

Update on Negotiations with CSEA

A Report from

Desert Sands Unified School District Negotiating Team

January 19, 2010

Negotiations with CSEA for a successor agreement began in the spring of 2009. After only two sessions, the teams reached agreement on salaries, and health and welfare benefits for 2009/2010 resulting in significant savings and avoiding layoffs during the 2009/2010 fiscal year.

After taking a break over the summer, the teams returned to the table in October, and have met regularly every month including our most recent session on January 13, 2010. The teams have tackled difficult issues and worked collaboratively resulting in eleven (11) tentative agreements including:

- Preamble
- Article 6 – District Rights
- Article 7 – Hours, Overtime and Related Compensation
- Article 8 – Salaries and Fringe Benefits for 2009/2010
- Article 9 – Leaves of Absence
- Article 11 – Grievance/Arbitration Procedure
- Article 12 – Transportation
- Article 15 – Savings
- Article 16 – No Concerted Activities
- Article 20 – Completion of Meet and Negotiate
- Article 21 – Term of Agreement

Our next session is scheduled for February 1, 2010.

(See 'DSUSD Seeks Collaborative Solutions' on reverse side.)

DSUSD SEEKS COLLABORATIVE SOLUTIONS

To the State Budget Crisis

DSUSD seeks to provide high quality education while preserving jobs. Recognizing that loss of programs and layoffs may be inevitable, the District has been searching and continues to search for solutions to minimize losses but we cannot do it alone.

STEPS ALREADY TAKEN BY EMPLOYEES AND DISTRICT FOR 2009/2010:

- All management (District and Site) agreed to a 1.75% *reduction* in salary
- All management (District and Site) adopted health plan design changes reducing overall costs to employees and the District
- CSEA unit members agreed to a 1.75% *reduction* in salary in order to avoid layoffs
- CSEA unit members agreed to adopt health plan design changes reducing overall costs to employees and the District
- Confidential employees agreed to a 1.50% *reduction* in salary
- Confidential employees adopted health plan design changes reducing overall costs to employees and the District
- School site budgets were reduced by 10%
- District departmental budgets were reduced by 20%
- Categorical funding was cut
- Class sizes were increased resulting in certificated layoffs

DISTRICT BUDGET REALITY

- 2008/2009: District revenue limit was reduced by the amount of: **\$8.1 million**
- 2009/2010: District revenue limit was reduced by an additional: **\$17.2 million**
- 2010/2011: Projected revenue limit reduced by an additional: **\$6.6 million**

 **Total three year revenue limit reduction of: \$31.9 million.**

LOOKING AHEAD TO 2010/2011

In coming weeks, DSUSD will be approaching employee groups to discuss ideas and solutions to the ongoing fiscal crisis. Please do not hesitate to provide any member of the District management team with your ideas.

(See 'DSUSD's Negotiations Update with CSEA' on reverse side.)