

RECOMMENDATIONS

Considering that the 2009-2010 fiscal year is completed, in order to provide for planning for both the District and the CSEA membership, the Chair recommends the following two year agreement to be in an MOU through June 30, 2012. This expiration of the MOU and all concessions also coincides with the other units expiration of concessions.

2010-2011

Furlough Days

Reduce this work year by ten to fifteen days based on number of months the employee works, with commensurate loss of salary, but not loss of vacation, sick leave, or other benefits. In other words, for benefit purposes the employee should be considered working their full work year schedule.

The Chair notes that as the other units have already taken furlough days in 2009-2010 amounting to a total in those two years of 12 to 18 days total (12 for teachers, 13 for pupil personnel and 18 for management) (DF Tab 10).

Health and Welfare

Change the contribution level for thirty or more hour employees from 100% paid by the District to 80% paid by the District and 20% by the employee.

Laid-off Employees

Acknowledge this bargaining unit for the monies saved by laying off 97 FTE's in this unit in 2009-2010. While the District reduced the overall dollar amount and percentage of the additional concessions, as noted above, the remaining employees have an ongoing higher ratio of students to employees and increased work load. Therefore, the Chair finds that this ongoing concession should be acknowledged with a minimum of a percent each year.

As noted above, it is timely that HR 1586 has been signed into law. This may provide some relief to the District which may be used to ameliorate the layoffs. If and when the District receives monies, the parties should sit down and discuss the potential impact on this unit.

Salary

Freeze step and longevity increases.

Salary schedule reduction 2.80%. While other employees sustained between 2.85% and 3.38%, these employees are on lesser paycales and therefore the Chair finds a somewhat lesser percentage decrease to be more fair to them.

Reclassification Fund

Delete the contract language in Article XVIII for the reclassification and use the \$50,000 in this fund to offset the total dollars/percent of fair share for this bargaining unit. As this was not used in 2009-2010 and is recommended to be deleted, this amounts to a savings to the District of \$150,000 each of the

years.

Early Retirement

The parties should agree to explore jointly the numbers necessary to implement an effective, cost saving early retirement for the 2010-2011 school year. If it is possible to save money by only backfilling critical positions, a plan shall be implemented no later than February 1, 2011, in order to notify bargaining unit employees of this option and terms.

2011-2012

Continue above reductions, except the early retirement.

Reopener/Restoration Language

For the 2010-2011 fiscal year, if the funded Base Revenue Limit (BRL) per Average Daily Attendance (ADA) increases or decreases by twenty-five dollars (\$25.00) or more from the Governor's January 2010 Budget Proposal, the parties shall have the option to reopen on salary and work year. For the 2011-2012 fiscal year, if the funded Base Revenue Limit (BRL) per Average Daily Attendance (ADA) increases or decreases by twenty-five dollars (\$25.00) or more from the 2010-2011 State adopted budget, the parties shall have the option to reopen on salary and work year.

If the funded BRL per ADA for the Saddleback Valley Unified School District per the above budget, increases by twenty-five dollars (\$25.00) or more, the Association shall have the right to re-open on salary and/or work year.

If the funded BRL per ADA for the Saddleback Valley Unified

School District per the above budget, decreases by twenty-five dollars (\$25.00) or more, the District shall have the right to re-open on salary and/or work year. For the purposes of the example below, the funded 2010-2011 BRL per ADA for the Saddleback Valley Unified School District per the Governor's January 2010 Budget Proposal being used is \$4,984.00.

Example:

$\$4984.00 + \$25.00 = \$5009.00$ (or higher) the Association has right to re-open.

$\$4984.00 - \$25.00 = \$4959.00$ (or lower) the District has right to re-open.