

CUSD Chapter – LIUNA Local 777
General Meeting Minutes
Thursday, September 9, 2011
Meeting called to order 5:05 PM

Executive Board Members Present: Jan Tokorcheck, Barbara Swearingen, Melody Flanagan, Heather Gearing, Jennifer Thirkell, Bryan Clark, Mike Tokorcheck, Jeannie Boling, Paul Becheley
Absent: Jennifer Wozniak

CUSD Chapter Members Present: 61

Motion to Approve Minutes: no minutes to approve

Committee Reports: **None given in the interest of this special meeting**

Special Presentation: Devin Vodicka

Dr. Vodicka presented his Unaudited Actuals presentation that he had previously presented to the Board of Trustees. Highlights included:

- Full explanation of Fiscal Year 2010-11 income & beginning balance, expenditures & ending balance
 - Total income for the year was \$82,598,872
 - Total staff salaries/benefits was \$84,219,552
- Full explanation of anticipated Fiscal Year 2011-12 projected income & beginning balance, projected expenditures & ending balance, as it stands now
 - Projected income for the year to be \$71,249,993
 - Total staff salaries/benefits anticipated to be \$82,198,863
- Explanation of deficit spending to date, has grown every year
- The difference between the two income figures comes to \$11,000,000 deficit that will need to be covered for 2012/2013 school year
- A hypothetical list of what it WOULD take to reduce expenses by \$11 million was shown as a visual aide to illustrate the magnitude of the anticipated problem. Here are just a few items from that list:
 - Class size increase to 40:1 for all grade levels K-12
 - Furlough days
 - Eliminate stipends, band, athletic transportation
 - Cut 1/3 of special ed assistants
 - Close an elementary school
- None of these are recommendations but they are an interesting visual

Further conversation

- This presentation is on the CUSD website
- We need to reach the broader community (all staff, parents, neighbors) to move through this together
- We need your input as to what we should negotiate for, what we are willing to have less of:
 - Shorter year
 - Shorter hours
- We have a new webpage <http://cusd-777.wikispaces.com> where we will be posting information as well as a special email cusd.777@gmail.com where you can send cost-cutting ideas
- No ideas are too small, too stupid, too big. ALL SUGGESTIONS ARE WORTHWHILE!

Upcoming dates

October Board Meeting (10/12/11) The Board will be asked their priorities and perspective on cost cutting measures.

November Board Meeting (11/9/11) specific recommendations will be finalized to be presented to the County in December.

Questions/Answers & Some Suggestions to Dr. Vodicka

- When does the new high school come into play? Answer, 2013/2014.
- Do we look at postponing it?
- Will it be up for discussion?
- Staffing another high school?
- When Prop P was passed in 2006 the urgency to fix the overcrowded high school was different than it is now.
- Are they going to pull from CHS & Middle schools to staff the new high school? – Too soon to determine, some pulling from other sites and some new hires most likely.
- Fundraising possibilities?
 - We already benefit from CEF and individual schools benefit from PTAs
 - The problem with “revenue enhancement” is that it is a vague commitment, not dependable
 - There is talk of a bond measure for technology but the timing may not be good for that
 - Sponsorship of buildings, etc. – Board policy frowns on that, but anything is up for discussion at this point.
- Healthcare –
 - Why not make whole district go Kaiser, drop eye care program or other unnecessary items.
 - Answer, it’s a process, submit suggestions
- Instead of Sage Creek being just a high school, what about a dual use facility? District office & high school
- Costs associated with STAR testing – can we save money there?
- This looks like it will impact us next year, but mid-year cuts look possible.

At this point of the meeting, Dr. Vodicka left and we began more general discussion. Here are highlights:

- All cuts made will be across the board. Any broad scale cuts will be made to all, no one department or classification will take the brunt of this.
- Of the whole \$11 million, classified staff is only responsible for our share, 22.64% or approximately \$2.4 million.
- We won’t be asked to save teachers
- Cost cutting suggestions: concentrate on us, but if you have ideas in other areas, include them
- Health Insurance
 - The way it works may be changing moving away from the Point of Service Program, 90% of our usage is the HMO level.
 - It may be to our benefit to split from the teachers union to negotiate our own insurance plans. This is negotiated and decided by the Insurance Committee. If you have any questions/input you can contact them at the email above.
 - Kaiser & Blue Shield are both non-profit insurance agencies, and Blue Shield has recently committed to only keeping a 2% profit beginning last year. Therefore, they are giving us credits for the coming year to help lower our expenses. Kaiser is anticipating raising rates by 17% and Blue Shield by approx. 3½ %. The district pays 75% of that increase.

Some ideas: We want to come up with a list of suggested cuts. We need to prioritize our suggestions to suffer the least pain possible.

- Furlough days: we would only agree to furlough days with specific end dates & conditions (can't go on forever). This is preferable to pay cuts as pay cuts generally do not have an end and are very hard to get back. Again, if the public is not affected, if they are not also "feeling the pain" of these cuts, they will see "everything as usual".
 - How do furlough days affect health benefits? – we would negotiate and insure it doesn't change hours or retirement accrual. BUT: if you're thinking of retiring in the near future, you need to make sure Calpers knows your best year was 2010 to base their calculations on, not the year including furlough days.
- What about an ad in the paper making the public aware of the drastic nature of the situation? Suggested waiting until a more opportune time, where the ad might have a greater affect, when more specifics are known.
- Boundaries – beef up enforcement of boundaries
- Special Education – limited areas we can affect here, we are working on getting clarity.
- Early retirement incentive
 - Dr. Vodicka seemed receptive to the idea, we are getting more information to him.
 - There are several types of golden handshakes, flat rate one time lump sum, additional PERS credit
 - Everything will be looked at
- We're all feeling the push to save money – who's pushing the legislature? – there is a constant pressure to get our fair share of the pie. There's just a limited amount of money in Sacramento.
- SEND ANY SUGGESTIONS TO THE NEW EMAIL. NO SUGGESTION IS TOO SMALL OR TOO STUPID!

Motion was made: Provide holiday gift cards again this year for a minimum of \$25 or more, not to exceed a combined total of \$10,000.00

Discussion: could we have them from another vendor, can we get them before Thanksgiving

Vote: motion passed

Motion made & passed to adjourn the meeting at 6:55 p.m.

Good & welfare winners: Vic Wazewski & Elia Gomez

Next Meeting: November 3, 2011 at Kelly Elementary