

Dear TUSD Employee:

Budget:

As you know, a budget was passed recently and there has been a lot of conversation about that budget, so I want to give you the scoop as I understand it. In addition, there are triggers in this budget that basically signal us to be cautious and foreshadow a September adjustment – maybe up and maybe down. ☺ Here are the details as I know them:

Projected Budget Reductions (from before)	Budget that passed but has not been signed (new)
\$4.2 Million (no 2% increase)	REMOVED
\$7.4 Million (2009 cuts moved forward)	\$7.4 Million
\$11 Million (2010 lump sum reduction)	\$11 Million
\$10 Million (excess utilities)	\$10 Million
\$2.9 Million (excess costs – health care and unemployment)	\$2.9 Million
\$9 Million (declining enrollment)	\$9 Million
= \$44.5 Million in reductions	= \$40.3 Million in reductions
16% Reduction at sites	14% Reduction at sites*

*We are moving all sites to a 14% reduction down from 16% reduction even though we know there may be midyear cuts. We can do this because we have over \$4 Million in carry-forward money that can be used for mid-year reductions – if they happen. One-time money is appropriate for a one-time (we hope) cut. Please note: as schools have moved from 22% reductions to 18% reductions to 16% reductions and now hopefully 14% reductions, no (zero) cuts have been restored to central administration, and the cuts to this group far exceed the 22% mark. Money must go back to our schools. We have reduced \$5.5 million from central administration and nearly \$1.0 million out of the cabinet alone. Nothing is going to be as it should be for our students or staff next year, but I really believe our positive momentum will continue.

Finally, please note that the state budget is not balanced yet. Adjustments may be necessary in the fall to balance it. I personally would rather just know now – we desperately need some stability in 2010 but we don't have it yet. In any case, our district is well positioned to endure whatever reductions are going to be sent to us, and this is due to your dedication and hard work. It was amazing.

Recall:

This state budget reduction and required RIF impacted nearly 1,000 TUSD employees (as DIT or RIF). As of today, nearly all certified DIT have been placed, and 120 teachers have been recalled! ☺ We continue to work on classified placements. We believe we will have all recalls completed by August 1, 2009.

Recruitment:

I am sure you saw the recent article about recruiting teachers as we were laying off others. This was yet another misrepresentation of the facts. Here are some important points that I would like to have:

- The recruiting trips were paid for by Title II which is federal money explicitly provided to us for attracting and retaining highly qualified staff.
- We are recruiting for both minority staff members AND highly qualified teachers in difficult to fill areas.
- We are actively working to increase our minority staff members.
- Many of these trips were taken in the fall prior to the budget situation.

- We did not go out and recruit staff members for positions that RIF teachers were highly qualified to fill as the title implied.
- If a RIF teacher is highly qualified in a hard to fill area, we would hire them – not go out and recruit someone else. That doesn't make sense.

We have added a link to our website called, “The Rest of the Story” that will provide clarifications and missing or misrepresented facts to our stakeholders – like in the recent recruiting story and the ones in the Fagen Hires 7 New Administrators (4 of those administrators were ethnic studies directors we have had on staff for years). In 2010 we will be using many new strategies to provide our community and our stakeholders with the facts about TUSD. We are doing the right things and we want to make sure our story gets told.

Welcome Aboard Officially to newly hired cabinet members:

Maggie Shafer- Assistant Superintendent for Elementary Leadership

Jim Fish- Assistant Superintendent for Middle School Leadership

Dr. Edith Macklin-Isquierdo Assistant Superintendent for High School Leadership

Dr. Lupita Garcia Assistant Superintendent for Community Outreach and Government Programs

Jay Johnston- Chief Operations Officer

We are thrilled to have them as part of our leadership team for the district. 2010 is going to be a great year in TUSD (lean but great).

I hope you are having a great summer. I miss having everyone here and look forward to August when you return. I will let you know as I learn more.

Thanks,

Liz