



Coast Unified School District

Budget Advisory Committee Meeting #3

November 4, 2025

Presented by:

Jill Southern, Superintendent

Christie Cosme, Chief Business Official

Today's Agenda

- 1) Welcome and Introductions / Quick summary of Meeting #2**
- 2) Public Comment**
- 3) Goals / DRAFT Recommendation Form (2 minutes)**
- 4) New Ideas Prioritization Exercise (5 minutes)**
- 5) Go over Questions and Clarifications brought up from previous meeting**
- 6) Revenue Ideas**
- 7) Prioritization Work - More Specific (20 minutes)**
- 8) Closure - Clarify next steps**

Introductions

- Jill Southern - Superintendent
- Christie Cosme - Chief Business Official
- Kendra Simmons - Teacher/CTA
- Maria Sison - Secretary Clerk/CSEA
- Megan Ender - Teacher/CTA
- Lupe Aguilar - Secretary Registrar/CSEA
- Melissa Avina - Community Member/Parent/PTA
- Heather Callier - Community Member/Parent
- Nic Johnson - Board Member/Parent



Vision

Produce healthy, contributing and resilient members of a global society

Mission

Coast Unified School District will commit their talents and resources every day to support the mental, physical, and emotional well-being of students and families, remove barriers to learning and development, and focus on developing tomorrow's leaders today.

Core Values

Respect, Success, Leadership, Opportunity, Teamwork

Priorities

Develop People, Maximize Student Achievement, Operate with Increasing Efficiency and Effectiveness

Meeting Norms

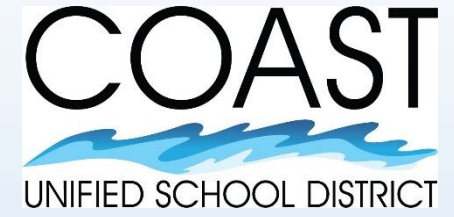


1. **Be respectful and inclusive** – One voice at a time; all perspectives matter.
2. **Assume positive intent** – Collaborate with trust and goodwill.
3. **Focus on issues, not individuals** – Maintain confidentiality and professionalism.
4. **Stay student-centered and data-informed** – Ground discussions in data and student impact.
5. **Honor time and purpose** – Start and end on time; recommendations are advisory.

Today's Goals:

- **Answer questions for clarity**
- **Go over new reduction and revenue ideas**
- **BAC does second round of prioritization of ideas**
 - **Narrow down to top ideas**
 - **Quantify - Where are we at?**
- **Comprehension of next steps**

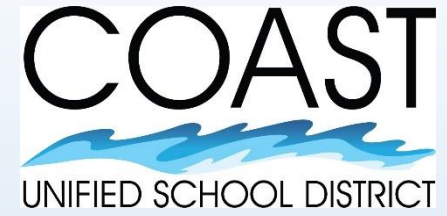
Public Comment



NEW IDEAS

- **Prioritization work**
- **These will be added for our later exercise to narrow down ideas**

New Ideas Submitted (Some already considered)



- Limit uniforms to games only – Low \$
- District Fundraiser - Low/Mid \$
- NEW: Review shredding services – Low \$
- NEW: Change one secretary per site to DOSA – Mid \$
- NEW: Fill elementary SPED vacancy with CUHS SPED staff – Mid/High \$
- Retirement incentives (“golden handshake,” targeted early retirement) – Already mentioned
- RIF across all departments/sites – High \$
- NEW: Move SLMS to portables at CGS; combine under CGS principal (K–8) – High \$
- Reduce/relocate district office, sell/rent building, share elective teachers – Already mentioned
- Cut summer school at CGS and SLMS – Mid \$
- No prep buyouts – Ongoing saving
- NEW: Do not fill part of the 4-hr custodial/grounds position – Mid \$
- NEW: Furlough Days - Mid/High \$
- NEW: Reduce Food Svcs Hours - Low/Mid \$
- NEW: Furlough Days - Low \$

Low \$ Ongoing	NEW: Review shredding services – Low \$
Mid \$ Ongoing	NEW: Change one secretary per site to DOSA – Mid \$
High \$ Ongoing	NEW: Move SLMS to portables at CGS; combine under CGS principal (K–8) – High \$
Mid \$ Ongoing	NEW: Do not fill part of the 4-hr custodial/ 4-hr grounds position – Mid \$
Mid/High \$ One time	NEW: Furlough Days - Mid/High \$
Low/Mid \$ Ongoing	NEW: Reduce Food Service Hours - Low/Mid \$
Low \$ Ongoing	NEW: Reduce ACSA or other memberships
High \$ Ongoing	NEW: Fill elementary SPED vacancy with CUHS SPED staff – Mid/High \$

Idea: furlough days to reduce expenditures.

