

Rescue Union School District and CSEA Rescue #737

Negotiations Meeting Update

January 14, 2016
9:15 a.m. – 3:30 p.m. – District Office Board Room

Facilitator: Sid Albaugh	Minutes: Both Groups
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Members Present:

<input type="checkbox"/> Sid Albaugh	<input type="checkbox"/> Charlene Feigles	<input type="checkbox"/> Darrien Johnson - Absent
<input type="checkbox"/> Janice Araujo	<input type="checkbox"/> Larry Garcia	<input type="checkbox"/> Skyler Porras
<input type="checkbox"/> Judy Chance	<input type="checkbox"/> Natalie Hadden	
<input type="checkbox"/> John Diaz	<input type="checkbox"/> Dustin Haley	

Negotiations between Rescue Union School District and the CSEA Rescue Chapter #737 commenced at 9:15 a.m. in the District Office Board Room on January 14, 2016.

1. Welcome/Review Agenda/Minutes/Norms
2. Budget Update
 - The Chief Business and Operations Official presented a budget information packet. *See Appendix A.*
3. Article VI Vacation
 - CSEA Proposal:

CSEA requested a change in language to Article VI Section 6.21 Vacation Accumulation for regular full time employees with regards to how accrued vacation is calculated. *See Appendix B.*
 - District Response:

The current method used to calculate accrued vacation is fair and equitable for all employees. The use of a 21.67 standard work day per month to calculate accrued vacation is supported by CASBO, a standard practice in the industry, and provides the most accurate vacation accrual calculation for all employees who accrue vacation. *Leave the language as is.*

4. Article VIII Leaves

- CSEA Proposal:

CSEA requested a change in Article VIII: Leaves Section 8.4 with regard to the number of discretionary days. CSEA requested that all nine (9) personal necessity days be reclassified as discretionary days. Currently, members are able to use five (5) personal necessity days as discretionary days.

See Appendix C.

- District Response:

The current language was agreed to in 2013-14 whereby the number personal necessity days that could be used as discretionary days were increased from ~~three (3)~~ zero (0) to five (5) days.

Leave the language as is.

5. Article XVI Salary - Section 16.6 Job Descriptions

- CSEA requested the creation of a subcommittee (made up of CSEA members and District members) to develop a questionnaire to be sent out to CSEA employees which regards to their job description.

- CSEA proposed establishing a process for reviewing/updating job descriptions.

- The item was tabled until the next negotiation session – tentatively scheduled for February 11, 2016.

See Appendix D & E

6. Article XVI Salary - Retirement Incentive

- CSEA Proposal:

CSEA requested a new language be added to the contract under Article XVI Salary to include the annual review of the implementation of the Golden Handshake Program. CSEA would like to add the following clause to the contract:

Every year the Board of Trustees and CSEA will review the implementation of a Golden Handshake Program.

In addition, CSEA presented a proposal for a retirement incentive for the classified bargaining unit in 2015-16.

See Appendix D & E

- District Response:

CSEA is welcome to propose a retirement incentive annually under compensation, therefore, adding this clause is not necessary. The District is not offering a retirement incentive at this time as part of the compensation package.

Leave the language as is.

7. Article XV Health Benefits &
8. Article XVI Salaries

- CSEA Proposal:

CSEA proposed a nine-percent (9%) increase in total compensation for the classified bargaining unit.

See Appendix D & E

- District Response:

The District's counter proposal included a three-percent (3%) ~~increase in~~ compensation package as follows:

An ongoing two-percent (2%) increase on the classified salary schedule retroactive to July 1, 2015.

A one-time one percent (1%) of annual salary lump sum payment.

See Appendix F

9. Close: Summarize Agreements/Process Check/Review Homework
 - CalPERS changes versus CalSTRS changes
 - Graphs and Tables of Classified Expenditures
 - Update on Educator Effectiveness Grant and Classified Employees
 - LCAP – Professional Development for Classified Employees
 - Job Descriptions tabled until February 11, 2016

