



October 5, 2011

Torrie Norton, Asst. Supt. – Personnel Services  
Carlsbad Unified School District  
6225 El Camino Real  
Carlsbad, CA 92009

Dear Torrie,

As requested, here is our input on the upcoming fiscal crisis. LIUNA welcomes the opportunity, on behalf of our Classified members, to discuss our priorities in dealing with our portion of the \$11 deficit for the 2012-2013 fiscal year. We feel that it is important to begin to look for changes that can be made during this current year, which will help reduce the total amount of reductions needed for next year.

#### **Work Year Adjustments**

We recognize that there are opportunities to adjust work year calendars for some of our members. There are some positions that have different work year assignments depending on the work site. In many cases, these changes were done years ago for reasons that no longer exist. At a minimum, we would request that any vacant positions be scrutinized to see if any work year adjustments are desirable, prior to filling the vacancy. For example, there have been discussions in the past about the 12 month position of Registrar and if the work year could be shortened. Due to the upcoming retirement of that employee, we would ask for that decision to be made prior to hiring a replacement, so that reduction would not be considered to be a layoff.

#### **Early Retirement Incentive**

We would like the Board to consider offering an Early Retirement Incentive Program, in the current year, to eligible Classified employees. We know the District's experience in the past with annuity-type programs offered to the teachers has not resulted in the budget savings that were anticipated, however we feel that many of those issues are related to certificated only, and not a function of Early Retirement Incentive Programs in general.

We are investigating several different types of ERIPs that have been offered recently to workers in other state agencies. We will be sharing examples of those with the District. There are ways to structure them with some combination of additional years of PERS service credit and a sliding-scale of payout, depending on how quickly the retirement is enacted which may be very cost-effective for the District.

We feel that the enormity of the deficit can only realistically mean cuts to programs and services, which would mean personnel cuts as far as the Classified members are concerned. We have quite a few employees who have expressed an interest in a plan like this, and we feel that with a properly structured plan, the District would have the most flexibility going forward. Any vacancy in the Classified staff gives the District a chance to look at their requirements going forward to see if any adjustments or eliminations are warranted, without having to go through the costly and painful process of layoffs and bumping rights.

### **Waste and Inefficiencies**

We feel our members have a unique perspective out in the field on ways that the District can work smarter and cheaper. We have already set up a system to allow our employees to send in their suggestions on how to save money for the District. We will be bringing many of the items forward for the District's consideration, with the expectation that any money saved will be credited towards our share of the budget deficit.

### **Furlough Days**

We feel that furlough days are much preferable to across-the-board pay cuts. Our members have not had any pay increases for many years. Unlike the teachers, after the first 5 years of employment, our pay only increases in five-year blocks, not annually and not for increased education. The only other way to increase our pay is to be promoted into a position with a higher salary range.

We strongly feel that simply cutting the pay of our employees would only reinforce a message to the general public that school employees ARE overpaid, which is not the case.

If the District does adjust the school calendar to reduce the number of days schools are in session, our members would also be expected to endure furlough days commensurate with the reduced school year.

However, we feel that furlough days should be felt by everyone; employees, management, parents and the public. If furlough days are spread out during the year, one Friday a month perhaps, and the District Office is also closed on that day, many parents will be inconvenienced multiple times during the school year, instead of all at once. We feel that would help illustrate to the general public the need to solve the school funding crisis and help parents become more inclined to help us work on resolving the issue.

### **Medical Benefit Adjustments**

We have a strong interest in working collaboratively with the District to explore other options with our medical benefits coverage. There is an inherent disconnect with the teachers and the Classified staff, most vividly illustrated by the fact that for teachers a 60% contract is considered 'full-time' as far as medical benefits goes. To the teachers, their most overriding concern on the Insurance Committee is to protect their feature-rich Point-of-Service plan. Because our members have to shoulder the pro-rata share of the premium if they work less than 8 hours per day, our overriding concern in the Insurance Committee is to have the lowest cost option available to our members, as providing medical insurance for their family is one of the prime motivators to work for the school District. We recognize that the insurance plan renewal has already been negotiated; however we will work with the District immediately to explore our options, and see if we can find a creative solution to this issue.

Thank you for the opportunity to present our ideas and priorities to the Board of Trustees. We look forward to working collaboratively with the District to find the best way forward for the District and our members.

Sincerely

Jan Tokorcheck  
CUSD Chapter President  
LIUNA Local 777