Explanation: A furlough day is a scheduled, unpaid day off for employees.

Considerations:

- **Payroll:** Mid-year adjustments are complex.
- **Contracts:** Bargaining agreements may require negotiation.
- **Operations:** Instruction and student services still need coverage.
- **Equity:** Who would be affected? What time of year?

DRAFT Recommendation Form

Draft Budget Reduction and Revenue Generating Recommendations

Goal: Achieve long-term financial stability by maximizing savings while managing investments.

Focus: Personnel adjustments, operational efficiencies, and limited program reductions.

I. Summary of Net Financial Impact

Category	Amount	Notes
Total Ongoing Savings	\$	From Staffing & Operational Efficiencies (see below)
Total Ongoing Costs (Investment)	(\$)	
Net Annual Ongoing Savings	\$	This is an ongoing/ permanent annual savings to the budget.
One-Time Retirement Incentive Cost	(\$)	To be incurred in the first year only. \$25,000 x # retirees

II. Detailed Ongoing Savings (Sorted by Impact when Completed)

These items represent permanent reductions in annual operational expenditures.

Area	Strategy/Position	Est Annual Savings	Notes
Staffing - Certificated	Credentialed Retirements (Net of Replacements)	\$	___ teachers retiring; reflects net impact. List which FTE will or not be filled after retirement
Staffing - Classified	Classified Positions Not Filled	\$	Not filling: CUHS Yard Supervisor, List others
Staffing - Classified	Classified Retirements (Net of Replacements)	\$	___ classified staff retiring; savings reflects net impact. Explain what FTE will / not be filled after retirement
Staffing - Consolidation	Combining roles into one position; reallocation of tasks	\$	Move certain tasks to a teacher stipend?; combine duties of two positions into one position.
Site Operations	Site Budget Reduction (8%)	\$30,000	Reduction across all site discretionary budgets.

III. Detailed Ongoing Costs (Investment)

This item represents a permanent increase in annual operational expenditures.

Area	Investment/Position	Estimated Annual Cost	Notes
Staffing - Investment	Addition of One SPED Teacher	(\$)	Necessary to address caseloads and compliance.
SUBTOTAL ONGOING COSTS			

IV. Detailed One-Time Costs

This item is a single expenditure expected only in the first year to facilitate personnel savings.

Area	Expense	Estimated One-Time Cost	Notes
Personnel Incentive	Retirement Incentive Payout		Cost per retirement for __ teachers and __ classified (__ total @ \$25k)

V. Detailed Revenue Ideas

These are Revenue Ideas the Budget Advisory Committee Recommends Implementing

Area	Revenue Idea	Est Annual Revenue Generation	Notes
Fundraising	Annual District Fundraiser		
Operations / Facilities	Raise Facility Use Fees		
Operations / Facilities	Raise Christmas Market Rates to		

Questions since last meeting:



- **Print Shop Invoices (inner district?)**
 - **3% of invoices were inner district: 7/217 total amount: \$11,471**
- **When did the MOU for IDTs with San Luis Coastal and Cayucos start?**
 - **2018-19 school year**
- **How much was paid in 2024/25 for the MOU?** **\$726,926**
 - 47 students - Cayucos residents going to MBHS
 - 1 student - Cambria resident going to Cayucos grades 6-8
- **How much revenue is received from Cayucos Property Taxes?**
 - **\$2,505,427**
- **How many students do we transport / use transportation?**
 - **Over 67% 317 students daily on average**

Question: How many students is the district transporting for:

STUDENT COUNT 2024-2025					
Home to School					
Route 2-Red					
	TK-5th	6th-8th	9th-12th	TOTALS	÷ 2
Aug	45	32	30	107	54
Sept	38	35	30	103	52
Oct	42	28	17	87	44
Nov	38	32	31	101	51
Dec	45	34	45	124	62
Jan	41	25	30	96	48
Feb	38	33	30	101	51
March	43	32	33	108	54
April	35	33	30	98	49
May	48	32	30	110	55
June	13	4	4	21	11
Total	0			1056	530
AVERAGE	36	29	28	176	

San Simeon = 176 Average

Route 6-Blue				
TK-5th	6th-8th	9th-12th	TOTALS	÷ 2
14	21	23	58	29
16	25	24	65	33
23	21	23	67	34
27	21	28	76	38
23	25	20	68	34
29	25	20	74	37
23	27	22	72	36
20	15	24	59	30
21	35	26	82	41
22	27	31	80	40
13	4	4	21	11
		245	722	362
21	22	41	120	

Cambria = 120 Average

Question: How many students is the district transporting?