Rescue Union School District
Information Sheet - CSEA

	2012-13	2013-14	2014-15	Budgeted 2015-16	Estimated 2016-17
Classified Expenditures	\$4,024,861	\$4,326,373	\$4,908,123	\$5,208,804	\$5,469,244
2100 Classified Instructional Salaries	\$787,367	\$769,966	\$858,626	\$939,648	\$986,630
2200 Classified Support Salaries	\$1,797,419	\$2,002,490	\$2,406,543	\$2,542,418	\$2,669,539
2400 Clerical, Technical & Office Staff	\$1,092,341	\$1,171,890	\$1,282,159	\$1,222,502	\$1,283,627
2900 Other Classified	\$347,734	\$382,027	\$360,795	\$504,236	\$529,448
3000's Benefits - Classified	\$1,513,359	\$1,477,773	\$1,567,354	\$1,698,596	\$1,783,526
Salary Increases:	3%	5.25%	4.50%		
	<i>one time</i>	<i>ongoing</i>	<i>ongoing</i>		
PERS Employer Contribution	11.417	11.442	11.771	11.847	13.05
STRS Employer Contribution	8.25	8.25	8.88	10.73	12.58
					<i>*Projected to rise to 19.90% by 2019-20</i>
					<i>*Projected to rise to 19.10% by 2020-21</i>
Budget Surplus/Deficit	\$ (454,024)	\$ (233,551)	\$ (1,472,583)	\$ 1,332,919	\$ (548,594)
Enrollment	3896	3768	3673	3573	3493

New Positions

- Utility Techs Hired
- Increased Intervention IA's
- Technology Support
- Additional Custodial Help
- Supplemental Grant Support

**First Interim Report
Rescue Union School District
Fiscal Year 2015-16**

the target date for full LCFF funding is projected to be 2020-21, meaning Rescue USD's LCFF current year funding is \$26,166,260, a **full \$2.36 million or 8% below the target funding level of \$28,522,536.**

LCFF Funding Summary

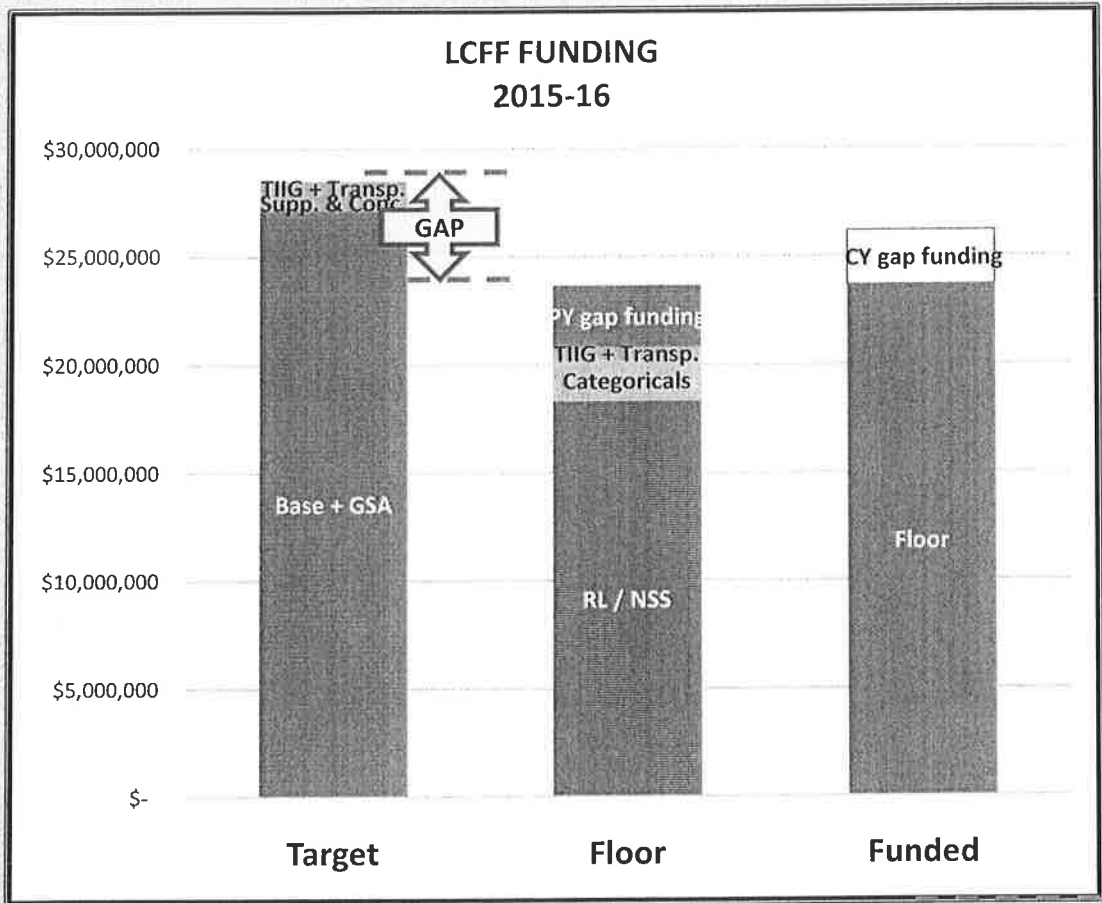
	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
LCFF Target	28,750,976	28,522,536	28,646,999
Funded LCFF	24,089,874	26,166,260	26,886,462
LCFF Gap %	16%	8%	6%
LCFF Gap	4,661,102	2,360,000	1,761,000
Funding Loss Due To Declining ADA - EDCOE	-\$597,000	-\$427,660	-\$250,885

