



## Budget and Layoffs Frequently Asked Questions

### How Bad is the State Budget Deficit?

The 41 billion dollar and rising State deficit is approximately equal to the entire State K-12 budget for one year. These are numbers and shortfalls are of unprecedented magnitude.

### How Does our State Education Budget Compare with Other States?

Our funding levels per student currently rank 47<sup>th</sup>. The proposed cuts will move California to 49<sup>th</sup>.

### How is Twin Rivers Management being Affected?

Prior to unification, our four districts had a total of 127 central office management positions. When we launched on July 1, 2008 we were able to reduce that number to 115 management positions. In addition, we're planning on 11 additional central office management staff position reductions that will occur by July 1, 2009. Overall, this will result in a total reduction of 23 management positions between June 30, 2008 and July 1, 2009. This represents an 18% reduction in central office administrative staff in one year despite the limitations of the unification education code.

### How Does the Education Code Affect Our Budget Options?

According to the State of California Education Code related to school district unifications, employees are protected for specific periods of time. Our classified (non-management and management) staff are protected for two years after unification. While our neighboring school districts (San Juan, Sacramento City USD) released both classified and certificated staff last spring and plan to release a mix of additional employees this spring, Twin Rivers is limited in the solutions we can consider to balance our district budget.

### Why Send Notices Out to Employees who May not Ultimately be Laid Off?

Our responsibility to Twin Rivers' students, staff, and community demands that we plan for the worst possible budget. This means issuing layoff notices to staff that we hope we will be able to retain. However, by Education Code we must send out notices by March 15<sup>th</sup> to the largest possible number of employees to ensure they receive timely notice.

### What Could Change to Help our District Keep More Certificated Staff?

- 1) If we receive healthy participation in our Early Retirement program, the 5 Day furlough is successful, or Reduced Workload programs, we hope to rescind many of the notices going out this spring.
- 2) In addition, we anticipate that the new federal administration's proposed Federal stimulus plan looks like it will provide some welcome one time relief. However, the final version of this bill won't likely be enacted by the new Congress until mid to late February.
- 3) If the final State budget is better than the Governor's current proposed budget, we will have additional resources.
- 4) If we have received and can implement enough cost-cutting ideas from our recent survey of staff and community, we may save funding for staff. Every dollar we save now is less we will need to cut going forward.

**When will Employees Receive their Preliminary Notice?**

On or before March 13, 2009.

**When Would their Notice be Rescinded?**

On or before May 15, 2009.

**When will Employees Receive their Final Notice?**

On or before May 15, 2009.

**What Types of Staff and Services will be Affected?**

Classrooms, instruction and curriculum support, technology support, counseling, social services, intervention services, library services, learning coordinators, site and student supervision.

**How do I Sign Up for Early Retirement?**

Eligible employees will receive a personalized, detailed packet of information about the program on or about February 13, 2009. They will receive an invitation to informational meetings scheduled for February 18 and 19, 2009.

**How do I Sign up for Reduced Workload?**

The CalSTRS Reduced Workload Program allows eligible members to reduce their workload from full-time to part-time duties. The deadline for Reduced Workload is March 31, 2009. Please call Sherry Franklin at 566-1736 if you are interested in this program.

**What Can Employees and Community Members do to Help?**

Save resources where you can, educate yourself and your friends about the education budget through our web site [http://www.twinriversusd.org/misc/state\\_of\\_the\\_budget/](http://www.twinriversusd.org/misc/state_of_the_budget/) and keep your focus on our students.

Our Cabinet has made personal pledges to Project Dream, our educational foundation, to support mini-grants in the area of arts and sciences, especially for teachers in this upcoming 2009 summer session. We urge all of our employees and staff to actively support Project Dream's efforts to raise voluntary contributions to support the arts and sciences, field trips, and other enrichment programs.

While we are facing great challenges, we are also blessed with talented people committed to north area students. Like the nation we are a part of, we will face these hurdles head on and conquer them with the ideas, effort, and dedication of our staff and community.