

May 3, 2021

Kim Hover, President  
California School Employees Association, Local Chapter 465  
300 El Cerrito Ave.  
Hillsborough, CA 94010

Re: Initial Proposal of the Hillsborough City School District Board of Trustees for the 2021-22 School Year

Dear Ms. Hover:

The District is in receipt of the California School Employees Association, Local Chapter 465 Initial Proposal for the 2021-22 school year dated February 25, 2021. This letter in turn represents the Hillsborough City School District Board of Trustees' Initial Proposal for the 2021-22 school year.

As provided in Article 17 (Completion of Meet and Negotiate), section 17.2 of the 2019-22 collective bargaining agreement between the parties, the District hereby proposes to reopen negotiations for the 2021-22 school year.

#### **Enduring Core Values**

During negotiations, we are guided by our enduring core values:

- The Board seeks to make a balanced investment in the pupils, people, programs, and operations of our District.
- The Board strives to maintain long-term fiscal stability to avoid disruption of educational programs based on unforeseen changes in the economy.
- The Board believes ongoing expenditures must be supported by ongoing revenue streams in order to be sustainable over time.
- The Board seeks to maintain a learning environment that continues to produce superior educational outcomes for all students.
- The Board believes the foregoing core value is supported by an entire community, but primarily by promoting educators' excellence, respect for and pride in the profession, and recognizing the efforts of classified and certificated employees and other staff members through competitive total compensation and quality working conditions.
- The Board seeks to reduce if not eliminate continued deficit spending.

#### **Ongoing Board Goals**

In providing safe, welcoming and innovative learning environments for our students and staff, the Board continues to make decisions based on the following:

**Our revenues and expenditures will be balanced as we plan for long-term sustainability. We will continue to use our resources to pursue the Essential Outcomes and the academic, social/emotional, and physical success of our students.**

In furtherance of the foregoing philosophy, the following action steps will serve to focus and define the District's direction during these negotiations. These steps are:

- Create an intentional reserve strategy to be determined and approved in conjunction with the 2021-22 budget.

BOARD OF EDUCATION  
An Huang Chen, Gregory J. Dannis, Don Geddis, Kim Oliff, Gilbert Wai

SUPERINTENDENT  
Louann Carlomagno, Ed.D.

- Take a multi-pronged approach in balancing revenues and expenses. This will include arriving at the best utilization of personnel. To be determined and approved in conjunction with the 2021-22 budget.
- Adjust modestly downward personnel costs and other expenses. This is possible in part because of reduced student populations.
- Explore a systematic and/or formulaic approach to personnel costs.

#### **Initial Proposal**

The Board proposes to explore reasonable and prudent adjustments in employee total compensation which support the 2021-22 Board Goals and are consistent with the Board's enduring Core Values.

At this time, the District is not exercising its discretionary reopener on one additional Article per section 17.2 of the Agreement but reserves the right to do so during the course of negotiations in compliance with Government Code section 3547 (d).

The Board's negotiating team this year is as follows:

- Gregory Dannis, Board Clerk and Chief Spokesperson
- Don Geddis, Board President
- Louann Carlomagno Ed.D., Superintendent
- Leilani Bell, Director of Human Resources
- Joyce Shen, Chief Business Official

The Board and the District appreciate the cooperative spirit and constructive negotiations between the parties in recent years and look forward to maintaining a collaborative relationship with the Association for our mutual benefit and ultimately for the benefit of the students and community we serve.

Sincerely,



Louann Carlomagno Ed.D.  
Superintendent

Cc: Linda Kmak, Margaux Mansfield and Mark Westerberg