

IRVINE UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 08-09-74

**RESOLUTION RESERVING THE RIGHT TO MAKE
2009-2010 EMPLOYEE COMPENSATION REDUCTIONS**

WHEREAS, present and projected reductions in state funding for California public schools have resulted and will result in a significant decrease in income for this school district; and

WHEREAS, the reduction in state funding necessitates that this Board consider all available options for reduction of spending; and

WHEREAS, this Board desires to reserve the right, subject to any applicable negotiations requirements, unless authorized to act based upon business necessity, to reduce compensation for both represented and non-represented employees for the 2009-2010 school year and thereafter.

WHEREAS, this Board will present initial collective bargaining contract proposals to the Irvine Teachers Association, the California School Employees Association, and the Irvine Supervisory Association which have the effect of reducing employee compensation beginning the 2009-2010 school year and thereafter; and

WHEREAS, this Board has determined it is appropriate to inform all employees of the Board's decision to negotiate possible 2009-2010 compensation reductions that may affect represented employees and to inform non-represented employees of possible compensation reductions.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Irvine Unified School District that the District work year, compensation, and benefits for the 2009-2010 fiscal year remain indefinite.

BE IT FURTHER RESOLVED that all salary schedules for all employees and the other respective daily rates of pay are declared indefinite for the 2009-2010 fiscal year.

BE IT FURTHER RESOLVED that the Board's designees are directed to provide notice to the Irvine Teachers Association, the California School Employees Association, and the Irvine Supervisory Association prior to June 30, 2009, that the District has publicly opened negotiations with these exclusive representatives regarding possible 2009-2010 compensation reductions and is considering compensation reductions for all non-represented employees of the school district.

BE IT FURTHER RESOLVED that the Board's designees are directed to notify all administrative, supervisory, and confidential employees of the indefinite nature of the 2009-2010 work year, compensation, and benefits, and of the possibility that significant adjustments may be made with respect to work year, compensation and benefits and other cost containment matters.

BE IT FURTHER RESOLVED that the 2009-2010 compensation reductions under consideration for both unrepresented and represented employees and proposed for negotiations include the following:

- a. A freeze of 2009-2010 step and column or step and longevity salary increases;

- b. A reduction in bargaining unit member and non-bargaining unit employee work days;
- c. A reduction to any or all District salary schedules;
- d. A reduction to certificated and classified stipend schedules;
- e. Any combination of compensation reductions (step and column/step and longevity freeze, reduced workdays, reduced certificated or classified stipends, or salary schedule reductions) that assist the District in achieving a sustainable budget certified by the Orange County Office of Education, including the multi-year budget projections;
- f. Imposition of new or increased employee contributions toward health benefit premiums paid through monthly payroll deductions, and/or a freeze or reduction in District health benefits contributions or in retiree benefit programs; and
- g. The District reserves the right to propose other cost-saving compensation reductions as needed depending on future budget developments.

BE IT FURTHER RESOLVED that this Board reserves the right, subject to any applicable negotiations requirements, to reduce annual compensation for employees represented by the Irvine Teachers Association, the California School Employees Association, and the Irvine Supervisory Association effective July 1, 2009, or a date thereafter established through the negotiations process.

BE IT FURTHER RESOLVED that this Board reserves the right to reduce annual compensation for unrepresented employees effective July 1, 2009, or a date thereafter.

BE IT FURTHER RESOLVED that the Board's designee is directed to provide written notice to the Irvine Teachers Association and the California School Employees Association of the contents of this Resolution;

BE IT FURTHER RESOLVED that the Board's designee is directed to provide notice to individual unrepresented employees regarding the potential that their annual compensation may be reduced effective July 1, 2009, or at a date thereafter established by the Board;

BE IT FURTHER RESOLVED that the Board's designee is directed to comply with the applicable requirements of the Educational Employment Relations Act with respect to the negotiation of reductions in employee compensation for the 2009-2010 school year and thereafter.

PASSED AND ADOPTED by the Board of Education of the Irvine Unified School District on June 23, 2009, by the following vote:

AYES: Members Kuwabara, McInerney, Parham, Wallin, Huntley-Fenner

NOES: None

ABSTENTIONS: None

ABSENT: None

CERTIFICATION

STATE OF CALIFORNIA)
) ss.
COUNTY OF ORANGE)

I certify the above is a true copy of a resolution adopted by the Board of Education of the Irvine Unified School District at a meeting held on June 23, 2009.

DATED: June 23, 2009

BOARD OF EDUCATION OF THE
IRVINE UNIFIED SCHOOL DISTRICT,
COUNTY OF ORANGE, STATE OF CALIFORNIA

By: Sharon Wallin
Clerk of the Board of Education