

MAY 11, 2011

MESSAGE FROM INTERIM CEO

This week the Compton Community College District Board of Trustees agenda included a resolution regarding the layoff of classified personnel. The decision to bring this resolution to the Board was not made lightly, nor was it an easy one. Unfortunately, the significant budget cuts imposed on the California community colleges by the state has left many community college districts in a very bad position, forcing painful decisions to be made as we struggle to make the necessary reductions to remain fiscally solvent.

This is a stressful and difficult time for all of us as we move through the process of enacting a workforce reduction, freezing new hires, providing fewer class options for our students, and allocating less money to student support programs and services. In developing the process for budget reductions, our first priority has been to focus on making the reductions in the programs and services that have the least impact on students.

The process utilized in planning for the reduction in workforce is outlined as follows. Managers were requested to review the primary student-oriented functions of their department, and to provide their recommendations for staff reductions that would have the least direct impact on students. Managers forwarded their recommendations to their respective dean. Each dean then prioritized their proposed staff reductions for their department/division. The deans then forwarded the prioritized staff reduction proposal to his/her immediate supervisor, who then reviewed the proposal – again looking for the areas with the least direct impact on students – and forwarded his/her prioritized staff reduction proposal to the interim CEO. The CCCD senior management team then reviewed the prioritized list from each area, and developed the prioritized list included in the resolution for the Board of Trustees.

We are awaiting the Governor's May revision of the state budget which will be available on Monday, May 16, 2011; however, in order to provide the required 45 day notice of layoff, the resolution for the reduction in workforce had to be presented to the Board at the May 10, 2011 meeting.

During the next several weeks, Compton Community College District will be providing a series of workshops for all employees to assist in coping during these stressful times. Information regarding these workshops will be available next week.

Please be reminded that my weekly Open Door Policy is every Tuesday from 2:00 – 4:00 p.m. in my office. Please feel free to meet with me if you have any questions or concerns about any topic.

Thank each and every one of you for your support of our students and each other as we weather these very challenging times