

## All Staff Email Sent April 10, 2006

---

Colleagues,

This week we will be announcing proposals for budget reductions. These proposals will be presented to College Council on Wednesday, April 12 and then to the board of education later that day. College Council will be reviewing the proposals over the next two weeks and will make recommendations that I will carry to the board and budget committee. Both College Council and the board will simply be receiving the proposals on Wednesday. No decisions will be made this week. Over the next few weeks there will be an opportunity to address College Council. In addition, I, as well as the vice presidents, will schedule time to be available to individuals who want to discuss the proposals.

Several suggestions for across the board savings and changes in differential pricing have also been made. We will present these ideas to College Council and the board but, since they require agreement by the employee groups, or board approval to increase the cost to students, we are not counting on these to balance the budget but will simply pass these to College Council and the board as options to the budget reduction proposals.

Keep in mind that what will be presented this week are not final decisions. However, we will be notifying individuals whose positions are proposed for elimination or reduction as well as those individuals who have less seniority whose position may be reassigned to a person with higher seniority whose position has been eliminated.

Individuals will be notified by their manager and VP/AVP on Wednesday, April 12. Although these proposals are not final we want to make sure that staff who may be affected hear first from their manager as opposed to reading about it.

Human Resources staff and I will also be available from 9AM to 1PM on Wednesday in CML 105 as resources or to answer questions. Tom Fauria from our Employee Assistance Program will be available in CML 117 from 11:30-1PM also on Wednesday for anyone who would like to meet with him. Beginning on April 26, the budget committee will be considering recommendations for the board. The earliest I expect the board to make decisions is May 10 but it may be a week later depending on their deliberations. The budget will then be finalized for board approval in June.

It has been extraordinarily difficult to come up with budget reduction proposals to address our deficit of \$5.9 million. There is no question that these proposals, if approved, will have a deep and lasting impact on the college as well as some of our staff. Unfortunately, there are no good or easy options.

The list of proposals will be posted to the budget website early afternoon on Wednesday, April 12. **In addition, I have scheduled an all staff meeting for Thursday, April 13, from 3-4PM in Forum 308 to present the proposals, hear comments and answer questions.**

Obviously, this will be a particularly difficult time for everyone at the college. I ask that we cut each other some slack. Everyone will process in their own way and we will likely see a full range of emotions. However, I hope we will all stay focused on students and assure that they are still provided the best learning environment possible.

Thank you for your patience and support as we go through this process.

Mary.