Purple Route						Green Route				
TK-5th	6th-8th	9th-12th	TOTALS	÷2		TK-5th	6th-8th	9th-12th	TOTALS	÷2
14	4	8	26	13		1	0	12	13	7
14	4	8	26	13		2	0	11	13	6.5
15	4	9	28	14		1	0	10	11	5.5
12	4	9	25	12.5		1	2	12	15	7.5
11	4	10	25	12.5		1	1	13	15	7.5
12	4	10	26	13		2	2	13	17	8.5
14	4	9	27	13.5		3	2	11	16	8
11	4	8	23	11.5		2	2	7	11	5.5
12	4	8	24	12		1	2	12	15	7.5
12	4	8	24	12		1	3	12	16	8
5	2	2	9	4.5		0	0	0	0	0
				131.5					142	71.5
12	4	8	8			1	1	10	4	

Ragged Point = 8 Average

Cayucos = 4 Average (Van)

Question: How many students is the district transporting?

Special Education												
	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Rt. 1	0	7	7	11	9	10	10	10	10	10	10	8
Rt. 2	0	7	6	6	9	9	9	9	9	9	9	8
Rt.3	0	3	3	3	2	2	2	2	2	2	2	0
Rt.4	0	11	7	7	5	7	7	7	7	7	7	0
Rt.5	0	1	1	1	0	0	0	0	0	0	0	0

Special Education Routes = 9 students per day Average

Question: How many vacant positions do we currently have?



- ☐ **SLMS Bilingual Aide**
- ☐ **CUHS Playground Supervisor**
- ☐ **SLMS Secretary / Clerk (4hr) / Bilingual Aide (4hr)**
- ☐ **Grounds (8hr)**
- ☐ **Grounds (4hr)**
- ☐ **Custodian (4hr)**
- ☐ **CGS Playground Supervisor (2hr)**
- ☐ **Mechanic (8 hr)**

Question: How many of the IDT students live in Cambria?

□ 2025-26 IDT's

□ 68 total as of 10.22.25

□ 22 Cambria (looks like 3 at grades 6-8 - only \$ going out for these 3)

□ 5 Harmony (no \$ out)

□ 1 San Simeon (no \$ out)

□ 38 Cayucos Residents (less than 47 the previous year) - This is the bulk of the \$ out for MOU

New Input / Clarification

- Clarify potential staff reductions: classified and certificated
- ESY will be too expensive if we completely cut Summer School here (FYI, We can offer a small summer program locally to address the ESY elements)
- Is it actually possible to reduce to one custodian and one maintenance per site?
- I was interested in knowing more about combination classes.
- Is there a plan to return more NPS students to district?

Revenue Ideas

COAST

Revenue Ideas			
IDEA	EST \$ Amount - One time or ongoing?	Notes	
Form a Grant Committee (outside educational partners with district support)			14.3
Grant Ideas- Kenedy School of Arts, Nat Endowment for the Arts, CA Art Ed Assoc, transportation grants?		Already receiving Home to School Transporation funding and Prop 28	X
Grant - PBIS fro CA State	\$20k per site?		6.5
Housing for staff on campuses (CGS lower field and SLMS campus as ideas)			11.3
Sell a site or sell the DO building			7.5
Charge Lodge more for Xmas parking	Current = \$20,000 - Increase to \$25,000 then add COLA annually?		15.0
Rent DO Office buildings (move DO staff to Leffingwell portables); Rent site / rooms not being used			15.0
Raise Facility Use Fees and Lease amounts			15.0
District Fundraiser - Silent Auction (annual event?)			X
Charge for bussing			10.0
Retain IDT students - Positive PR, Update website, Social Media promotion, Dual immersion at CGS, update websites to reflect our strengths			14.0
Bonds			0.0

Prioritization Work

Next Steps: Fine Tune Prioritized List

- 7 are GRAY/lined out (5 pts or less)

