



Stacey Robinson
Vice President

Ian Hillman
President

Nancy Williams
Vice President

April 26th, 2021

Dear Trustees and Senior Management:

I am writing with regard to this year's budget shortfall. In our latest Budget Committee meeting, we were told that if there were any staff reductions this would be done evenly from every employee group. Unfortunately, this isn't the case. I would like to make a few suggestions to address the staff reductions that would have little effect on the classrooms and students. Please see below:

Worksyard:

There are nine managers and one Executive Director within this department. My breakdown for this department shows as follows:

Position	Supervises:
Manager: Operations and Rentals	207 Employees
Manager: Transportation, Assets and Safety	30 Employees
Manager: Electrical and Mechanical Maintenance	23 Employees
Manager: Maintenance Planning and Improvements	39 Employees
Manager: Facilities Administration	8 Employees
Manager: Energy and Sustainability	1 RMAPS Employee
Project Managers	2 RMAPS
Manager: Facilities Planning	1 RMAPS
Executive Director	

Total cost for their Salaries (approximately): \$912,205.

As you can see there are some managers with very few employees to supervise, by eliminating one manager and distributing their workload the District would save a minimum of \$96,000.



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International Education

Due to the Pandemic, enrollment is way down from previous years. How do we justify this many Managers when the Program is barely functioning?

The cost of seven Managers runs approximately \$723,822. compared to the cost of four CUPE employees which is approximately \$156,478.92. Surely you can see a need here to reduce Management staff NOT CUPE staff.

By eliminating two Managers the District would save approximately \$200,000; eliminate four Managers and the District would save approximately \$400,000.

Why the need for so many Managers in International Education? My suggestion would be to use the Director of Communications & Marketing to help with Marketing International Education. In comparison a High school with over seven hundred students has three administrators.

Health and Safety:

Currently there is a District Administrator - Emergency Planning and Seismic Liaison that has a salary of \$142,997. Much of this planning has been completed. The District could eliminate this position with responsibility for executing the plan that would already be in place falling to each school administration.

Learning Services:

There are currently seven Managers in Learning Services with a total payroll of approximately \$1,012,019. Look at eliminating Management from this Department, not Support Staff. Redistribute the workload amongst the rest of the Managers allowing the Support Staff to continue their very important work with their students.

Purchasing:

There was one Manager in this department who was eliminated. Now there are two Assistant Managers. Why? Eliminate one of these positions and save \$81,000.

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Information Technology:

There are currently five Managers in this Department with a payroll of \$542,000. Why is there a Manager to deal with My ED? Instead of spending \$105,000 for a new Manager, why not look to filling this position with one of the current Managers.

Communications and Marketing:

Why is the Department so management top heavy, especially if they are not Marketing International Education? This Department could be downsized by one Management position.

Foundations of a Healthy Workplace:

We already have an Employee Assistance Program that supports Employees. Yet we are potentially spending \$100,000 for the Foundations of a Healthy Workplace for 2021/2022. Maybe if there was a surplus in the budget this year, this program could be looked at. However with people losing their jobs this money would be better spent saving their jobs. How can we have a Healthy Workplace if there are not jobs to go to?

Proposals to add another Manager and fund this program is an affront to the employees losing their jobs. Failing to look at using more Reserve Funds and not eliminating positions other than Support Staff and Teachers is irresponsible. I don't understand the liberal use of the title "Executive Director" and subsequent pay increase. We have enough Managers. Would an option not be to have these Managers supervised by one Deputy and/or one of the four Assistant Superintendents?

In School Adjustments:

In your budget proposal you recommended the elimination of Vice Principal positions at a threshold of 300 students per school. Why not increase that number to 350? This would save in excess of \$800,000.

With the addition this year of the extra forty-five dedicated Building Service Workers, we have all noticed the difference in how clean the schools are. They have risked their own health to ensure our Staff and Students are kept safe. In order to continue to keep our



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schools safe throughout 2021-2022, especially as COVID 19 has entered its Third Wave we need to look at continuing to employ Building Service Workers.

The District needs to look at all areas to balance the Budget. When you look at the current proposals, only Support Staff and Teachers seem to be losing their jobs. These are real people, dedicated Employees with families to feed and clothe with bills to pay. Make the cuts truly fair and equitable across all employee groups. Please revisit staffing within RMAPS and the Administrator positions.

In closing I implore you to consider these changes. Fair is Fair. If cuts must be made it must be done justly and equitably.

I welcome any opportunity to speak with you personally.

A handwritten signature in blue ink that reads "Ian Hillman".

CUPE 716 President