In addition, total revenues are projected to increase in the Multiyear Projection as the LCFF Gap begins to close. LCFF Revenues are projected to increase to nearly \$26.16 million in 2015-16 and to \$26.88 million in 2015-16. This is far better news than we've seen over the past decade, but without a conscientious effort to eliminate the District's structural deficit, a day of reckoning looms for the District to establish reasonable budget projections that will ensure the fiscal viability of the District for years to come.

STATE FUNDING LEVELS

2015-16	Target	\$	28,522,536
	<i>CY funded amount</i>	\$	26,166,246
	The district is funded		
	at	8%	below its LCFF target
This gap between the funded and target LCFF is about			\$2,360,000

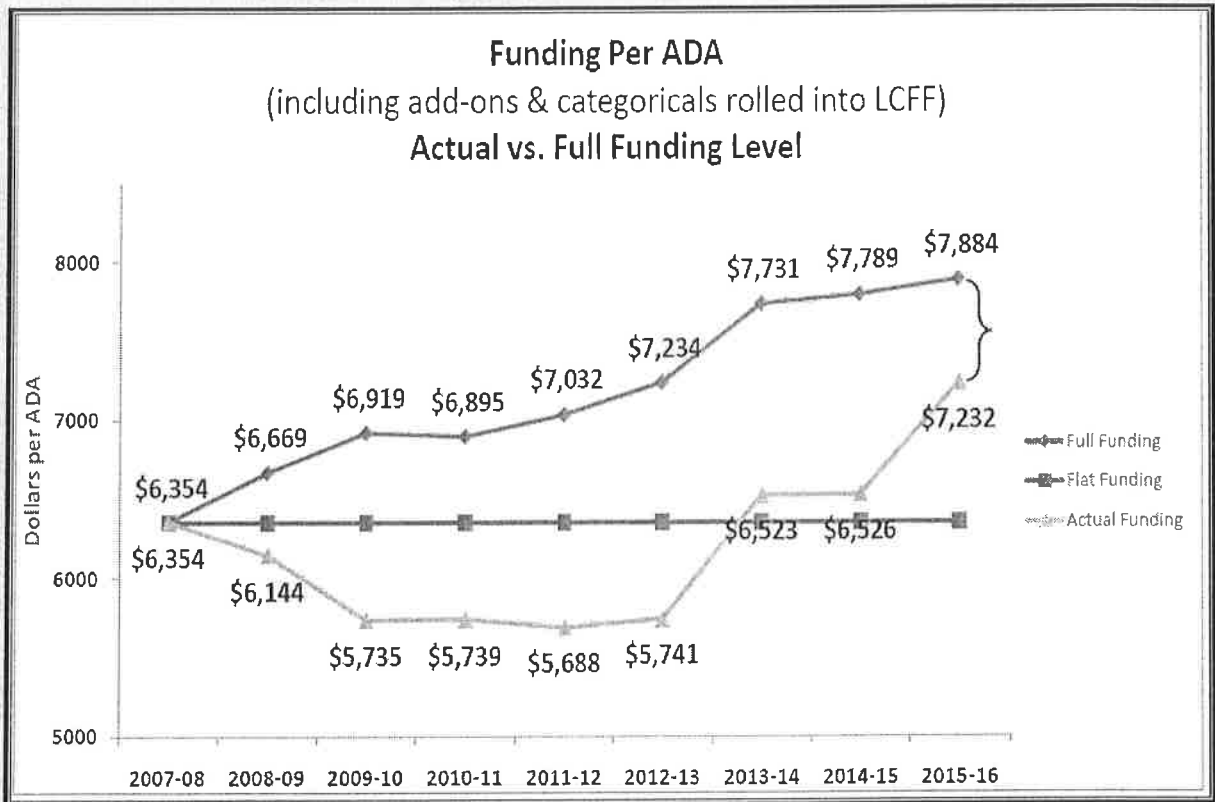
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Fiscal Year 2015-16**



State Funding Level 2016-17 Projection

2016-17	Target	\$28,646,999
	CY funded amount	\$26,886,462
	The district is funded at	6% below its LCFF target
		This gap between the funded and target LCFF is about \$1,761,000

**First Interim Report
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Fiscal Year 2015-16**



LCFF ADA Projections

With regard to ADA and budget projections, the last of the larger cohorts entered middle school in 2015-16 which should lead to some staffing consistency in the TK-5 program and portend a staffing concern in our middle school program as this cohort eventually matriculates to high school. The District continues to monitor enrollment and ADA to ensure the most accurate data is available with which to make budget projections.

