



Good evening. It has come to our attention that all CUSD Board meetings will now be held at the district office and un-televised due to losing a grant for free broadcasting from the Community Cable Foundation. LIUNA appreciates the need to save money and not pay for simulcasting these meetings, but we request the board look into other ways to have these meetings televised in an effort to maintain communication and transparency with its constituents, our CUSD residents. LIUNA would like to offer a possible solution to aid in this and ask that the board look into the viability of this option. Is it possible for CHS TV students to film the meetings and then provide a link on the district website for public viewing?

As CUSD continues to face financial decisions, LIUNA would like to take this time to remind the school board and staff of a few details about your classified staff.



Due to layoffs and job position eliminations, the total classified staff has dwindled from 453 to 345 since the 2007-2008 school year. We have lost over 100 of our classified employees or positions during these recent difficult financial times; not to mention the numerous positions that have been reduced in hours! It is important to mention that while we have lost those employees, we have not lost any work. We simply have 100 less people doing the same- or increased- amount of work:

- Registering and caring for more students.
- Contacting more parents.
- Keeping track of attendance for more students.
- Giving more medications.
- Aiding in more classrooms.
- Maintaining more buildings, grounds, and facilities.
- Caring for more computers and technology needs.
- Feeding more students.
- The list goes on and on.

When classified staff begins their employment with Carlsbad, employees receive a 5% pay increase each year for the first four years of employment. From that point on, for the next five years, employee's pay remains the same. Then at the beginning of years 10, 15, and 20 are the only times that employees receive another pay increase- a mere 5% pay increase for five years.

This was a system that worked when employees were able to depend on a cost of living raise during those five year periods with no step increases.

While health insurance rates have continued to skyrocket for our employees over the past few years, classified pay scales have remained the same since 2008. Our last increase was in 2008. It was a 1% increase. On top of that, as of January 1, the employee deduction to FICA has gone from 4.2% to 6.2%; another, 2% deduction for Classified.

It has been deemed necessary for Social Security recipients to receive a 1.7% COLA increase this year after



a 3.6% increase last year in order to keep up with inflation. Meanwhile, your employees are still receiving drastic cuts through insurance increases year after year, and most recently through furlough days. Our income has steadily decreased year after year.

Please don't misunderstand. We are grateful for our jobs. And we understand budget crises. We know that times have been tough. We have remained supportive of Carlsbad Unified and have continued to think outside of the box in order to assist in decreasing demands on the budget, such as the recent insurance carrier changes.

Meanwhile, we are watching the school board make financial decisions such as opening a new school and avoiding job cuts at the "top" by hiring and promoting upper management positions. To us, these are positive signs, signs that times are changing. We are taking these signs as indicators that things are looking up, that possibly Carlsbad Unified employees **THROUGHOUT THE DISTRICT** will be able to have some financial relief soon.