



# MOTHER LODGE UNION School District

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Marcy M. Guthrie Ed.D., Superintendent

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TO: Carrie Heilman, Wayne Jones & Arlynn Ward  
FROM: Marcy Guthrie, Superintendent  
RE: LCAP Public Comments Made June 14, 2017 During the Public Hearing of the 2017-20 MLUSD LCAP

June 21, 2017

Thank you for your commitment to the education of every student in Mother Lode Union School District. Your thoughtfully prepared and presented comments made at the June 14, 2017, Public Hearing of the 2017-20 MLUSD LCAP were heard. Each of you spoke in support of an additional LCAP Instructional Aide for the Transitional Kindergarten classes supporting our youngest students (4 and 5 year olds) in learning both academics and positive school behaviors.

Also expressed were concerns for the:

- Continuance of resources designated for certificated and classified substitutes and professional development as it had been suggested in the last LCAP-BACT Team Meeting that we could reduce these funds in order to hire an additional LCAP Instructional Aide.
- Addition of 15 minutes to Campus Monitors for supervision which is a parent or coach responsibility and we should be considering adding the LCAP Instructional Aide to support the learning in the classroom instead.
- Spending of our resources on before school supervision instead we should be spending our resources in the classroom.

The District is not willing to hire an additional LCAP Instructional Aide at this time for the following reasons:

1. TK and K enrollment are not officially known at this time. Until we know who is officially enrolled and what our LCAP IA schedule needs to be, it is too premature.
2. Adding a position is a commitment to ongoing funds.
3. There is no such thing as a "Temporary" Classified Position.
  - a. There is only one way to take away a Classified position; that is to layoff the position and the effects of the layoff must be negotiated with the CSEA unit.
  - b. It is also important for you to know that the layoff does not go into effect immediately. The person in the position being laid off remains in the position for 45 days on the payroll.

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- c. If the person in the position being laid off is a permanent MLUSD employee:
  - i. They can elect to “bump” less senior Classified employees out of their position; and
  - ii. They have job rights for any future Classified position for which they are qualified for the next 39 months.
- d. Layoffs negatively impact programs for students and employment conditions for staff.
- e. Layoffs are not good for the climate and morale of our District employees.

Should it be determined that additional LCAP Instructional Aide time is warranted, we will consider adding additional time to the existing LCAP Instructional Aides. There are resources allocated in the 2017-20 LCAP under Goal 1 Action 8 (p.73) and Action 9 (p.75) that could be used to support any additional LCAP Instructional Aide time we may need based on what we determine to be needed this fall. We would re-allocate a portion of these resources outlined in Goal 1 Actions 8 and 9 for Classified subs/supplemental hourly to pay for the additional time needed, while maintaining some of these resources for PD/supplemental hourly.

If you still have concerns or would like to speak on this topic in greater detail, please feel free to reach out to me. I am not opposed to supporting students, I am however charged with having a vision of the big Mother Lode picture, using resources efficiently and ensuring we can live within our means next year and for the future. I strive to listen and be responsive and pride myself on being a creative, solutions orientated leader. I am confident we will work this out together.

Sincerely,

Marcy Guthrie, Ed.D.  
Superintendent

CC: MLUSD Board of Trustees  
L. Donaldson, CBO  
R. White, Principal  
L. Redkey, Principal  
S. Lofton, Director of Student Support Services  
D. Peterson, Coordinator of Special Services

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