Memorandum

To: Members of the Board of Trustees  Date: April 11, 1978

From: Glenn G. Goode, Superintendent-President

Subject: ALTERNATIVES

The Board has directed the staff to prepare alternatives in case Proposition #13 passes on June 6 and no replacement funding is provided.

Members of the staff have been asked to offer suggestions. Special requests for ideas went to the CSEA, the Representative Council, the Cluster Leaders Council, the Resources Allocation Review Board, and the Deans.

Many suggestions have been received. They are reproduced on the attached list. The list is not in any proposed priority order. The priority of reductions must be considered extensively. Price tags for each item have not been computed. That will be the next step in preparing alternatives for consideration.

It is not possible at this time to determine how deep the cuts must go. At a minimum, it is assumed that the passage of Proposition #13 would result in a reduction of $2.6 million from the 1977-78 level of local funds available. Even that is an estimate based upon several assumptions which cannot be verified at this time. The maximum required cut could be much higher depending upon legal interpretations which will be required if Proposition #13 passes and based upon whatever negative impact upon state allocations may result from passage of Proposition #13.

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A. Reserves and Construction

It is assumed that, on a one-time only basis, reductions in or elimination of reserves and construction funds may be used to help absorb impact of significant funding reductions. Obviously, the implications for programs and personnel are much more serious in the second year because reserves would be eliminated.

1. Eliminate or reduce district contingency reserve $____________
2. Eliminate or reduce district seat tax reserve $____________
3. Eliminate or reduce Continuing Education building reserve $____________
4. Eliminate or reduce facility construction $____________

B. Programs

It is assumed that for one year only temporary or emergency reductions may be made in programs while public policy is developed to clarify the intention of the people with regard to community college education. Following are possible items which may be considered for the 1977-78 year. A total re-evaluation of program offerings will be required during the coming year, if legislative action does not restore funding.

1. Operate the college as long as possible during the year at an established program level and, then, close for the rest of the year $____________
2. Eliminate all travel and conference funding $____________
3. Eliminate all community service programs and activities $____________
B. continued:

4. Eliminate all new and replacement equipment funding

5. Eliminate all district funding of CWS/Readers/and other student help

6. Eliminate all library acquisitions

7. Eliminate all district matching funds for new programs

8. Eliminate, as possible, all present programs requiring matching funds

9. Eliminate intercollegiate athletics

10. Eliminate or reduce use of kilns in ceramic program

11. Cancel duplicate subscriptions of professional publications

12. Reduce electric and fuel consumption to the level required for health and safety only

13. Cancel all classes with fewer than 25 students enrolled

14. Eliminate in-service and improvement of instruction funding

15. Eliminate or reduce use of copy machines

16. Eliminate any landscaping and maintenance that is not absolutely necessary

17. Eliminate all sophomore courses in college transfer programs

18. Require that each division teach classes with large enrollment in the Coordinated Instruction (Math 1) mode.
C. Personnel

It is assumed that the faculty and staff are the greatest resource of the District. For one year, the District has determined that it will not dismiss permanent personnel. Following are possible actions which might be taken to maintain the permanent staff for one year. A complete analysis of staffing patterns will be required during the coming year if legislative action does not restore funding.

1. Do not replace terminating personnel; reorganize as necessary after each termination.  
   
2. Eliminate sabbatical leaves.  
   
   
4. Suspend professional growth increments.  
   
5. Eliminate personnel benefits for hourly certificated personnel.  
   
   
7. Suspend $645 doctoral bonus.  
   
8. Freeze salaries at current level.  
   
9. Reduce salaries across the board.  
   
10. Eliminate all hourly classified personnel positions.  
    
11. Assign all certificated administrators to teach one class.  
    
12. Increase faculty teaching load from 15 to 18 T.L.U.'s  
    
13. Reduce work day for all classified personnel from 8 to 6 hours with proportionate salary reduction.  
    
14. Reduce workweek for classified personnel from 5 to 4 or 3 days with proportionate salary reduction.  
    
15. Operate the college only 4 days each week.  
    

$____________
C. continued:

16. Eliminate all stipends for extra certificated assignments: $___________
   a. Department chairpersons $___________
   b. Cluster Leaders $___________
   c. Coaches $___________
   d. Extended contracts $___________

17. Reduce all 12-month certificated and classified management, supervisory, and confidential employees to 11-month assignments. $___________