

6-Nov-09

**Reductions Strategies Follow-up 2009-10: Single College Districts**

Survey Responses

<b>1. Has your college already made significant fiscal reductions?</b>	
Yes, less than 1% of GF	
Yes, between 1% - 3% of GF	
<b>Yes, between 3% - 5% of GF</b>	
Yes, more than 5% of GF	
No	
No	

<b>2. What percentage of your class schedule (sections offered) included a comment on the percentage of sections reduced?</b>	
Less than 5%	
<b>5% - 10%</b>	
11% - 15%	
16% - 20%	
More than 20%	
No reductions	

<b>3. Have you eliminated or significantly reduced (more than 50%) the number of summer sessions in the comment box.</b>	
Eliminating Summer Sessions (long term)	
Suspending Summer Session	
<b>Significantly reducing Summer Session</b>	
Keeping Summer Session intact	
N/A (we have no summer session)	

<b>4. Have you eliminated or significantly reduced (more than 50%) the number of students who had included winter session classes in their schedules?</b>	
Eliminated permanently	
Suspended for 1 - 3 years	
Significantly Reduced	
Kept intact	
<b>N/A</b>	

5. The CCCCO recommends to cut sections primarily out of budget. Which categories below, if any, have you cut disproportionately?	
PE	
Dance	
Arts	
Other "recreational" courses (please identify in comments)	
<b>N/A - we made cuts relatively proportional across disciplines.</b>	

6. Have you consolidated any of the categorical programs for a waiver from EOPS, etc? If yes, please explain specifically.	
Yes	
No	

7. Have you used, or do you plan to use, the flexibility option program to another?	
	<i>answer</i>
	<i>skip</i>
Yes	
No	

8. Have you laid off any classified staff or confidentials, or comment section.(Multiple answers allowed) Note: In the	
Fulltime lay-offs	
Partial lay-offs (reduced months)	
Partial lay-offs (reduced hours per week)	
Furlough Days	
<b>Not refilling vacancies in lieu of lay-offs</b>	
None	

9. Have you laid off any managers or given furloughs? If f (Multiple responses allowed)	
Full-time lay-offs	
Partial lay-offs (reduced months)	

Furlough days	
Not refilling vacancies in lieu of lay-offs	
<b>None</b>	

<b>10. Do you plan to reduce employee compensation? If rec explanatory comment (eg: managers only, all but faculty,</b>	
Reducing salaries equally for all employee groups	
Reducing salaries for all employee groups, but on a sliding scale	
Reducing benefits	
<b>Under discussion for 2010-11, but still undecided</b>	

ions in the GF for 2009-10?	
4.00%	1
16.00%	4
<b>40.00%</b>	<b>10</b>
36.00%	9
4.00%	1
0.00%	0

Total Responses

25

red) are you reducing in AY 2009-10? It would be helpful if you also ed by term.

Response Percent	Response Count
33.30%	8
<b>37.50%</b>	<b>9</b>
16.70%	4
4.20%	1
0.00%	0
8.30%	2

Total Responses

24

n 50%) Summersession 2010? If so, please comment on the impact on

Response Percent	Response Count
0.00%	0
4.20%	1
<b>66.70%</b>	<b>16</b>
25.00%	6
4.20%	1

Total Responses

24

n 50%) winter session in Winter 2010? If so, how have you handled ir Ed Plans for a spring 2010 graduation? (Please use explanatory

Response Percent	Response Count
4.00%	1
20.00%	5
24.00%	6
12.00%	3
<b>40.00%</b>	<b>10</b>

Total Responses

25

**side Transfer, CTE (certificate/degree) programs and Basic Skills. Separately? (Multiple answers allowed)**

Response Percent	Response Count
31.80%	7
9.10%	2
4.50%	1
18.20%	4
<b>68.20%</b>	<b>15</b>

Total Responses 22

**services (or do you plan to), within the regulations, such as applying flexibly in the comment section.**

Response Percent	Response Count
16.70%	4
<b>83.30%</b>	<b>20</b>

Total Responses 24

**tion for the 10 flexible programs by moving funds from one categorical**

<i>ered question</i>	19
<i>ped question</i>	3
Response Percent	Response Count
42.90%	9
<b>57.10%</b>	<b>12</b>

Total Responses 21

**r given furloughs? If furloughs please include number of days in event that you have laid off faculty, please note this in the comment**

Response Percent	Response Count
28.00%	7
16.00%	4
12.00%	3
8.00%	2
<b>60.00%</b>	<b>15</b>
36.00%	9

Total Responses 25

**furloughs, please indicate the number of days in the comment box.**

Response Percent	Response Count
8.30%	2
0.00%	0

12.50%	3
45.80%	11
<b>50.00%</b>	<b>12</b>

Total Response

24

**Offering compensation to some but not all employees, please add a brief description (e.g., salary, bonus, etc.) Multiple answers allowed.**

Response Percent	Response Count
10.50%	2
5.30%	1
15.80%	3
<b>94.70%</b>	<b>18</b>

Total Response

19

**1. Has your college already made significant fiscal reductions in the GF for 2009-10?**

Antelope Valley College over-cap
San Joaquin Delta over-cap
Way over cap
Long Beach City Collge, slightly over
Copper Mounatin College - over cap
Santa Monica College - overcap
Sierra College, over cap
Monterey Peninsula College at cap
College of the Siskiyous over-cap
Mendocino College -- at cap
Rio Hondo College - over cap
was over-cap - reducing to try to be at-cap
Gavilan College "at cap"
El Camino College - over cap
Ohlone, "over-cap"
Souathwestern College "over cap"
Cabrillo: Significantly Over-cap
Butte over-cap
Allan Hancock College over cap