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LCFF GRADE SPAN ADA PROJECTIONS

	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
K-3rd	1477.56	1426.87	1430.66	1404.47
4th-6th	1221.21	1222.20	1109.73	11113.61
7th-8th	901.77	914.71	846.84	761.48
ADA (P-2)	3601.54	3563.78	3387.23	3279.56
*LCFF ADA	3691.11	3617.94	3579.56	3403.01

***Based on Prior Year ADA due to Declining Enrollment**

On a more positive note, the Legislative Analyst’s Office and other forecasters have forecasted a healthier picture for the California Economy. The housing market has improved dramatically with home values driving local property taxes up and when local property taxes increase, there is less of a financial burden transferred to Sacramento. Additionally, capital gains taxes related to an improved stock market have also strengthened the State’s revenue growth. Thus, the reality in Sacramento is that the rising tide of the economy is lifting all boats, while the drag caused by expenditures, especially those related to social services are falling. Intuitively, growing revenues and declining expenditures bode well for the finances in Sacramento. The Governor’s January Budget update will provide more clarity as to the future LCFF revenue projections for Rescue Union School District.

Despite the positive news, it is critical for the District to examine other factors impacting the District as we prepare our projections for the current and subsequent fiscal years. Locally, increased construction of new homes has been better over the past couple of years in Rescue Union School District, but hasn’t improved as dramatically as hoped. Other concerns include the reserve cap enacted with Proposition 2, the looming end of

First Interim Report
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Fiscal Year 2015-16

GENERAL FUND SUMMARY

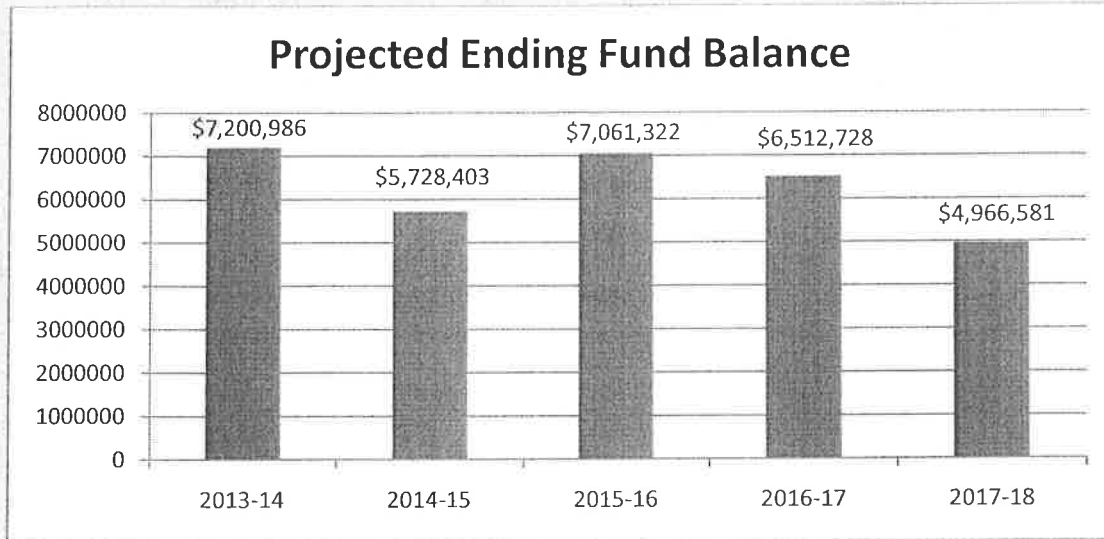
The General Fund ending balances after accounting for revenues and expenditures for the First Interim Report are as follows:

