

September 6, 2011  
Hon. Arthur A. Garcia  
Assistant Presiding Judge  
Santa Barbara Superior Court  
312 East Cook Street  
P.O. Box 5369  
Santa Maria, California 93456-5369

Hon. Joni Gray, Chair  
Santa Barbara County Board of Supervisors  
County Administration Building  
105 East Anapamu Street  
Santa Barbara, California 93101

Dear Judge Garcia and Supervisor Gray:

This is the Ballard School District's response to the Grand Jury's report, "Local Government Post Employment Benefits in Santa Barbara County – Complicated and Costly"

A CD-ROM with this letter in PDF format is attached, as requested by the Grand Jury.

Sincerely,

Allan Pelletier  
Superintendent/Principal  
Ballard School District

**Ballard School District**  
**Response to Grand Jury Findings and Recommendations:**  
“Local Government Post Employment Benefits in Santa Barbara County  
Complicated and Costly”

**Findings 1a, 1b, 1c, 1d, 1e, 2a, 2b, 2c, 3**

**Response**

The Ballard School District has no reason to doubt the research completed by the Santa Barbara County Grand Jury and trusts that its findings are accurate.

**Recommendation 1**

**Response**

- a. The Ballard School District is unable to implement this recommendation since this information is unavailable to us and outside the scope of our agency’s capacity.
- b. The Ballard School District belongs to CalSTRS and CalPERS statewide pools. Employer contribution rates are determined by statute in the case of CalSTRS and by the CalPERS Board for CalPERS. Both CalSTRS and CalPERS define the same employer contribution rate for all California public school districts within the pool.
- c. The unfunded liability of the state schools pool impacts the employer contribution rate. The unfunded liability is reported annually by both CalSTRS and CalPERS.

**Recommendation 2a**

**Response**

- a. Healthcare premiums are included as part of the collective bargaining process between the teachers’ association and the school district. The current collective bargaining agreement in the Ballard School District runs through June 30, 2012. As such, the district would not be able to develop and implement a plan to reduce contributions to the healthcare premium cap by January 1, 2012.

**Recommendation 2b**

**Response**

- a. The Ballard School District would not have a problem prefunding the current unfunded healthcare liability for its employees on an annual basis.

**Recommendation 3**

**Response**

- a. The Ballard School District agrees with this recommendation. The district currently has a policy in place that caps vacation or compensatory time to a small amount per year. In fact, the number of compensated absences has decreased over the last 5 years.