**2. What percentage of your class schedule (sections offered) are you reducing in AY 2009-10? It would be helpful if you also included a comment on the percentage of sections reduced by term.**

3% reduction in fall, 5% in spring, probably closer to 6% with classes cancelled with the start of the semester.
approximately \$7,000,000
Reduced over Fall 2009 and Spring 2010
We had made deep cuts previous to 09-10
5% reductions for Fall and Spring Semesters
Primarily in Spring 2010
spring and intercession 2010
We are also bringing the sizes of total offerings in line
Summer 09: 22%, Fall 09: 9%; Spring 10: 9%
Su 09: 55%; FA 09: 4%; Winter 09: 61%; Sp 09: 4%
2% Fall, 1% increase for Winter, 5% Spring, 10% reduction in summer

**3. Have you eliminated or significantly reduced (more than 50%) Summersession 2010? If so, please comment on the impact on**

30% fewer courses than 08-09, 50% reduction from 07-08
Will possibly reduce evening hours.

Not sure yet; may be two-week furlough if necessary
Intact unless significant mid-year cuts occur in Jan.
No significant change
May negotiate for some furlough days
We are eliminating early summer, 10% reduction of regular summer
possible 10 percent reduction
none
Discussion of possible 1 or 2 month reductions of classified staff in future, but not yet decided.
None at this time but we have discussed furloughs

<b>4. Have you eliminated or significantly reduced (more than 50%) winter session in Winter 2010? If so, how have you handled students who had included winter session classes in their Ed</b>
We did not have intersessions.
50% Reduction - Plan to offer +300 sections for Winter to address Transfer/Career Technical/Basic Skill students.
We have no Winter Session
normal counseling
as we are on a 17.5 week semester still, winter was small
Plan to suspend wintersession in 2010; counseling will avoid including wintersession in upcoming Student Ed Plans

<b>5. The CCCCO recommends to cut sections primarily outside Transfer, CTE (certificate/degree) programs and Basic Skills.</b>
Haven't made cuts.
We have also cut the lowest levels of Basic Skills (more than 4-5 levels below transfer; weekend; evening; non-credit PE and Arts; off-campus except for our Center.
Total cut of sections was 12%; breakdown= 41% non-credit; 12% PE; transfer 7% CTE 11 % Basic Skills 25% mainly non credit;transfer sections 7%
Additional reductions to Physical Education courses have been implemented
We have reduced our Older Adult program by 66%
moved recreational courses to community ed
and non-credit seniors
12 percent of spring was reduced
We moved a summer arts program into community ed.
We have moved on older adults, recreation, hobby and special interest aggressively while we have actually increased GE/Basic Skills

<b>6. Have you consolidated any of the categorical program services (or do you plan to), within the regulations, such as</b>
EPOS tutoring is now being done in general tutoring center.
still evaluating but have reduced services significantly
Cuts across the board

EOPS/DSPS have been consolidated here from the start.

Cross training of counselors

not at this time

not yet, but we may in future.

We are planning extensive consolidations in categoricals. The degree of consolidation and layoffs is dependent on how many faculty and staff take a retirement incentive.

**7. Have you used, or do you plan to use, the flexibility option for the 10 flexible programs by moving funds from one categorical**

not at this time

Not really sure

still being discussed

Still under consideration

Movement of funds is a strategy that the District has not considered for the current academic year, however we will evaluate this possible option for 2010-2011

moving all funds to DSPS to cover costs

not at this time

To be determined

maybe

Under consideration.

We often have some Articulation funds carry-over so we will move those to Matric.

**8. Have you laid off any classified staff or confidentials, or given furloughs? If furloughs please include number of days in comment section.(Multiple answers allowed) Note: In the event**

Also freezing positions

we have a combination. Some positions are not refilled if vacated or eliminated when grant funds run out. Also, reducing full time ositions to 1/2 time without benefits. Sanctioned by classified bargaining unit.

No full-time faculty lay offs, but many adjunct faculty. Managers are taking 10 furlough days. Some full-time and part-time classified have been laid off. More may come in Spring, 2010. College will be closed from 12/23 through 1/8--those without vacation will be furloughed

Have undertaken an Early Incentive Retirement Plan for Faculty commencing this December

Refilling only high priority vacancies at this time

and offering voluntary furloughs

management and classified took 8 days of furlough - laid of temp workers

An early retirement incentive package has been offered and pay cuts are being discussed with the bargianning units. Layoffs would be last as an option.

will need to for 10-11 budget

We laid off classified and 2 Children Center teachers, but mostly we are not refilling vacancies.

In planning stages. Contingent on retirement incentive.

**9. Have you laid off any managers or given furloughs? If furloughs, please indicate the number of days in the comment**

10 furlough days--8 between 12/23 and 1/8 and 2 during spring break.
Furlough for Managers 1 day per month on a staggered basis with Executive level beginning in October and Deans starting in January and the next administrative level in March
and offering voluntary furloughs
8 days or a 3% pay reductions
Pay reductions are planned.
will do so for 10-11 budget
We were already down in management positions.
Several managers who are taking retirement incentive will not be replaced.

<b>10. Do you plan to reduce employee compensation? If reducing compensation to some but not all employees, please add a brief</b>
Classified are considering a freeze to step and column, faculty considering increase workload from 30 to 33 LHE, with concessions and sunset clauses.
Sr. management moved to anniversary date for COLA
will be presenting employee groups a menu of options;
None of the above
furloughs = pay cuts. Faculty took 1 day furlough only at this point. still working on next year.
none
In negotiations.
We gave a 2.85% cola this year plus step/column. We are planning for another small COLA next year but may be dropping to a less expensive health plan through our JPA.