



6.10.20

MANIFEST

Welcome to the Manifest; a summary that cares more about brevity than grammar, and what is about to or could happen in Seaside than what did or didn't. Contributions to future editions are welcome at cmalin@ci.seaside.ca.us.

- Butterfly Effect - Someone got sick on the other side of the globe. A man is murdered in Minneapolis. If anyone doubts how connected humanity is, they're not paying attention.

These are momentous times. As the COVID-19 pandemic still threatens death, two-thousand people arrive on the lawn of City Hall to rightfully, passionately and peacefully demand justice. Justice for the murder of George Floyd by a police officer, as three other officers did nothing to stop it. Justice for the disenfranchised. Justice for us all.

The President hides in the basement before getting the idea to stage a photo op, preceded by some federal thuggery on a peaceful crowd exercising their First Amendment duties. The Lincoln Memorial, as sacred a place for our highest ideals as exists in the nation, has the military occupying space civilians should.

That our modest but wonderful City Hall has a Black Lives Matter banner on it while the White House turns out the lights, erects barricades and adds snipers to the roof is testament to the fact that moral authority has little correlation to power.

- Work Happens – If that weren't enough (it's not) the government closest to the people has to perform. That means many things, but one of them is an annual budget. This one is weird. For the first time in thirty-two years of doing this, the budget won't balance. The only way it could is selling City assets at a fraction of value (not good) or losing manpower for a fire rig and a few squad cars each and every day (also, not good).

The rare bit of good news is the fiscal focus that has nearly tripled Seaside's reserves in recent years is available to get us through the upcoming fiscal year, while the two years thereafter are poised to deliver Campus Town land sales and development income that is the foundation of Seaside's financial future. Combined with the difficult but necessary layoffs and remaining employees reducing compensation in some manner (summary attached), the City is still delivering critical services, and moving forward.

- ▣ What's The Big Picture? – We're reducing personnel expenses by \$5.2 million and budgeting \$3.4 million of reserves to fill the COVID-19 revenue gap as a starting point to the FY20/21 budget.
- ▣ Starting Point? – Yeah. The future don't come with a guarantee. This year, in particular, the budget is a planning tool. It's going to be amended, so I'd recommend not getting overly excited about and connected to any single moving part of it.
- ▣ Are We Defunding Police? – Depends on the context of the phrase. The current fiscal year's budget, as adopted, had \$15,246,176 for the police department, with \$16,025,800 forecast for the upcoming fiscal year. After that was adopted last year, the future happened (see above) and the draft police budget for FY20/21 is now \$14,645,809. Even with mandated pension and insurance increases of hundreds of thousands of dollars, that's \$1,379,991 less than we forecasted last year.

The overall funding was reduced by sheer budget necessity, and the math on mandated expenses means the overall number of budgeted sworn officers drops by ten, to thirty-two. That is happening without laying off a single full-time officer (two part-time reserve officers were laid off) because we had ten full-time vacancies to start with.

The broader "Defund Police" idea of taking money from police budgets and re-directing it to social improvement rather than enforcement is a worthy policy discussion. If someone asks my opinion, I'll note working against the concentration of capital in the hands of ever fewer people and corporations would be the tidal change of progressivism, rather than sharpening knives over the distribution of shrinking scraps of public resources. The hard facts are there isn't a single City department that is over-staffed, and we're years from that ever being a problem. We have the hardest working staff ~~on the peninsula~~ I've ever seen, operating with "classic" facilities, fueled by esprit de corps and caring. We're the PD parking lot with a SNAACK van, not a MRAP.

- ▣ Could More Be Done? – You bet. On police use of force, the City Council will review that topic at the June 18 Council meeting. On the youth and family support side of the equation, the draft budget includes \$199K for food distribution, \$200K for a small business recovery loan program, doubling last year's Youth Work Experience program, and adding two new ideas to help Seaside kids. The first is a youth employment program, hiring back up to 40 of our Rec part-time staff for summer employment in park and facility maintenance, and recreation as the shelter in place order is modified to allow group recreation. The second is a partnership with MPUSD for a Tutoring Corps

that will help Seaside students continue academic progress. The need for academic assistance is pervasive (see attached NYT article).

