



School Board Imposition: Permanent Pay Cuts

The Capistrano Unified School Board has imposed permanent pay cuts, something that has not been done in any other school district in Orange County. The school board's contract imposition, in direct opposition to the neutral fact finder's recommendations, contains permanent salary cuts, sliced three different ways:

1. A permanent 3.7% reduction to the salary schedule.
2. Permanent furlough days and the accompanied loss of salary
3. Health benefits premium costs to the employee in the form of hard caps ensuring increasing costs to employees year after year.

2009/10

- o 4 furlough days (1 non-student day, 3 student days)

2010/11

- o Effective July 1, 2010, 3.70% permanent wage reduction
- o 5 furlough days (3 non-student days, 2 student days) permanent wage reduction on 3 non-student days – 2 student days go away when flexibility provision expires at the end of 2012-2013
- o Effective July 1, 2010 to February 1, 2011, temporary freeze in step and column
- o Effective January 1, 2011, permanently freeze health benefits, life, vision, and dental.

What does this mean to you?

1. A permanent 3.7% reduction to the salary schedule will begin next school year and be in place until bargained back.
2. Permanent reduction in the work year, with accompanying loss of pay through furlough days: 4 this year; 5 for every year until 2013-14 when the 2 student furlough days may be restored if legislation authorizing the reduction of student furlough days expires. The furlough of 3 non-student days remains permanently in place, thus permanently reducing the work year, and pay, from certificated employees.
3. Insurance premium hard caps health benefits, life, vision and dental insurance. Such increases will escalate as insurance costs rise yearly. (see chart on other side)
4. A freeze to step and column will be in place only for the first half of the next school year; teachers will move beginning February 1, 2011.
5. Ability for the school board to impose further wage reductions.

See over 

How different is the fact finder's recommendations from the school board's imposition?

	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>	<u>2012/13</u>	<u>2013/14</u>
Neutral's Recommend.	-1.6% (3 FD) *	-3.7% (1% cut + 5 FD)	-3.7% (1% cut +5 FD)	0% (restored to current levels)	0%
District's Imposition	-2.16% (4 FD)	-7.15% (-3.7% cut + 5 FD +SC** freeze)	-6.4% (-3.7% + +5 FD)	-6.4% (-3.7% + 5 FD)	-5.4% (-3.7 + 3 FD)

* FD=Furlough Days

** Step and Column

What would my health benefits look like with the school board's imposition?

Using the imposed rates, this shows the tenthly out-of-pocket look like for employees. New rates as of January 1, 2011 on top lines.

		<u>Employee</u>	<u>Employee +1</u>	<u>Family</u>
Blue Cross HMO	Imposition	\$34.31	\$70.92	\$100.88
	Current	\$0.00	\$0.00	\$ 0.00
Blue Cross POS	Imposition	\$130.78	\$280.72	\$403.34
	Current	\$67.50	\$148.80	\$215.25
Kaiser	Imposition	\$0.00	\$0.00	\$0.00
	Current	\$0.00	\$0.00	\$0.00
Dental PPO	Imposition	\$7.42	\$16.09	\$21.86
	Current	\$3.09	\$ 6.71	\$ 9.12
Dental HMO	Imposition	\$2.11	\$4.29	\$6.28
	Current	\$0.00	\$0.00	\$0.00
Vision	Imposition	\$0.87	\$1.68	\$2.53
	Current	\$0.00	\$0.00	\$0.00