

# Summary of District Implementation Plan

## Memorandum of Understanding

- Salary reduction effective July 1, 2010 – June 30, 2012 2.80%
- Monthly contribution changes effective September 1, 2010 – 80% District cap/  
20% employee contribution:
  - HMO \$112.44/\$215.58/\$314.62
  - PPO \$152.34/ \$296.83/\$442.23
- Furlough days (10 to 15 days) for 2010-2011 and 2011-2012  
(Dates for 2010-11 on backside)
- Freeze step and longevity effective July 1, 2010 – June 30, 2012
- Credit for CSEA portion of CSR reduction and Fund 67, totaling \$680,724
- Buy-out and eliminate reclassification funding total of \$300,000 over two years
- Reopener language to allow negotiations on salary and work year if funding changes (if funded Base Revenue Limit per ADA increases or decreases by \$25 or more per ADA.)
- Salary and work year restored July 1, 2012, unless otherwise negotiated
- Explore early retirement plan through a negotiations session this year
- Acknowledgement of laid off employees; If and when District receives HR1586 funds, District will discuss potential impact on CSEA

## Tentative Agreement

- Previous tentative agreements between CSEA and District on leaves of absence

## Additional Contract Terms

- Additional contractual terms on benefits
- Two year contract