



HESPERIA UNIFIED SCHOOL DISTRICT
ADMINISTRATION & EDUCATIONAL SUPPORT CENTER
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February 2010

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Superintendent

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Assistant Superintendent
Business Services

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Elementary Schools

Carmel • 947-3188
Cottonwood • 949-1390
Cypress • 949-2596
Eucalyptus • 949-0815
Hollyvale • 947-3484
Joshua Circle • 244-6133
Juniper • 244-6161
Kingston • 244-8869
Krystal • 948-3611
Lime Street • 244-0512
Maple • 244-3096
Mesa Grande • 244-3709
Mesquite Trails • 949-3149
Mission Crest • 949-8265
Topaz • 244-4622

Secondary Schools

AEC, ROP • 244-1771
Canyon Ridge • 244-6530
Cedar Middle • 244-6093
Community Day • 244-5751
Hesperia High • 244-9898
Hesperia Jr. High • 244-9386
Mojave High • 948-3999
Oak Hills High • 244-2283
Ranchero Middle • 948-0175
Shadow Ridge ISP & Home
Programs • 244-6530
Shadow Ridge SUCCESS
Program • 948-8169
Sultana High • 947-6777
Sunset Point • 244-6530

Dear HUSD Family,

There is not a day that goes by that we are not all faced with the dire situation of the State economy. Specifically, people have asked me what we at HUSD can do with the impact of the cuts.

First of all, I would encourage you to speak with and share your ideas and concerns with your respective associations. While it is my responsibility to represent the interests of the District as a whole, it is the associations' responsibility to represent the interests of their members. I want to publicly thank the association presidents, Ruth Terkeurst/CSEA and Tom Kerman/HTA, for their openness to discuss our budget challenges and possible solutions.

Secondly, attached is the Budget Advisory Group's (B.A.G.) list of priorities in relation to "what's important to us" as a school district. This list was developed by a group of stakeholders including parent, classified, teacher, and management representatives. Suggested budget cuts will be compared to the priority list. As you are aware, a number of items that have significant potential savings are tied to employee compensation. Thus, they are bargainable. To provide a perspective, the following table represents the potential savings listed by employee group in relation to salary cuts, furlough days, and benefit cap adjustments.

	1% Salary Reduction	Freeze in Step	Furlough Day (one day savings)	Lowering Benefits Cap by \$500.00
Teachers	\$605,030	\$1.47 Million	\$329,346	\$377,000
Classified	\$280,259	\$1.2 Million	\$120,901	\$253,750
Mgmt/PPS	\$162,221	\$651,999	\$74,032	\$102,000

As you view this information, please recognize that this is a multi-year problem that must be addressed. The State cuts to funding for public education have forced us to go to employees with these severe budget cutting considerations. Negotiations are in process with CSEA and HTA. To honor that process, I cannot go into detail about the discussions. But please feel free to speak with your respective association leadership regarding these issues.

The challenge for all of us is that we have already given – teacher layoffs, classified layoffs and furlough days, management layoffs and furlough days – yet the need to cut more still exists. It is certainly my desire to maintain the services we provide to students and the necessary staff to do so. However, as I shared in my State of the District address (webcast available on www.hesperia.org), we are getting less and less money from the State to fulfill our mission of providing a quality education for students. Yet, our expenses continue to rise. In terms of bargaining, I have asked for a fair share approach from all employee groups.

Thank you for the opportunity to share. In these trying times, things that are communicated can easily be misinterpreted or misunderstood. I challenge each of us to commit ourselves to seek to understand before we seek to be understood.

(continued on page #2)

As we continue dealing with the State budget and its impact on HUSD, it is important to remember that **we will** make it through this. Long past the budget crisis and the attack on public education, people will soon forget *what* was done, but will long remember *how* it was done.

It is my honor to serve as your Superintendent.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark A. McKinney". The signature is fluid and cursive, with a prominent flourish at the end.

Mark A. McKinney
Superintendent

OVERALL RANKING RESULTS – BUDGET ADVISORY GROUP 12/10/09	
OBJECTIVE STATEMENT	YOUR RANKING (#1-18, no ties, please)
Minimize impact on safety.	1
Minimize impact on classroom.	2
Minimize impact on ability to meet the academic needs of all students.	3
Maintain fiscal solvency.	4
Minimize loss of employee jobs.	5
Minimize impact to core academics of ELA, Math, Science and Social Studies.	6
Minimize increase on class size.	7
Minimize impact on support services to students.	8
Minimize impact on co-curricular and extra-curricular activities.	9
Minimize impact to elective courses that are required for graduation.	10
Minimize impact on ability to maintain facilities.	11
Minimize impact to employee salary and benefits.	12
Minimize impact on District support to school sites.	13
Minimize impact on workloads.	14
Minimize impact on staff development.	15
Minimize impact on ability to effectively manage.	16
Minimize impact on customer service to our community.	17
Minimize apprehension of employees.	18