



**CHABOT  
LAS POSITAS**

COMMUNITY  
COLLEGE  
DISTRICT

March 9, 2011

Dear Colleagues:

As a step toward addressing an anticipated \$10.3 million budget shortfall due to state budget cuts, our Board of Trustees at its March 8 meeting approved a reduction in staff positions at the district and two colleges, affecting 18 current employees. Meetings were scheduled last week with each of these employees. Each of these individuals is valued by our district, and the position reduction is in no way a reflection on their individual contributions. The reductions are the result of imposed state budget cuts.

Twenty-six positions are affected. Seven management positions, representing more than 9 percent of the district's management, have been affected; two are vacant positions. Nineteen eliminated classified staff positions, six of which are vacant, represent approximately 4 percent of the district's represented classified positions. The reductions are effective June 30, 2011 except for one position which is effective September 30, 2011.

Even though furloughs, pay cuts, and layoffs have become all too common occurrences at other California community colleges, these staff reduction decisions for our district were extremely difficult and we do not take them lightly. We worked with the administrative leadership teams at both colleges and the district to explore possible options to address our budget shortfall due to the state budget crisis. Our goal is to minimize the impact on our students, our employees, on instructional programs, and on our mission of providing high quality educational services to our communities.

In the recent years of state budget cuts, we have been able to avoid furloughs and layoffs by implementing extensive cost-cutting strategies including significantly reducing operating budgets, not filling vacant positions, substantially reducing class offerings, and eliminating many adjunct faculty positions, as directed by the State Chancellor's workload reduction measures. These actions, coupled with this staff reduction, endanger our ability to serve our students. Given a projected shortfall of more than \$10 million, there is no way to avoid a negative impact on our students and on the morale of our faculty and staff. We will continue to share with you current state budget conditions and how these are affecting our district, and we will continue to engage in dialogue about strategies to address this budget crisis together.

**CHABOT-LAS POSITAS  
COMMUNITY COLLEGE DISTRICT  
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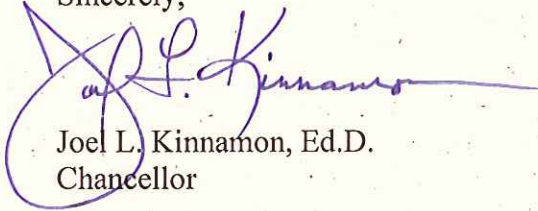
**OFFICE OF THE CHANCELLOR**

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At its March 8 meeting, our board also adopted a resolution in support of California Community Colleges Budget Priorities and Principles. The resolution recognizes that "California's higher education system is in a crisis situation with insufficient resources at a time of record demand due to high school graduates and unemployed residents seeking retraining...." The resolution includes support for "a balanced approach to budgeting, including the extension of temporary tax revenues to protect vital state programs." Indeed, community colleges are the workhorses of higher education in this state and throughout the country, and we are a vital, irreplaceable resource in economic recovery.

I want to express my deepest gratitude and appreciation to all of you in our district family who continue, in these uncertain and difficult times, to serve our students and do your job every day in the name of education. Thank you for your continued commitment and support.

Sincerely,

A handwritten signature in blue ink, reading "Joel L. Kinnamon", with a large, stylized flourish at the end.

Joel L. Kinnamon, Ed.D.  
Chancellor

JLK/ac

cc: Chabot-Las Positas Community College District Board of Trustees