1. 45 Ideas are left (green most supported)
2. Pick 10 top ideas from the 45 (make star on left)
3. Eliminate 15 ideas (beyond the gray)
4. The remaining 20, are you needing clarity?
 - a. Keep 10 (Star), eliminate 10 of these (line out)
5. Rank your 20 that you have left - 1 to 20 (1 being the best)
6. Total the \$ for your top 10

	IDEA	EST \$
High \$ Ongoing	DD Staffing consolidation / reduction	Up to \$1,000,000
Low \$ Ongoing	Utilities - (Energy, sum of heating and AC during certain hours)	\$388,000
High \$ Ongoing	Retirement addition through retirement incentives	\$1,000,000
Low \$ One Time	SLIMS PE Supplies \$ saved for 1-2 yrs (using donations)	\$1,000,000
Low \$ One Time	Sell old but usable equipment and buses	\$417,000
High \$ Ongoing	Don't retire vacant positions (both certified and classified)	\$1,000,000
High \$ Ongoing	HS Courses (multiple responses) - Combine courses, eliminate co-teaching (unless for ST/ED), reduce multiple teachers in science (eg. science, math), decrease science requirement to 2 years (less courses needed)	\$82,000
Low \$ Ongoing	Replace paid programs with free programs (Typing?)	\$3,000
Mid \$ Ongoing	End / Not fill stipends or salary enhancements across district (reduce amount by 50)	\$42,000
Mid \$ One Time	Reduce outside service providers	Up to \$1,000,000
High \$ Ongoing	One Custodian / One Maintenance per site	Up to \$1,000,000
Mid \$ Ongoing	Sharing teachers across two sites (CUHS and SLMS or SLMS and CGS)	\$181,000
High \$ Ongoing	Reduce Grounds and Maintenance (1 each Dept.)	\$181,000
Low \$ Ongoing	Reduce / reallocate tasks for some stipends (including Dir. custs, Assoc. building, Dir. Stud. Assoc, princ. designees)	\$25,000
Mid \$ Ongoing	Geometry just at CUHS (Transport students?)	\$2,000
Low \$ Ongoing	Send documents digitally rather than by paper / mail	\$2,000
Mid \$ Ongoing	Reduce library staffing hours to match student hours	\$43,000
Mid \$ One Time	For 3rd party contracts, pursue lower bids and/or cancel 3rd party contracts if we can do the job ourselves	\$30,000
High \$ Ongoing	Reduce Van/Drivers to 11 months	\$30,000
Mid \$ Ongoing	Reduce or eliminate any prep buyouts	\$85,000
High \$ One Time	Cut summer school (one year)	\$85,000
High \$ Ongoing	Reduce Bus Drivers to DOCA	\$85,000
High \$ Ongoing	Admin cubc confined out work	\$85,000
Low \$ Ongoing	Decrease copier uses / decrease color copiers / Add copier codes	\$85,000
Mid \$ Ongoing	Move SLMS to block schedule to allow sharing of teachers (Math/Geometry?, EL/2?, Art? Science?, Spanish?)	\$85,000
Low \$ One Time	Attended / Unattended, modernized, (Security, etc?)	\$85,000

- Star 10
- Line out 15
- 16 left
- Ask ?s
- Star 10 more
- Line out 6 more
- Order Starred
 - 1-20 (1 best idea)
- Best \$ Estimate for your top 10
- Total those

