

BOARD AGENDA ITEM

E-7

Meeting Date: March 10, 2011

Item Title: Resolution No. 11-0022
Reduction of Work Year for Classified Administrators,
Confidential and Unrepresented Employees

Item Type: Action

BACKGROUND:

As a result of the fiscal crisis for all California public schools, the Alameda Unified School District must take action to implement cost-savings measures designed to reduce the District's overall budget expenditure. The Board of Education has determined that up to ten (10) furlough days or equivalent salary-related measures for all District classified administrators, confidential and classified unrepresented employees is in the best interest of the Alameda School District, commencing as of the 1st of day of July, 2011.

FISCAL IMPLICATIONS: Potential cost savings of \$74,162.98.

RECOMMENDATION: Approve Resolution 11-0022 Reduction of Work Year for Classified Administrators, Confidential and Unrepresented Employees.

AUSD Superintendent's Guiding Principle: #5 – Accountability, transparency, and trust are necessary at all levels of the organization.

Submitted by: Thomas Rust, Director of Human Resources

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

RESOLUTION NO. 11-0022

REDUCTION OF WORK YEAR FOR CERTAIN CLASSIFIED MANAGEMENT, CONFIDENTIAL AND UNREPRESENTED EMPLOYEES

WHEREAS, all California public schools, specifically including the Alameda Unified School District, face an unprecedented fiscal crisis as a result of drastic and ongoing cuts to public education funding at both the state and federal levels; and

WHEREAS, as a result of said fiscal crisis, the Alameda Unified School District must take action to implement cost-savings measures designed to reduce the District's overall budget expenditures; and

WHEREAS, the Alameda Unified School District has already taken a range of actions to reduce costs in response to this budgetary crisis; and

WHEREAS, due to lack of work and lack of funds, the Board of Education of the Alameda Unified School District has determined, that effective June 30, 2011, or as soon thereafter as may be possible, as determined by the Superintendent, certain services in classified management, confidential, and classified unrepresented employees, now being provided by said school district be reduced; and

WHEREAS, the Board of Education has determined that the use of furloughs or equivalent salary-related measures for all classified management, confidential, and classified unrepresented employees, is in the best interest of the Alameda Unified School District; and

WHEREAS, the Board of Education regrets that such measures are necessary at this time, but concludes that they are preferable to alternatives that would result in the loss of jobs of current District employees; and

WHEREAS, the classifications subject to these furloughs/reductions in work year include all classified management, confidential and classified un-represented employees, as set forth in Exhibit A, as well any subsequently approved classified management, confidential or classified unrepresented jobs.

NOW THEREFORE, BE IT RESOLVED, that, due to lack of work and/or lack of funds, the Board hereby finds that it is in the best interests of the Alameda Unified School District that effective the 30th day of June, 2011, or as soon thereafter as may be possible, as determined by the Superintendent, those positions identified in Exhibit A hereto as classified management, confidential and classified unrepresented employees, shall be furloughed such that the work year for each classification/position identified in Exhibit A shall be reduced up to ten (10) days with a commensurate reduction in salary, commencing as of the 1st day of July, 2011; and

BE IT FURTHER RESOLVED that the Board of Education of the Alameda Unified School District directs that a Notice be sent to all classifications identified in Exhibit A hereto that effective the 30th day of June, 2011, or as soon thereafter as may be possible, as determined by the Superintendent, all classified management

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positions, confidential and classified unrepresented employees of the Alameda Unified School District shall be reduced or discontinued to the extent set forth hereinabove; and

BE IT FURTHER RESOLVED that identification of the non-instructional furlough days will be accomplished through meet and confer sessions with these unrepresented employees as may be required and appropriate; and

BE IT FURTHER RESOLVED that this reduction in work year not have an adverse effect on any retirement system service credit calculation for any affected employee; and

BE IT FURTHER RESOLVED that no employee in any classification subject to the administrative and management employee furloughs shall or may be exempted from such reduction in work year.

PASSED AND ADOPTED at the meeting of the Board of Education held on March 10, 2011.

AYES: _____ Members:

NOES: _____ Members:

ABSENT: _____ Members:

Ron Mooney, President
Board of Education