

## Equity Considerations for Budgetary Decisions

### Department

Plant Operations

**Based on budget reductions, what programs/ services/ positions will you reduce but not eliminate?**

**Based on budget reductions, what programs/services/positions will you eliminate?**

Eliminating Engineer in Charge and Assistant Engineer in Charge and replacing these classifications with Physical Plant Operator, Utility Engineer and Senior Custodian

**What did you take into consideration when making these decisions?**

- Family/ community feedback
- Staff feedback
- Student feedback
- Research best-practice
- Needs assessment
- AC2020 priorities
- District equity plan and policy
- Student achievement
- Contract restraints
- None
- Other

Staff feedback; Needs assessment; AC2020 priorities; Contract restraints

**What Acceleration 2020 goals did the programs/services/positions that are being reduced or eliminated work towards?**

1. Improved student outcomes
2. Equity
3. Student, family and community engagement
4. Effective teachers, school leaders and staff
5. Stewardship
6. Resources for students and schools
7. None

## 5. Stewardship

### **Please list anticipated or possible harmful impacts of the reductions and/or eliminations you plan to make.**

There are possibly 34 EIC who will experience an average of a 6% wage decrease if they select a Sr. Custodian position. The number of certified positions (PPO and UE) is being reduced from 138 to 17.

### **Identify student groups that will be impacted.**

- African
- African American
- American Indian
- Asian/Pacific Islander
- Hispanic
- White
- Students receiving special education services ( SPED)
- Students receiving free or reduced price lunch ( FRL)
- Students considered homeless or highly mobile ( HHM)
- English Learners (EL)
- Advanced Learners (AL)
- Grade Level
- Males
- Females

### **If students from a specific grade will be impacted, provide further detail.**

### **Describe your initial ideas, plans, and approaches for mitigating harmful impacts of this proposed action.**

Meetings were held with each employee group to explain what was happening and why. Prior to those meetings, HR collaborated with the Union on a less impactful process than layoffs for how positions would be selected. The PPO position does reflect an average of 5% wage increase to the highly licensed, more senior employees in the department.