Could more be done? Sure. These are uniquely challenging times, and call for unique solutions. Given that there's not a practical opportunity to balance the upcoming budget, that typical limitation shouldn't be an obstacle for a great idea. As for fiscal sustainability, this is a growing city, and our best future requires a mindset that what we want to be possible becomes possible by our collective community will.

On a more practical level, if someone has a good / great idea about moving Seaside forward or helping Seaside residents, the budget becomes the Council's as soon as I let go of it (which was Monday – late Monday, to be fair). As much as I try to fit all the pieces together neatly in submitting a “these are challenging times but we're moving forward” puzzle, the make a motion, get a second, take a vote amendment process is the expression of the community will part – the most important part.

▣ What Capital Stuff Is In The Budget? – The City Hall solar project is expected to be completed by year's end and the sidewalk repair program continues in the draft budget. The City street repair / reconstruction (as previously budgeted) continues, with previously dedicated funding sources. We expect to complete some minor improvements in Cutino Park with funds that are already bonded and can't be used for anything else. The Sonoma court project is in this year's budget and is expected to be on the June 18 Council agenda for completion. The budget for the yet to be determined Laguna Grande ADA feature is being carried forward.

We're also expecting to receive \$6 - \$7 million in bond revenue prior to FORA's demise to tear down as many of the “hammerhead” barracks buildings as we can in Seaside. As soon as we get that revenue – which can only be used for building removal – we'll get to work on optimizing that money to Seaside's benefit.

In sum, while we have substantial fiscal challenges this year, there's more than \$15 million in revenue sources which cannot be used for anything other than capital improvements, and we're moving forward on them.

▣ Programmatic Notes – We can't do the fireworks show at the golf course this year but the budget has \$30,000 for illegal fireworks enforcement / clean-up. Police and Fire Department accreditation efforts continue, and additional funds were added to the police budget for officer training. The ADU / Housing program is carried into next year,

with the demonstration ADUs soon out to bid, and we've budgeted for enhancing our capacity for Spanish translation at meetings.

- ▣ Grants R Us – With cash at a premium, staff has been churning out grant applications, with considerable success. We've received a United Way grant for \$35,000 for residential rental and utility assistance, a SB 2 grant from the state for housing / ADU permit streamlining, a \$579,464 grant for Del Monte Manor stormwater infiltration project and a Census Outreach Grant for \$21,000 from the Community Foundation of Monterey County
- ▣ Random Fact, But Pertinent – Hotel taxes for April were down 87.8% from the year prior.
- ▣ Trial Effort, Also Pertinent – It is hard to overstress the importance of supporting local businesses. As restaurants begin to open, the City has relaxed regulations on outdoor dining, so restaurants have extra space to accommodate physical distancing.

This Saturday, beginning at 5:00 PM, we're going to close a portion of lower Broadway, A number of restaurants will expand into the sidewalk and street, and there will be physically distant entertainment available. Bring your most festive mask and some hunger and thirst, and wave to friends from a safe distance. If it goes well, we might do it some more.

- ▣ A Personal Opinion, Feel Free To Stop Reading – Going from Strategic Plan to pandemic shutdown to isolation to economic collapse to risking viral death to stand against racism and brutality to creating and presenting / amending a budget with an absence of certainty isn't easy. Given our staffing levels and the plates we're spinning, it's a miracle on par with toaster pastries (inside joke, ask around). No joke, we need to give each other grace through the effort, because these may seem like graceless times. They certainly are in other places.

But you join a protest and / or look out to see a couple thousand people on the lawn of City Hall with not just a fervent hope for a brighter future but a righteous, diverse, youthful demand for it, and the confidence in who we are and who we can be returns.