RESCUE USD 2015-16 GENERAL FUND BALANCE - First Interim Report

Beginning Balance (18.8 % Reserve)	\$ 5,728,403
Total Revenues (all sources)	\$31,638,504
<u>Total Expenditures (All Uses)</u>	<u>\$30,305,584</u>
Increase in Fund Balance	\$ 1,332,919
Ending Fund Balance (23.1 % Reserve)	\$ 7,061,322
<i>Components of the Ending Fund Balance</i>	
Revolving Funds	\$ 6,075
Reserve for Economic Uncertainty (10%)	\$ 3,030,559
School Facilities and Modernization	\$ 1,000,000
State Textbook Adoption	\$ 450,000
Technology	\$ 350,000
Reserve for Declining Enrollment	\$ 110,832
Reserve for Retirement Liability	\$ 150,000
CalSTRS Reserve	\$ 1,000,000
CalPERS Reserve	\$ 250,000
Unassigned/Unappropriated	\$ 398,690
Restricted Balances	\$ 315,166

Although the District will be able to positively certify its financial condition for 2015-16 and the two subsequent years, the following graph shows the effect of deficit spending on the *Projected Ending Fund Balance* for the General Fund through 2017-18:

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Rescue Union School District
Fiscal Year 2015-16**



The following table shows a summary of revenues and expenditures with beginning and ending fund balances for the two subsequent fiscal years.

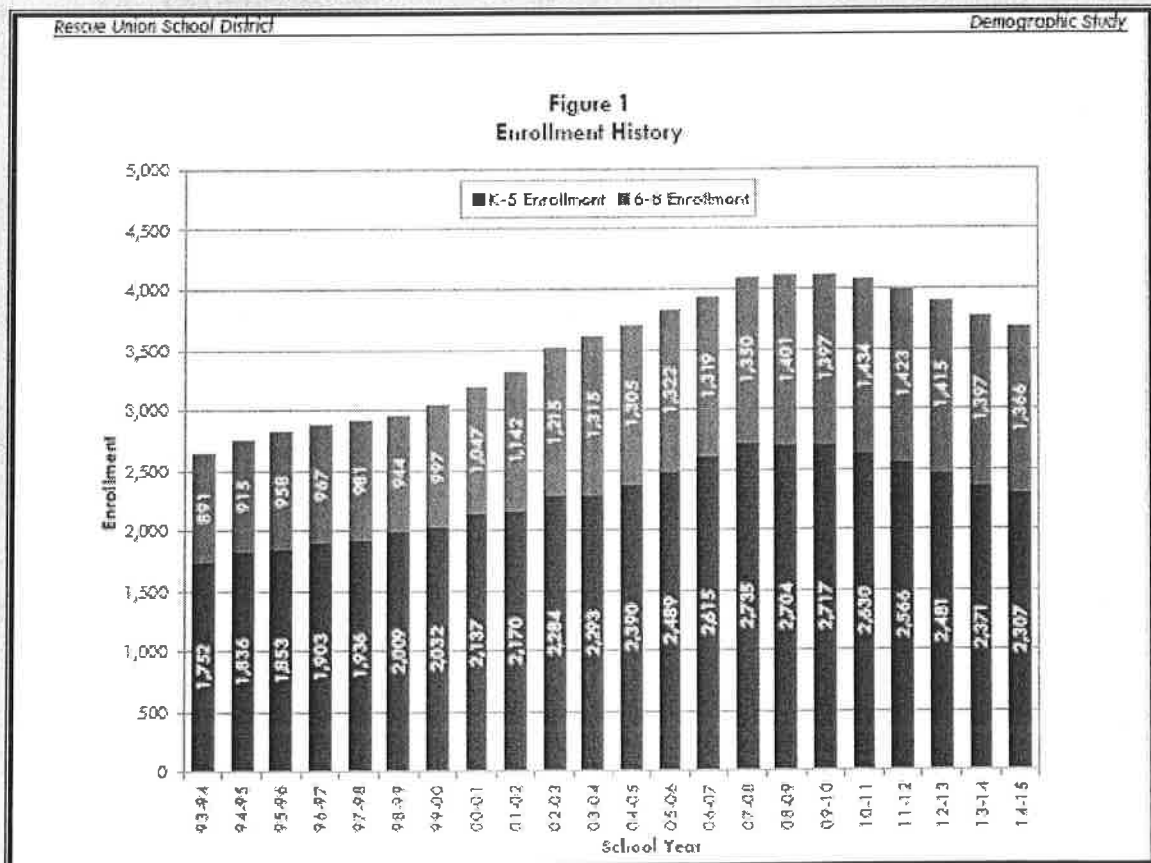
RESCUE USD MULTI-YEAR GENERAL FUND BALANCE PROJECTION				
	FY 2016-17		FY 2017-18	
Beginning Balance	\$7,061,322		\$6,512,728	
Total Revenues (all sources)	\$29,823,776		\$29,427,261	
<u>Total Expenditures (All Uses)</u>	<u>\$30,372,370</u>		<u>\$30,973,408</u>	
Net Decrease in Fund Balance	(\$ 548,594)		(\$1,546,146)	
Ending Fund Balance	(21.4% Reserve)	\$6,512,728	(15.8% Reserve)	\$4,966,581

