



Non Benefited Employees

MEMORANDUM

MEMO TO: All Employees Represented by CSEA

FROM: Margaret Lewis
Assistant Superintendent, Personnel Services

DATE: August 31, 2010

RE: District Implementation of Memorandum of Understanding and Contract Terms for CSEA

After exhausting the entire negotiation and impasse process without an agreement, the District and CSEA remain at impasse. It is unfortunate that a settlement was not reached with CSEA, and that as a result, the reductions cannot be spread out over a three year period of time to lessen the impact on classified staff. To ensure the solvency of the District, the Board took action tonight to implement the recommendations of the Fact Finding Report, as detailed by the "District Implementation of Memorandum of Understanding and Contract Terms for CSEA" (posted on the District website).

Implementation will be as follows:

Salary

All salaries will be reduced by 2.80% effective July 1, 2010. All step and longevity will be frozen effective July 1, 2010. The salary reduction and step/longevity freeze for September will be reflected on your October 8 paycheck. The retroactive adjustment in salary reduction and step/longevity freeze for employees who worked July and August will be prorated over the next 9 months (October, 2010 through June, 2011), and will first be reflected in your November 10 paycheck.

Furlough Days

There will be 10-15 days for 2010-11 and 2011-12 based on the work year. The dates are attached. **Please note the first furlough days are Tuesday, September 7 through Friday, September 10.**

Restoration

The salary reduction, the step/longevity freeze, and work year (furlough days) will be restored July 1, 2012, unless otherwise negotiated.

The District recognizes these are difficult times and regrets that the State fiscal crisis has necessitated these reductions. The District acknowledges the invaluable contribution of classified employees, and is grateful for the hard work of each and every one of you.