

# **Tentative Agreement**

## **PFT/PUSD 4/15/2010**

### Term of Agreement

- Covers the 2010/11 and 2011/12 school years. Expires 6/30/2012
- 2011/12 Reopeners for Wages, Health & Welfare and any other sections either party requests
- Health & Welfare Reopener may need to be in August 2011 to allow discussion in Insurance Committee for 2012 plan year to adjust any annual plan design savings in addition to the total cost reduction of \$600,000 in the 2010-11 fiscal year.
- Fiscal sections of the agreement will be reopened in January 2011 or at any time there is a change in funding which has a significant fiscal impact, either positively or negatively, upon the District
- The parties agree to explore uses of one-time funds which may be identified for the purposes of salary restoration on a one time, off schedule, basis

### Work Year

- The 2010/11 and 2011/12 school years shall consist of 175 student days and 180 teacher work days, unless amended per the provisions in this agreement under Restoration/Contingency
- The 2010/11 student and teacher calendar is attached

### Wages

- Certificated Schedules I, II, III and IV, Emergency Credentials, will be reduced by 4.3% from the 2008/09 levels. (This represents an additional reduction of 1.6 % from the 2009/10 schedules which were previously reduced by 2.7 %.)
- PFT Preschool Schedule, Hourly ROP and Adult Education Salary Schedules to be reduced by the identical percentage that the reduction in days represents as a percentage of the affected employees' work year, not to exceed eight days.

### Health & Welfare Benefits

- The PFT and District agree to continue the existing method of calculating the district's contribution based upon formula of annual automatic average for benefits
- PFT representatives to the District Insurance Committee agree to work constructively and collaboratively with the District and the Committee to identify and implement plan design benefit and/or other changes for the 2011 plan year which will realize a PFT portion (as established by a September 10, 2010 census) of a District total cost reduction of \$600,000 in the 2010-2011 fiscal year (January 2011-June 2011). This is based upon a projected and budgeted 2011 average plan increase of 12% which currently reflects a budgeted amount of an additional district contribution of \$1,600,000. It is recognized that this will also cause an additional reduction in the cost for the plan of \$400,000 in the September 2011-December 2011 timeframe and an ongoing cost reduction of \$1,000,000 per fiscal year.
- The Health and Welfare plan design changes for the 2011 plan year will be adjusted by the current budgeted percentage of the increase that drives the district contribution of \$1,600,000 in the fiscal 2010/11 year and the actual plan increase itself

### Class Size

- The District agrees to rescind lay off action involving all permanent teachers who received a 2010 preliminary lay off notice for the 2010/11 school year.
- Class sizes will be a function of the non-replacement of the participants in the SERP program and the return of permanent teachers by credential area. As a result of these, it is expected that class sizes will increase. The parties agree to establish class size targets at all grade levels