The District’s and Union’s interests are to maintain fiscal solvency and provide staff with salary and benefits that are competitive in order to recruit and retain quality staff. In addition, our mutual interest is to mitigate the reductions to classified staffing in order to maintain a quality environment for students to support teaching and learning. Therefore, the Union proposes the following:

1. The parties recognize that this agreement anticipates that the state school finance system will remain substantially unchanged as prescribed in current law. If there is a significant change in the funding system (e.g., “sweeping” of categorical funds, weighted student formula or some other significant structural change in funding,) the District shall provide prompt written notification to SEIU Local 1021 of its belief that such a change has occurred. Based on this notification, the parties shall meet promptly thereafter to negotiate modifications to this Memorandum that attempts to carry forward the intent of the current agreement while also conforming to the relevant changes in the school funding system.

2. Reduction of the 2012-13 and 2013-14 Work Years

Each unit member’s work year shall be reduced by a total of three (3) days in each of the 2012-13 and 2013-14 work years with a corresponding pre-tax deduction from the unit member’s salary. The days that shall be temporarily reduced shall be non-work days, and shall be determined by mutual agreement of the parties. The value of each day shall be calculated at the rate of .5% and the salary schedule for the 2012-13 and 2013-14 work years shall be reduced accordingly.

A. In addition, the following reductions shall take effect July 1, 2012 and July 1, 2013:

1. The temporary suspension of three (3) Board granted holidays, each member’s salary will be reduced by three (3) days.
3. Temporary suspension of Step movement.
4. Temporary suspension of Longevity increment movement.
5. Ten (10) Furlough days (effective 1-1-13)

For a total of $3,336,277.00 in concessions for each fiscal cycle.

If the Governor’s Tax Initiative passes, effective January 1, 2013 the following shall be restored for the 2012-13 and 2013-2014 fiscal years:

1. The temporary suspension of three (3) Board granted holidays, each member’s salary will be reduced by three (3) days.
3. Temporary suspension of Step movement.
4. Temporary suspension of Longevity increment movement.
5. Ten (10) Furlough days
A. If state law does not allow the school year to be reduced up to ten (10) days in either year, the parties shall reopen negotiations for the sole purpose of determining if/how unit members' compensation may be reduced to accommodate a temporary reduction in pay that equates to the difference in what has already been reduced due to loss of days and the maximum possible loss of ten (10) days' pay (per the formula detailed above.)

B. The designation of days for reduction shall be by mutual agreement of the parties. In the event of no agreement regarding the designation of the work days to be temporarily reduced, those days shall be taken at the end of the work year.

C. If the District receives any increase in its funded BRL/ADA for 2012-13, or an increase in funded BRL/ADA for 2013-14 that exceeds that necessary for full restoration of the days (and corresponding salary) as specified above, or any other changes to school financing, the parties agree to immediately reopen negotiations to bargain over possible enhancements or other changes to bargaining unit members' compensation.

In the event the District receives new State and/or Federal funding, including but not limited to Tax For Education and Early Childhood Programs, the parties shall reopen negotiations.

Should there be changes to current or prospective other bargaining unit agreements, or salary or salary-related matters to unrepresented management, confidential or any other employee group, the District agrees to reopen negotiations for fair and equitable treatment (me-too.)

This agreement expires June 29th, 2014.

SEIU

[Signatures]

7-5-12

District

[Signatures]

7-5-12