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Rescue Union School District
Fiscal Year 2015-16**

ENROLLMENT/ADA TRENDS

Enrollment and Average Daily Attendance (ADA) are the most critical components of funding for most schools in California. When the District was growing throughout the late 1990's and early 2000's, revenue limit dollars were flowing into the District with the arrival of each new student. Unfortunately, with declining enrollment, the inverse is also true: when students leave your district or demographics change negatively, the revenue limit dollars (now LCFF per ADA) no longer come to the District. FCMAT and any other reputable source of information on education finance in California, would recommend a declining enrollment district be extremely cautious and maintain adequate reserves to weather the storm of declining enrollment.

The District's enrollment peaked in 2009-10 and has declined in each succeeding fiscal year. The District projects the declining enrollment trend to continue for at least three more years.



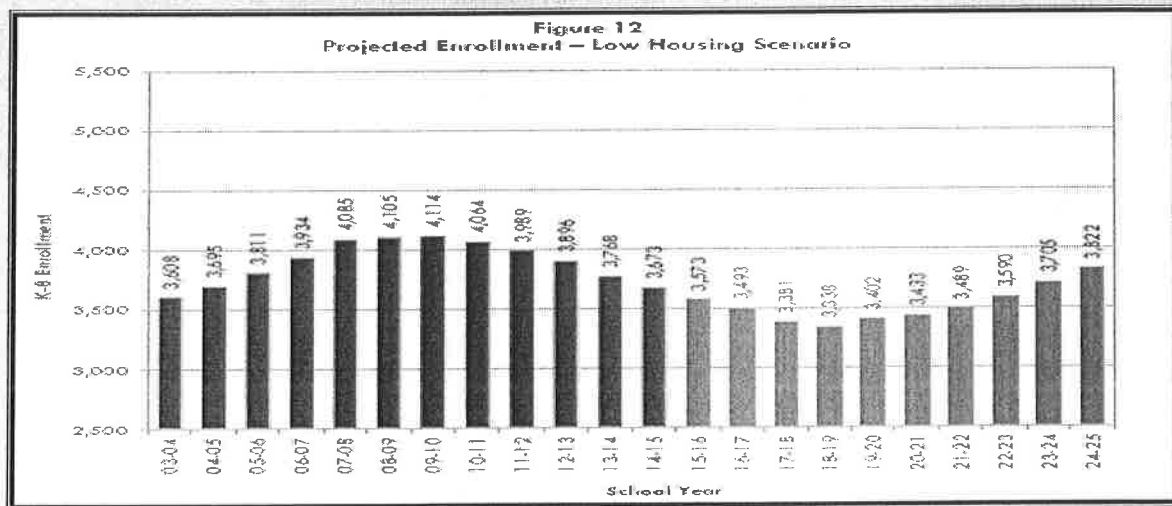
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Fiscal Year 2015-16**

Enrollment is a critical element for generating revenues, but districts only receive revenues when a student attends school – Average Daily Attendance. Therefore, it is imperative to get the students we do have to attend school regularly. This makes sense on two levels. First, a student attending a class with a highly trained teacher is far more likely to achieve and learn than one who is chronically truant or absent. Second, the District generates more revenue from the State when a student is in attendance. Historically, the rate of attendance for students of Rescue Union has been approximately 97%, which is above the statistical average.

Rescue Union School District *Demographic Study*

**Table 10
Projected Enrollment – Low Housing Scenario**

Grade	Actual 2014- 15	Projected Enrollment – Low Housing Scenario									
		2015- 16	2016- 17	2017- 18	2018- 19	2019- 20	2020- 21	2021- 22	2022- 23	2023- 24	2024- 25
K	412	412	429	389	435	458	475	496	517	538	558
1	327	326	336	348	315	352	368	383	401	418	432
2	376	348	344	349	364	332	364	384	402	417	433
3	395	394	366	362	367	361	353	387	404	421	437
4	357	392	391	363	361	368	380	350	385	402	419
5	440	361	395	393	365	367	373	390	361	397	413
6	446	438	359	393	391	365	363	370	365	355	390
7	454	436	427	348	382	382	355	353	361	375	347
8	466	467	447	438	359	399	402	377	374	382	393
Total K-5	2,307	2,233	2,260	2,208	2,206	2,257	2,312	2,389	2,469	2,592	2,691
Total 6-8	1,366	1,341	1,233	1,178	1,131	1,145	1,121	1,101	1,121	1,113	1,131
Total K-8	3,673	3,573	3,493	3,381	3,338	3,402	3,433	3,489	3,590	3,705	3,822



**First Interim Report
Rescue Union School District
Fiscal Year 2015-16**

CRITICAL ISSUES AND ASSUMPTIONS

Proposition 30 Sunsets in 2016-17

The provisions for increased taxes related to Proposition 30 will begin to sunset in 2016-17. Unless the Legislature imposes a new tax or voters renew the tax, then the District should prepare for the loss of this revenue stream in 2016-17.