As always, practice kindness. (and wash your hands)

City of Seaside
Summary of Concessions by Bargaining Unit
2020 - 2021

Miscellaneous Employees:

1. LIUNA – contract expires 6/30/2021
 - Reduce salary by 10% through furloughs (36 hour work week) for 7 months
 - Defer 2% salary adjustment from July 2020 to February 2021
 - Willing to extend this agreement beyond February depending on the City’s fiscal health
 - “Me Too” regarding raises and returning concessions
2. Confidential Employees
 - Reduce salary by 10% through furloughs (36 hour work week) through 6/30/21
 - Defer 2% salary adjustment from July 2020 to July 2021

Management Employees:

1. SMSEA Managers – contract expires 12/31/2021
 - Reduce salary by 10% with modified work schedule through term of contract
 - Defer 2% salary adjustment from January 2021 to July 2021
 - Defer Equity Adjustments from July 2020 to July 2021
2. Confidential Managers – contract expires 12/31/2021
 - Reduce salary by 10% with modified work schedule through term of contract
 - Defer 2% salary adjustment from January 2021 to July 2021
3. Public Safety Managers – contract expires 6/30/2021
 - Reduce Police Deputy Chief salary by 10% through term of contract
 - Reduce Fire Division Chief compensation by 10% through suspension of longevity and holiday pay through term of contract
4. Executive Managers – 10% salary reduction and deferral of 2% increase scheduled for January 2021
5. City Manager & City Attorney – 10% salary reduction and deferral

Safety Bargaining Units:

1. Police Officers’ Association – contract expires 12/31/2020
 - Tentative agreement reached for concessions equivalent to a 10% reduction in salary
2. Fire Fighters’ Association –contract expires 6/30/2020
 - In discussions regarding 10% salary reduction

Research Shows Students Falling Months Behind During Virus Disruptions

The abrupt switch to remote learning wiped out academic gains for many students in America, and widened racial and economic gaps. Catching up in the fall won't be easy.



By Dana Goldstein

Published June 5, 2020 Updated June 6, 2020

While a nation of burned-out, involuntary home schoolers slogs to the finish line of a disrupted academic year, a picture is emerging of the extent of the learning loss among children in America, and the size of the gaps schools will be asked to fill when they reopen.

It is not pretty.

New research suggests that by September, most students will have fallen behind where they would have been if they had stayed in classrooms, with some losing the equivalent of a full school year's worth of academic gains. Racial and socioeconomic achievement gaps will most likely widen because of disparities in access to computers, home internet connections and direct instruction from teachers.

And the crisis is far from over. The harm to students could grow if schools continue to teach fully or partly online in the fall, or if they reopen with significant budget cuts because of the economic downturn. High school dropout rates could increase, researchers say, while younger children could miss out on foundational concepts in phonics and fractions that prepare them for a lifetime of learning and working.

In South Los Angeles, Danielle Gandy has spent countless difficult hours guiding her energetic 6-year-old, Cadynce, through online meetings and assignments provided by her charter school. Still, Ms. Gandy is under no illusion that Cadynce has completed the normal kindergarten curriculum, and is especially concerned about her progress in math.

"Looking at the work the teacher has done, I applaud her," Ms. Gandy said, "but it's maybe a fraction of what they would be learning if they were in an actual school setting. If they are transitioning into first grade, will there be time to catch up and get them up to par?"

Teachers across the country share such worries. In Aurora, Colo., outside Denver, Clint Silva, a seventh-grade social studies teacher, was planning to spend the spring working with his students on research skills. For one remote assignment, he asked them to create a primary source about the pandemic that future historians could consult.

But a majority of his students have not consistently engaged with remote assignments. They are not receiving traditional grades, and some have parents who are working outside the home or who are not tech-savvy, and are unable to assist with online schooling.

"We know this isn't a good way to teach," Mr. Silva said. "We want to hold kids accountable. We want to see their progress, be in the classroom with them and see them struggle and overcome that. Instead, we are logging in for an hour a day, and kids are turning their cameras off and staying quiet and not talking to us."

Research can now estimate the size of the learning loss students have experienced under such conditions. Because regular standardized testing has been suspended, some of the research uses past disruptions to learning — such as natural disasters or even summer break — to project the potential impact of the current crisis. Other studies look at schools that used online learning software before the coronavirus shutdown, and check to see how students performed using the same programs from home.

The average student could begin the next school year having lost as much as a third of the expected progress from the previous year in reading and half of the expected progress in math, according to a working paper from NWEA, a nonprofit organization, and scholars at Brown University and the University of Virginia.

