

From: Liz Bettencourt

Sent: Tuesday, March 10, 2015 3:10 PM

To: Gary Kremen; Tony Estremera; Richard Santos; Dennis Kennedy; Barbara Keegan; Linda LeZotte; Nai Hsueh

Cc: Liz Bettencourt; Metra Ulloa; Jason Christie; John Tucker; Stanley Young; Michele King

Subject: Follow Up re: Staffing Report

Chair Kremen and Members of the Board:

When we wrote to you last regarding the staffing report to be presented to the Board, we stated we would be meeting with management and then follow up with you afterward. Management and the Unions have met to review and discuss the report. We were provided clarity on their data and process. We always appreciate any opportunity to ask questions, provide input and work toward solutions. We strongly believe in One District and that labor and management are striving for the same end—the health, success and sustainability of the district.

To that end, we continue to have concerns about some staffing issues. We believe the following needs to move forward before we all have a clear picture of our need for regular vs. temporary and contract employees:

1. Identify core business needs, prioritize projects and allocate staffing levels accordingly;
2. Improve the hiring process in collaboration with the Unions;
3. Complete a long term staffing plan which allows for employee development and engagement, as well as succession planning.

We look forward to being stakeholders and partners in completing these important processes. We believe once these things are accomplished our organization will be better prepared (rain or shine) to meet our obligations to the community and be a preferred employer, maintaining and attracting the best and the brightest.

Thank you.

Liz Bettencourt, EA; Metra Ulloa, ES; Jason Christie, PMA

Respect – Trust – One District