One-Time Revenues in 2015-16

The District received \$1.9 million in one-time revenues from the State in 2015-16. The District used these funds to mitigate the structural deficit, invest in professional development and technology, and continue to provide mandated programs and services in the District.

Lighting Retrofit/Energy Project – Proposition 39 Energy Project

The District incurred one-time expenditures in 2014-15 and 2015-16 in completing the lighting retrofit/energy project. Of the total \$2.9 million project, the District expended Proposition 39 funds (\$788,000) in 2014-15 and will receive the grant funding over five years. In addition, the District will experience General Fund savings due to the projected energy savings from the Energy Conservation Measures.

Technology Instruction and Innovation

The District has made strategic investments in technology including infrastructure, devices, personnel, and on professional development. The District is investing over a \$1.0 million annually on technology initiatives and personnel in the District.

Supplemental Grant Investments

The District is investing over \$726,000 in programs to support English Learners, Low Socio-Economic Students and Foster Youth in 2015-16. This is an increase in programmatic spending from the 2012-13 base of \$136,622.

Least Restrictive Environment Grant

The District received one time federal revenues via the Least Restrictive Environment Grant for Special Education through September 30, 2015. These funds were fully expended by September 30, 2015.

CALSTRS Contributions

The District has established a \$1 million ending fund balance reserve to account for the increased costs related to the CALSTRS contributions for employers. The District

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Fiscal Year 2015-16**

projects this cost to be nearly \$225,000 in additional benefit costs annually, or an approximate 1.85% increase in compensation to certificated employees each year until 2020-21.

CALPERS Contributions

The District has reserved \$250,000 for the increased contributions required to be paid by the employer for classified employee pensions.

Proposition 2 – Reserve Restrictions

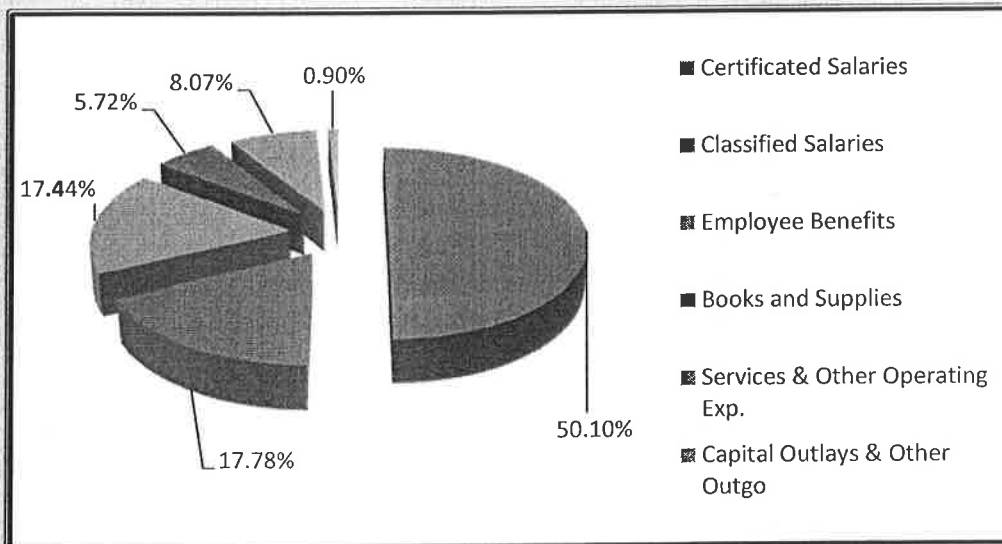
With the 2014 passage of Proposition 2 districts will be required to spend down their reserves to no more than twice the statutory minimum reserve requirement when the State enacts the provisions of the new Rainy Day Fund during a recession or economic downturn. Many districts endeavor to maintain a 17% reserve in order to meet payroll for three months.

District Negotiations

The District has not reached an agreement with RUFT or CSEA for 2015-16, but remains hopeful a resolution to the negotiations process will be forthcoming.

