



IN CASE YOU WERE WONDERING.....

DECEMBER 4, 2009

SUPERINTENDENT SEARCH

The Board has contracted with a consultant for the superintendent search. The contract was signed on Monday, November 30th with RJ Gatti Associates. The process begins IMMEDIATELY.

Timeline Overview:

December Superintendent Profile Development: Who are we looking for? On the 15th and 16th the consultants will conduct interviews with individuals and with small groups. They will also hold 3 public forum meetings to listen to input from the school community.

Public Forums (3):

December 15th

7:00 PM

Ocean Shore Library
and
Cabrillo MPR

December 16th

2:00 PM

District Office

January Posting of the position and advertising

February Applications due; Screening process begins

March Interviews

April Final Selection

July 1 Starting date for new Superintendent

The Public Forums on the 15th and 16th of December are very important. The consultants will develop a description of what the school community is looking for in leadership for the coming years. They will write the advertising aimed to attract someone who matches that description. They will also search for and actively recruit candidates with the skills and background that the school community has described. These forums are your opportunity to have a say.

BUDGET UPDATE

Things have been very quiet in Sacramento regarding budget issues other than the Governor's announcement that the state is about \$20 billion over budget. This is the quiet before the storm. We know that the budget situation will not be better next year. This year we received over \$1 million in federal stimulus funding. This money allowed sites to hire back classified employees that were laid off in the spring. Federal dollars paid the salaries for all 3 staff development days for teachers and classified staff. It also funds the physical education teacher for 4-8 planning time. The federal stimulus funds greatly reduced the cost containment measures required from everyone in order to balance this year's budget. At this time, federal funding will not be available for next year. (Except: sites will receive, as promised, the second half of this year's site money next August.)

What this means is that even if the state makes no additional cuts (unlikely), the district will have \$1 million less for 2010-11 than we had for 2009-10. The "easy cuts" (if there is such a thing) were made long ago. Today each and every cut is a reduction in service to kids and to those that educate and support them.

Recently it was in the local paper that some districts are discussing an early retirement incentive. This would be one way for Pacifica to save money. Basically, the idea is to encourage

individuals who are close to retirement and at the upper end of the pay scale to retire by offering a cash initiative. This allows the district to hire at the lower end of the pay scale.

For example, the difference between the top and bottom of the teacher pay scale is \$30,000. This savings continues for several years since it takes time to move up on the pay scale. While not all teachers enter at the very bottom of the salary schedule nor are all retiring teachers necessarily at the top of the pay scale, Josie calculated that we could save after paying a reasonable cash initiative as much as \$600,000 over 3 years if we had 15 teacher retirements. The savings are less when classified or management employees retire because the pay scale is more compact, but it does result in a savings.

Obviously, the details of a possible retirement initiative option would require further analysis. Also any initiative must be negotiated. I believe it merits a discussion.

However this would not resolve the entire million dollar plus problem. If you have suggestions on how to save money, please share them with me (svickrey@pacificasd.org)

