

Steve Eichman

From: Hampton, Janell <jhampton@CSEA.COM>
Sent: Friday, February 02, 2018 10:50 AM
To: Gloria Hernandez; Novotny, Janae H.
Cc: Randy Jackson; opalokikiade@aol.com; Frankie Drake; tala_4949@yahoo.com; marielena4schoolboard1@gmail.com; Nelly Maldonado; Ronda White; Gina Sudaria; Steve Eichman; dporterfield@smcoe.org
Subject: CSEA INPUT ON SOLVING FISCAL CRISIS

Greetings All,

If the true intent of the meeting on Wednesday 1/31 was to gather input from CSEA regarding how to mitigate the deficit the district is experiencing again, we expect for these ideas and concepts to be reflected in your strategy moving forward, in your next meeting with the Superintendent, and certainly in your presentation to the Board Members at the next Board Meeting. As per your request, this email memorializes the strategies of savings shared by CSEA at the 1/31/18 input meeting. This email includes many invested constituencies for the sake of sharing solutions efficiently.

CSEA Recommends the district hold both CSEA and RTA harmless when it comes to layoffs and reductions in hours until the following strategies have been explored and implemented:

Trim illogical, unnecessary, unaccounted for consultants and contracted services:

RELEASE the following rehired (at consultant wages) employees:

-PREVIOUS CBO, Prima Singh. Steve Eichman was hired for THE CBO position and if he was a competent hire, he should not need a consultant.

-PREVIOUS DIRECTOR OF TRANSPORTATION: Mihendra Chahal left the district and the Superintendent decided his position was no longer necessary; therefore, there is no logical reason that he was hired back as a consultant in that area or any other.

RELEASE the high-priced lawyer from the negotiations team. Negotiations have been neither productive nor purposeful. The bulk of work on the contract has taken much time and energy, but focused mainly on grammatical and editorial issues. A staff member certainly could have achieved the little that has been achieved thus far.

Review, in depth, the breadth and cost of contracted services. A layperson, familiar with the district, reviewing the incomplete collection of contracted services identified in ten minutes over \$100,000 dollars if unnecessary expenditures:

RSIP CONSULTANT (RSIP no longer exists and the district has bargained all references to RSIP out of the classified contract): \$70,400.

SCHOOL SERVICE OF CALIFORNIA: End Contract

Provide consultation in the budget, negotiations, and in general: Again, the Lawyer from Burke Williams Sorensen is at every negotiations session, so why does she need a consultant? She is the district's consultant and she NEEDS a consultant from SSC? And if she doesn't use their consultation they are not necessary. Additionally, with CBO, the PREVIOUS CBO, AND CSS All on payroll as employees and consultants for reviewing the, why are we still in this crisis? \$32,620

THINK CONNECTED- provides low cost IT assessment: End Contract. RCSD has its OWN IT department. There is no lower costing IT service than this classified team. This is probably an unlawful contracting out of services, as well.
\$14,500

Total savings with just these three areas in a list of hundreds of contractors and consultants is \$117,070. Imagine what a competent CBO could find in savings if unfettered by the powers that be?

Similarly, there are positions in the district that have no paper trail of their origins and CSEA is at a loss for how these expenditures are warranted. One position without evidence of bargaining is in our own unit. CSEA has no knowledge of or known history of bargaining at least one position into the unit, and without that evidence, that position is neither lawful nor perceivably necessary. We could be incorrect, but we respectfully request any information the district has proving the origins of the position of "Data Quality Support Technician." If this is not a bargained position, it is potentially not necessary; it is a cost savings.

Additional cuts should come directly from the Superintendent's office. She has THREE associate/assistant superintendents for an ever-declining student enrollment of less than 2500 pupils. Nearby PAUSD, with a student body of 12,500 pupils has only FOUR. What are these high paid associate/assistant Superintendents doing? With this top-heavy administration, why are we still enduring fiscal crisis? Are they not a huge cost themselves?

There are many more examples of cost savings far from the classrooms which have not been mentioned here nor explored.

Aside from the above mentioned neglected but obvious cost analysis and savings that can occur far away from the classrooms, the district has exhibited a pattern of illogical, untimely notifications to layoff Instructional Aides, after school program staff, and custodians. For example, last year, the district created chaos by notifying 45 classified employees that they were no longer necessary for the proper functioning of the district. Shortly thereafter, district had to rescind a full 30 of those layoff letters. Additionally, the district has added 40-45 additional classified positions in the mean time because classified employees are critical in the proper functioning of this district.

The Superintendent, last Spring, declared from the board meeting podium, that she would negotiate with KIPP Charter school to have RCSD classified staff hired to clean their classrooms, feed their students, and clean their kitchens. That never happened, yet it would have saved many RCSD positions and a lot of anxiety.

Finally, CSEA has a strong interest in RCSD not "getting out of the business of daycare/preschool" as district counsel has asserted. No child development center makes money, but all Child Development Centers save lives. Likely no one reading this input letter in how to save RCSD is unaware of the importance of preschool when it comes to positively impacting the trajectory of our community's littlest ones.

If the meeting in 1/31/18 was truly a call for input and not just the district going through the meaningless motions of shared governance and buy-in, CSEA expects these measures to be implemented far before layoff notices are sent.

Together we can find the healthiest answer. Let's start with transparency.

Respectfully,

CSEA Leaders, Members, and Community

In solidarity and service,

Janell Hampton

CSEA SBFO LLR

519.457.5050

In Solidarity and In Service,

Janell Hampton
CSEA LRR
1(408)261-7986