

Did You Know?

Chapter 5

Thank you to those who have continued to submit questions to the Google Doc of the District web page. This is the final chapter of the Did You Know? series.

Here are the *questions* and factual responses to the submissions from the Google Doc:

- *If classified positions will be RIF'd or have work hours cut, when will this information be available to staff?*

Principals and directors have met with each staff member that has the potential to be part of a reduction if needed. The private conversations were held prior to the budget forums out of respect for the individuals. Our plan is to issue electronic contracts on May 18th from the employee's iVisions portal.

- *Did the March 28th contracts state salary and the exact position for 2016-2017?*

The 2016-2017 iVisions electronic contract states the current position of the employee. Transfers or position movement, after contracts are accepted, will be based on needs of the school and District. Certified employees have 15 business days to accept and classified employees have 5 business days to accept their contracts on-line.

- *When suggestions for administrative cuts are being considered is that for school sites and District office? The intent was not to consider secretaries in the administrative category.*

The reductions are considered in every department and every school. Administrative assistants are not part of administrative reductions.

- *If we receive a letter, not a contract, and Prop 123 passes, do we have to stay at CCUSD?*

A letter of explanation states that you will have the opportunity to accept the current position you are in, if Prop 123 passes. If Prop 123 does not pass, you will have the opportunity to apply and be considered for any position you are qualified in CCUSD. You have 5 business days from the time the contract is sent electronically to accept or reject if you are a **classified** employee and 15 business days to accept or reject if you are a **certified** employee.

- *Will we be reducing the time for each school day? Why do some districts have fewer instructional minutes for their students?*

Reducing the instructional minutes for each school day is not an option. Districts have the ability to tailor their schedules to their needs, as long as they meet the minimum requirements of the Arizona Department of Education.

- *Why are the elementary schools getting hit the hardest?*

The principals and directors tried to keep the cuts away from classrooms and still preserve the integrity of the schools and departments that have helped us earn A+ status. Elementary schools have the most grades (7). As you know middle school has (2) and high school has (4). The highest volume of staff is at the elementary sites.

- *Preparation time is important to teachers. What is going to happen to schedules and planning time if Prop 123 does not pass?*

We recognize planning and preparation is important to student achievement. Principals have worked on schedules that allow for planning time to be in place no matter the outcome of the election.

- *We have put a lot of money into technology. Do we need 2 Directors of Technology? Or could we pay teachers a stipend to take on some of the other roles?*

We have a Director of Technology and a Director of Instructional Technology. These are two very different technology support roles. One Director supports the infra-structure, updates software and oversees the budget for technology. The other supports the use of instructional technology in all classrooms. We currently pay teachers a stipend on the Technology Cadre for the work that is completed at each site and coordinated through the Director of Instructional Technology.

- *Instead of furlough days for principals, could some of the top earners take a pay cut?*

Furlough days were recommended for all administrators and this was discussed in IBN. A pay cut is not an option at this time.

- *Do we really need a Superintendent of Budget and Finance and a Director of Finance?*

We have an Associate Superintendent of Operations and Finance that has six departments that report to him (Human Resources, Technology, Child Nutrition, Facilities, Transportation, and Finance). The Director of Finance is responsible for payroll, purchasing and the accounting side of the \$31,000,000.00 Maintenance and Operations budget. Both have significant reporting responsibilities to our Governing Board, the Arizona Department of Education and the United States Department of Education.

- *When music positions are being considered for reduction, do you consider all music teachers in one group?*

All specials teachers were grouped by the content area they teach for consideration in the reduction of force process. The reduction in force due to elementary enrollment took into consideration one art, one music and one physical education position.

- *Were all qualified music teachers considered for the band positions in the District?*

All qualified music teachers who were interested in band positions in the District were able to follow the transfer process we have in place.

- *How can we have a job fair when we have teachers who do not have a job and have been RIF'd?*

We attend job fairs each year to recruit for specific openings we have in our District from year-to-year. We decided to have our first internal job fair to bring qualified, hard-to-fill candidates to each of our principals. This allowed for a proactive fulfillment of jobs where we did not have qualified internal candidates.

- *What special education support staff will be cut under these proposals?*

We are considering para-professional positions at this time to meet the anticipated reductions needed.

- *Have you considered closing an elementary school?*

This is not an option at this time. We value all the schools and with a stable enrollment we believe we can continue to attract new enrollments with our quality teachers and programs.