

# Background

- Budget uncertainties
  - Declining enrollment
  - State budget cuts



# CONCERNS

Avoid if possible:

- Staff reductions/layoffs
- Salary reductions
- Furloughs



# PROBLEM 1

- Money that traditionally could have been on the table was used to absorb budget cuts to the current 08-09 budget and anticipated drop in enrollment for next year.



# Agreement

- Given the current economic situation, with the uncertainty of district funding, a best case scenario for the District's 2009-2010 fiscal year compensation and benefits package may be to keep compensation terms and benefit contributions level with those of the 2008-2009 fiscal year.



# Goal 1

- Expedite the 301 Performance Pay Plan Goal 1 payments as soon as possible.



## Goal 2

- Clarify eligibility of paraprofessional support personnel for full 301 Performance Pay to be in effect at 30 hours or more per week (.75 FTE or more). Those employed below .75 FTE should continue to be pro-rated.



# Goal 3

- Suspend supplemental sick leave for the 2009-2010 fiscal year and apply the funds saved from that suspension to fund a new group of participants under the Early Retirement Phase Out Program (ERPOP) for the 2009-2010 fiscal year. Due to the limited funding available, however, this group of participants will be limited to ERPOP Option C only.

- The Meet and Confer Team also recognizes that there are potential scenarios which involve dramatic and harmful reductions to the District's budget, programs and services. Similarly, there are scenarios in which the District might receive new funding from other sources (e.g., Federal Stimulus funds).

- With these scenarios being so uncertain, the Meet and Confer Team, if requested by either party, may need to reconvene in the future to further advise the Governing Board given those eventualities.



# And in the mean time we have....

- Addressed budget concerns.
  - Public forums
  - Emails, letters, and phone calls.





# Actively lobbied at the Capitol



# March4Schools



# Actively engaged parent groups and formed coalitions



# What we need from you!

- Vote
- Give feedback
- Stay informed
- And get involved!!!!!!

