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BY:

Guadalupe Union School District

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Ed Cora
District Superintendent

BOARD OF TRUSTEES
David Rodriguez
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September 22, 2011

The Honorable Arthur A. Garcia
Assistant Presiding Judge
Santa Barbara Superior Court
312 East Cook Street
Post Office Box 5369
Santa Maria, California 93456-5369

Honorable Joni Gray, Chair
Santa Barbara County Board of Supervisors
County Administrative Building
105 East Anapamu Street
Santa Barbara, California 93101

Response to Santa Barbara County Civil Grand Jury “Local Government Post Employment Benefits in Santa Barbara County – Complicated and Costly”

Recommendation 1

That no later than January 1, 2012, all local government agencies that belong to multiple-employer pension pools obtain, and for each year thereafter, make publicly available estimates of their individual unfunded actuarial liability from an actuary or the plan sponsor.

GUSD Response

Recommendation 1 will not be implemented because it is not warranted or is not reasonable. This action is not within the scope of our district's capabilities, and the information is not currently available to the district. As the Guadalupe Union School District is part of the school's statewide CalPERS and CalSTRS pools, employer contributions are set at the same rate for all school district members of the pool. The unfunded liability of state schools pools impacts the employer contribution rate. This unfunded liability is made available to the general public annually in both the CalPERS Comprehensive Annual Report and the CalSTRS Comprehensive Annual Report.

Recommendation 2a

That, no later than January 1, 2012, in the best interest of rate payers and taxpayers, each government agency that provides healthcare premiums for employees, adopt an implementation plan to reduce those contributions.

GUSD Response

The district agrees with Recommendation 2a and has implemented an employer paid cap to its Employee Health Benefits Plan. In February 1, 2008, the district and its employee groups agreed to a cap on the district's share of health benefits costs – \$7500.00 Annual for Certificated Staff & \$6700.00 Annual for Classified Staff. In 2012 the district will establish the development of a Benefits Committee to evaluate plan designs and changes.

Recommendation 2b

That no later than January 1, 2012, in the best interest of rate payers and taxpayers, each government agency that provides healthcare premiums for employees implement prefunding their currently unfunded healthcare liability.

GUSD Response

The Guadalupe Union School District does not provide district paid health benefits to retirees. If the retiree decides to continue on a district offered plan, retiree pays a monthly premium fee directly to the district.

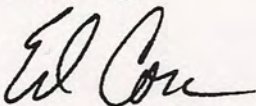
Recommendation 3

That no later than January 1, 2012, in the best interest of rate payers and taxpayers, each government agency that has compensated absences liabilities, adopt an implementation plan to reduce each agency's compensated absences liability.

GUSD Response

The Guadalupe Union School District agrees with the recommendation. In a school environment, every staff member plays a vital role for our students. The work year calendars are directly tied to the presence of students on our campuses. Time off is scheduled with managers in a manner which balance compensation with leave entitlement without impacting student learning services. Payoff of leave balances are arranged at the end of each fiscal year for either a portion or all, of an employee's unused leave balance so that the costs are tied to the fiscal year and do not create large balances in future years.

Sincerely,



Ed Cora
District Superintendent