A separate analysis of 800,000 students from researchers at Brown and Harvard looked at how Zearn, an online math program, was used both before and after schools closed in March. It found that through late April, student progress in math decreased by about half in classrooms located in low-income ZIP codes, by a third in classrooms in middle-income ZIP codes and not at all in classrooms in high-income ZIP codes.

When all of the impacts are taken into account, the average student could fall seven months behind academically, while black and Hispanic students could experience even greater learning losses, equivalent to 10 months for black children and nine months for Latinos, according to an analysis from McKinsey & Company, the consulting group.

There are several reasons low-income, black and Hispanic students appear to be suffering the most through the crisis. The Center on Reinventing Public Education, a think tank, will release an analysis next week of the pandemic learning policies of 477 school districts. It found that only a fifth have required live teaching over video, and that wealthy school districts were twice as likely to provide such teaching as low-income districts.

Rural students have been especially cut off from their teachers. Only 27 percent of their districts required any instruction while schools were closed, according to the center.

While almost every school has provided assignments for students to complete independently, that does not necessarily mean that teachers conducted remote lessons. Schools with many poor students sometimes chose to relax instructional expectations on teachers because they knew families did not have reliable access to home computers or internet connections able to stream video.

The disparities in educational progress do not appear to be caused by any lack of effort on the part of families. The poorest parents spent about the same amount of time during school closures assisting their children with learning — 13 hours per week — as those making over \$200,000 per year, according to a May Census Bureau survey of households with children.

Administrators and teachers know they will need to catch students up in the fall, perhaps through reviewing skills and content that would have normally been covered this school year. But they face major hurdles and competing priorities. Preparing school buildings to meet new state and federal health guidelines — including smaller class sizes, temperature checks and increased access to sinks, soap, personal protective equipment and disinfectants — requires money and careful planning.

The Coronavirus Outbreak >

Frequently Asked Questions and Advice

Updated June 5, 2020

- **Does asymptomatic transmission of Covid-19 happen?**

So far, the evidence seems to show it does. A widely cited [paper](#) published in April suggests that people are most infectious about two days before the onset of coronavirus symptoms and estimated that 44 percent of new infections were a result of transmission from people who were not yet showing symptoms. Recently, a top expert at the World Health Organization stated that transmission of the coronavirus by people who did not have symptoms was “very rare,” [but](#) she later walked back that statement.

- **How does blood type influence coronavirus?**

[A study by European scientists is the first to document a strong statistical link](#)

READ MORE ▼

It is just as important to improve the quality of remote learning, given the likelihood that schools in many parts of the country will face continued intermittent closures to contain the virus, and that some parents will simply choose not to send their children to classrooms before a vaccine is available.

Students are also expected to need a greatly increased level of social and emotional support from counselors and therapists, in part because of the impact of spending months in social isolation, often while families experienced job loss, economic hardship and health distress.

All of this will need to happen as schools face significant budget cuts that will not be offset by the federal infusion that has been promised so far, according to Marguerite Roza, a school finance expert at Georgetown University.

Schools could freeze hiring, especially for support roles like reading specialists and counselors, and might cancel programs like pre-K and after-school enrichment, she said.

For protesters flooding the nation’s streets in response to the death of George Floyd, a black man killed while Minneapolis police officers arrested him, the idea that school budgets could face greater cuts than police budgets as cities deal with the economic impact of the pandemic has emerged as a major concern, and yet more evidence of racial inequality.

Already, New York City, the nation's largest school district, has said it would slow down the expansion of its universal pre-K program to 3-year-olds. California's urban schools have warned that budget cuts proposed by Gov. Gavin Newsom could make it impossible for them to reopen safely while simultaneously helping students catch up academically.

In Broward County, Fla., north of Miami, Iman Cassells Alleyne, an elementary school special education teacher, spent much of the spring semester filming herself giving remote lessons on multiplication and phonics, even as she home-schooled her own three sons. She wanted to provide one-on-one tutoring and reached out to students numerous times, but many were not able to regularly get online for remote learning because of issues at home.

Her students have learning disabilities and behavioral disorders that make school challenging under normal circumstances. Now, she is concerned they will fall even further behind.

"If we continue doing things the way we do them," she said, "we won't be able to fill those gaps."