

CUPE Submission for Board Meeting

April 16, 2014

Name: Karen Gallelo

Position: Records Clerk / MRSS

I am speaking tonight on behalf of my clerical colleagues to provide recommendations to the Board of alternative cost saving measures for your consideration. Of significant note in the proposed budget is the lack of excluded, non-union staff from the recommended staffing reductions outlined. These staff members are among the highest paid employees in the District. Indeed, making the reductions we are proposing would eliminate the need to make the clerical cuts currently proposed.

The following suggestions are all excluded, non-union positions:

- Reduce the IT Department by two System Analysts and one IT Manager
- Reduce Senior Team by one Acting Assistant Superintendent – as well as their executive secretary.
 - o This reduction alone would be the equivalent of five full time General Clerk salaries.
 - o LEAD by example. SHARE the debt
- Reduce the Human Resource Department by at least two positions. Staffing has grown from 4 to 6.5 excluded staff members. Our enrollment and staffing has not increased sufficiently to accommodate this increase in staffing. It is disproportionate for our needs as a District.
- Reduce a Maintenance Manager position.
- Delete the Communications Officer position.

These recommendations alone would equal a savings of over \$653,000! If you were to proceed with only half of the reductions we have listed, you could save ALL of the General Clerk jobs that are now at risk. If you proceeded with ALL of these reductions, you could save all the Career Planning positions as well – AND have a surplus of \$175,000.

Making reductions to the excluded staff does not have a direct impact on students – none whatsoever. Eliminating General Clerk time in the offices of our schools definitely does.

Some other considerations are:

- Put a moratorium on catering for Professional Development Days and meetings. We feel if you ask any principal, teacher, or CUPE member if they would be prepared to sacrifice their Support Staff jobs OR have lunch provided at Pro D events and dinner meetings that we all know what the answer would be. As a District we spend **6 figures annually** on food across the District.

- As a District we spend approximately \$1.21 million dollars on bus transportation for students. Why do we provide transportation for free? If parents want the convenience of personal transportation, they should pay the cost – or, at the very least, share the cost equally. This is not an unreasonable request given the circumstances we find ourselves in.

To knowingly set up our schools to flounder and fail is irresponsible, especially when viable cost-saving options are available. There is absolutely no doubt that reductions need to be made. No one is disputing that fact, but, to cripple our schools by removing the support system that enables them to function is reprehensible and negligent. It is the poorest business model imaginable and it should be avoided at every cost.

On behalf of the Clerical staff of School District 42, I urge you to do further due diligence and seriously consider our recommendations.

Thank you.