



HESPERIA UNIFIED SCHOOL DISTRICT

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Board of Trustees
Hardy Black
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Elementary Schools

Carmel 947-3188

Cottonwood 949-1390

Cypress Academy 949-2596

Eucalyptus 949-0815

Hollyvale 947-3484

Joshua Circle 244-6133

Juniper 244-6161

Kingston 244-8869

Lime Street 244-0512

Maple 244-3096

Mesa Academy 244-6306

Mesa Grande 244-3709

Mesquite Trails 949-3149

Mission Crest 949-8265

Oxford Academy 949-8364

Topaz 244-4622

Secondary Schools

Cedar Middle 244-6093

Hesperia Jr. High 244-9386

Ranchero Middle 948-0175

AEC, ROP, JTPA 244-1771

Desert Trails 948-8169

Canyon Ridge High 244-6530

Hesperia High 244-9898

Mojave High 948-3999

Salinas High 947-6777

April 30, 2008

Dear HUSD Employees:

I want to express how proud and pleased I am to be able to lead this wonderful District. It is during these difficult times that we have the opportunity to work together toward a common goal. As we continue to deal with the State Budget Crisis and its impact on Hesperia Unified, let me provide you with the most recent update.

I am pleased to see all of us - the Governing Board, CSEA, HTA, and Management continue to work toward putting an action plan together. The Board has expressed their desire to be a part of the solution in that they have offered to modify or reduce their stipend.

CSEA has taken action for their part of the solution. They have negotiated the laying off of some positions, not filling others, and taking 1-3 furlough days (depending upon the position.)

The support of Management, along with Pupil Personnel and Confidential employees, has been expressed by not filling positions, eliminating positions, and by all employees in these groups taking a 3-day furlough. (*Furlough days are *non-working* days. In essence, it reduces the number of actual working days for an employee. Note: Work years will be adjusted so as not to negatively impact retirement benefits.)

HTA will be voting soon as to what action their membership may take as part of the solution. The options HTA is taking to the membership include a freeze in step and column, deferment of the 1% raise as per negotiations, or one day of furlough. If you have any questions about the process, please see your association representative.

Because of Education Code timelines, the Governing Board took action on March 10, 2008, to issue RIF notices to 54 teachers. On May 5, 2008, the Governing Board will take similar action to notice classified employees.

However, as we continue to finalize the budget cuts we have great news. As a result of the Governing Board taking action to create K-6 neighborhood schools, along with choice schools, we have been able to bring back some of the teachers who received notices. This is due in part to some increased ADA with our Cypress Academy Choice School, and the reconfiguring of Topaz, Mesquite Trails, and Mission Crest to K-6

neighborhood schools. While this is wonderful news, we still have 33 teachers who, at this point, will not be returning next year.

I'd like to express my appreciation to the HTA and CSEA associations and their leadership, as well as Management, for their continued efforts to foster a collaborative focus in seeking solutions that will minimize the impact to our classrooms and to employees.

Sincerely,

Mark A. McKinney

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Superintendent