20/2025 4:47 PM
70	More supports would allow students to excel in all areas but there is a lack of bodies and burn out from staffs	2/20/2025 4:42 PM
71	Just a statement: Environment plays a key role in students feeling belonging and pride in a learning space.	2/20/2025 4:26 PM
72	There needs to be more funding for special needs students. I think parents of special needs children should have some say in where their funding goes.	2/20/2025 3:29 PM