

WHEREAS, students should be at the center of all budget decisions and all employees should work collaboratively to protect funding for core academic programs and services to keep cuts away from areas that directly affect our students; and

WHEREAS, the Distr

WHEREAS, as a continuation of our cost savings efforts, the District staff and our labor partners have been working to identify high quality and comparable health benefit plans for our employees that are similar to those currently offered and in line with what comparable school districts offer to their employees; and

WHEREAS, in the past the District has contributed funds to reduce our other postemployment benefits that are provided to our eligible employees upon retirement to make efforts toward funding this substantial unfunded liability of the District; and

WHEREAS, accrued vacation time is an employment benefit that the District is required by law to pay in cash when an employee leaves or retires from the District; and

WHEREAS, in past years employees accrued large amounts of unused vacation time and received sizeable lump sum payments upon leaving employment with the District; and

WHEREAS, beginning with the 2017-2018 school year, the District took action to pay down the liability resulting from employee accrual of vacation time. This required supervisory, management, administrative, confidential, represented and non-represented employees to use vacation time or be cashed out annually, based on noted annual limits; and

WHEREAS, since implementing this change in practice, the District has reduced its liability for unused vacation costs by approximately four million dollars for fiscal year 2017-2018 alone; and

WHEREAS, as part of its Fiscal Recovery Plan the District plans to develop and

## **SPENDING ON ADMINISTRATORS**

- 2.! The District's 2019-2020 fiscal year spending on unrepresented administrators and managers will not exceed the cost level established for the current year in the District's Second Interim Budget of 2018-2019.
- 3.! The District Superintendent and staff will develop strategies to control administrator costs within the parameters set forth above, including, but not limited to, not filling certain administrator vacancies, salary freezes and other cost-savings measures.
- 4.! The Superintendent will forgo his 3.5% salary increase until the District achieves