			IDEA	EST \$ Amount	Ave score	
		High \$ Ongoing	DO Staffing consolidation / reduction	Up to \$120,000 (one position, combination of positions/reduced hrs)	15.00	M
		Low \$ Ongoing	Utilities - timers, turn of heating and AC during certain hours		14.80	
★	2	High \$ Ongoing	Retirement attrition through retirement incentives	\$366,041 in 2026-27 assuming 3 retirements	14.40	M
		Low \$ One Time	SLMS PE Supplies \$ saved for 1-2 yrs (using donations)	\$1,000-\$2,000	13.83	st
		Low \$ One Time	Sell old but usable equipment and buses		13.80	
★	1	High \$ Ongoing	Don't rehire vacant positions (both certificated and classified)	\$417,652.48 savings for current vacant positions	13.60	
		High \$ Ongoing	HS Courses (multiple responses) - Combine courses, eliminate co-teaching (unless for SPED), reduce multiple teachers in areas (ag, science, math), decrease science requirement to 2 years (less courses needed)	\$82,000 approx/per teacher	13.60	m
★	19	Low \$ Ongoing	Replace paid programs with free programs (Typing?)	\$3,000	13.50	
		Mid \$ Ongoing	End / Not fill stipends or salary enhancements across district (reduce amount by 1/2)	\$42,831.33	13.50	
		Mid \$ One Time	Reduce outside service providers		13.00	
		High \$ Ongoing	One Custodian / One Maintenance per site	Up to \$198,000	13.00	
		Mid \$ Ongoing	Sharing teachers across two sites (CUHS and SLMS or SLMS and CGS)		12.67	H.
		High \$ Ongoing	Reduce Grounds and Maintenance (1 each Dept.)	\$161,812.38	12.50	"n
		Low \$ Ongoing	Reduce / reallocate tasks for some stipends (including Dir curric, less toileting, Dir Stud svcs, princ designee)	\$23,196	11.83	m
		Mid \$ Ongoing	Geometry just at CUHS (Transport students?)		11.75	
		Low \$ Ongoing	Send documents digitally rather than by paper / mail	\$2,000	11.60	
		Mid \$ Ongoing	Reduce library staffing hours to match student hours	\$43,955.86	11.33	
★	3	Mid \$ One Time	For 3rd party contracts, pursue lower bids and/or cancel 3rd party contracts if we can do the job ourselves		11.25	
		High \$ Ongoing	Reduce Van/Drivers to 11 months	\$30,193.19	11.00	
		Mid \$ Ongoing	Reduce or eliminate any prep buyouts		10.33	al

Prioritization Work

Next Meeting

1. Top 15-20 ideas will be the focus
 - a. Based on your input
2. Collaborate together to craft a DRAFT recommendation document for reductiona
3. Ideal to have at least \$1,500,000 of ideas we all support before the end of meeting #4
4. Add revenue ideas
5. Clarify what needs to happen at Meeting #5

	IDEA	EST
		Up
High \$ Ongoing	OD Staffing consolidation / reduction	
Low \$ Ongoing	Utilities - Unions, turn of heating and AC during certain hours	
High \$ Ongoing	Retirement addition through retirement incentives	\$388 return
Low \$ One Time	SLMS / PE Supplies \$ saved for 1-2 yrs (using donations)	\$1,08
Low \$ One Time	Sell old but usable equipment and buses	
High \$ Ongoing	Don't rehire vacant positions (both certified and classified)	\$412 vacan
High \$ Ongoing	HS Courses (multiple responses) - Combine courses, eliminate co-teaching (unless for SPED), reduce multiple teachers in classes (eg. science, math), decrease science requirement to 2 years (less courses needed)	\$823
Low \$ Ongoing	Replace paid programs with free programs (Typing?)	\$3,08
Mid \$ Ongoing	End / Not fill stipends or salary enhancements across district/reduce amount by 5%	\$423
Mid \$ One Time	Reduce outside service providers	
High \$ Ongoing	One Custodian / One Maintenance per site	Up to
Mid \$ Ongoing	Sharing teachers across two sites (CUMS and SLMS or SLMS and CDS)	
High \$ Ongoing	Reduce Grounds and Maintenance (1 each Dept.)	\$181
Low \$ Ongoing	Reduce / reallocate tasks for some stipends (including Dr. currie, Lisa Toliving, Dr. Sted voice, print design)	\$23,1
Mid \$ Ongoing	Geometry paid at CUMS (transport students?)	
Low \$ Ongoing	Send documents digitally rather than by paper / mail	\$2,08
Mid \$ Ongoing	Reduce library staffing hours to match student hours	\$43,3
Mid \$ One Time	For 3rd party contracts, pursue lower bids and/or cancel 3rd party contracts if we can do the job ourselves	
High \$ Ongoing	Reduce Van/Drivers to 11 months	\$30,1
Mid \$ Ongoing	Reduce or eliminate any prep buyouts	
High \$ One Time	Cut summer school (one year)	\$85,1
High \$ Ongoing	Reduce Bus Drivers to DOSA	\$83,3
High \$ Ongoing	Admin cuba continued cut work	
Low \$ Ongoing	Decrease copier uses / decrease color copiers / Add copier codes	\$9,08
Mid \$ Ongoing	Move SLMS to block schedule to allow sharing of teachers (Math/Geometry?, ELL?, Art? Science?, Spanish?)	

Thank you for your Participation today!

- **Next Meeting: Monday, November 17 at 3:15p**