



## Setting the Record Straight

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February 4, 2010

### **What kind of budget shortfall exists for next year?**

A deficit of \$1.7 million is projected for the 2010-2011 school year.

### **Is it possible that the shortfall will grow even more?**

Yes, this is a distinct possibility. The governor has asked for \$6.9 billion from the federal government. It is highly unlikely that the US government will bail out California. Both the California senate/assembly leaders have indicated they may support further cuts to education over cuts to programs for the poor. This could amount to further cuts to education this Spring.

### **What are the board's core values upon which they make decisions during this budget crises and labor negotiations?**

The board's core values include:

- 1) Retain fiscal solvency
- 2) Retain quality teachers and do our best to preserve lower class sizes
- 3) Preserve as many extra-curricular programs as possible (i.e. PE, music)
- 4) Reverse declining enrollment to preserve or grow ADA money received from the State.

### **Is it true the District will eliminate two teaching positions for the next 2010-2011 school year?**

Yes, the District is proposing to eliminate two classes across the District. These will only be classes at schools where enrollment has dipped significantly below the average and a split combination class may be necessary.

### **Is the District proposing an additional 5 furlough days for teachers next year?**

No, in the District's latest proposal, 2 additional furlough days are proposed to help bridge the budget shortfall.

### **Is the District proposing to eliminate class size reduction?**

No, one of the values the school board uses to make decisions on negotiations is to hold onto lower class sizes. This is one of the things that makes Loomis schools special and unique.

### **Is it true the District has proposed full day kindergarten for next year?**

Yes, the District is proposing full day kindergarten for next year. Studies have shown that students in full day kindergarten programs perform better academically.

### **Is it true the District refuses to use its reserves?**

No, the District has offered \$744,000 from its reserves over a four year period to help bridge the budget shortfall. This amounts to \$186,000 each year, over a four year period.

### **For the next school year, will administrators be taking the same percentage pay reduction as teachers?**

Yes, all administrators will take the same percentage reduction as the teaching staff.

### **Does the Loomis Basin Charter School negatively impact the general fund?**

No, the budget for the charter school completely supports itself. Also, LUSD charges back a fee to the charter for services which goes directly into the LUSD general fund.

## **Isn't a 4.37% possible pay cut for the teaching staff going to provide too much of a hardship?**

These are rough fiscal times and this would be an extremely difficult cut for teachers or any employees. The District has proposed to offer a Golden Handshake retirement incentive offer to veteran teachers, in hopes of reducing or eliminating this cut.

## **SETTING THE RECORD STRAIGHT ON IMPASSE**

As you may have heard, the District and the teachers' union (LTA) are at impasse in the bargaining process. At first glance, this seems scary. The reality is, that *impasse is simply a continuation of good faith bargaining* between the parties. It is a process imposed by the State of California for the express purpose of assisting the parties in reaching a mutually acceptable solution.

The process, while easy to understand, takes time. A brief summary of the process is set forth below:

**Impasse:** When two parties reach a point in meeting and negotiating at which their differences in positions are so substantial and prolonged that further meetings would be futile, they are at impasse. ***This determination can only be made by the State of California*** (it cannot be declared by one party). When this happens, the parties move to mediation.

**Mediation:** A State mediator is appointed to assist the parties in reaching a mutually acceptable resolution. Mediation will continue for so long as the parties are making meaningful progress in sessions. If mediation is not successful, the parties proceed to fact finding.

### **Fact**

**Finding:** This is an administrative hearing in which both the District and LTA present their side of the story to a three person panel. This panel recommends a solution to the Board of Trustees. This report is published (open to the public) and both parties consider the report in good faith. The parties may choose to meet again after the recommended decision is issued.

While uncommon, parties sometimes emerge from the process without a mutually acceptable solution. *This would be the worst case scenario and, frankly, a bad result for all parties involved.* If this were to happen, the District would be permitted to implement its last offer and the teachers would be permitted to strike.

The District has, and will continue to, bargain in good faith with the teachers' union. We are exceedingly hopeful that the state appointed mediator will help the parties to craft a mutually acceptable solution.