EXPENDITURES

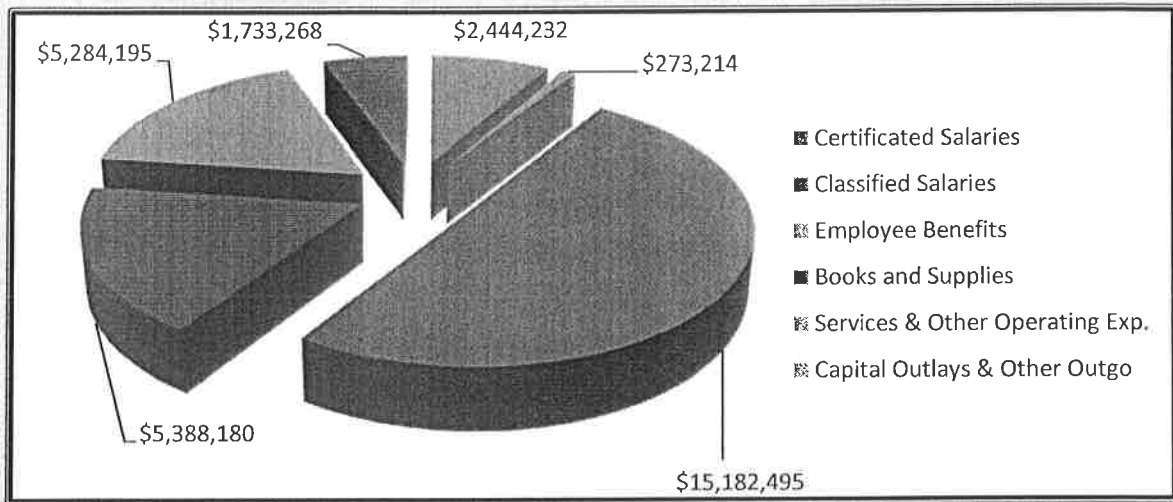
RUSD Spending (Where the dollars go...)



**Total Certificated Salaries, Classified Salaries and Employee Benefits account for over 85% of the District's operating expenditures in FY16.*

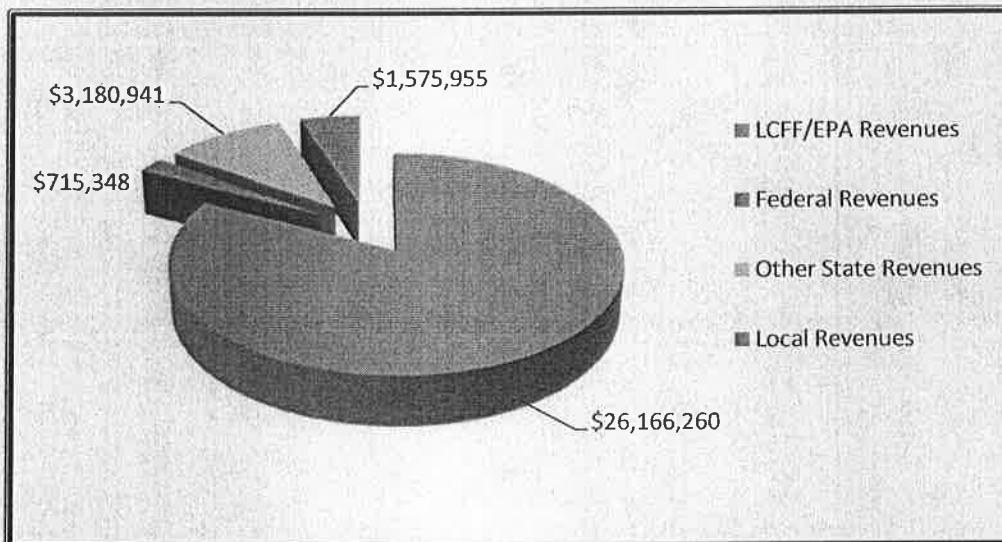
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Rescue Union School District
Fiscal Year 2015-16**

EXPENDITURES BY CATEGORY (OBJECT)



REVENUES

RUSD REVENUE BY SOURCE



With 2%

	Variance	2015-2016 Projected	Variance	2016-2017 Projection	Variance	2017-18 Projection	Variance
Revenue							
Revenue Limit Sources/LCFF		\$ 26,166,260		\$ 26,376,647		\$ 26,334,229	
Federal		\$ 717,938		\$ 639,100		\$ 639,100	
Other State - Unrestricted		\$ 3,180,941		\$ 872,760		\$ 872,760	
Local		\$ 1,667,051		\$ 1,335,000		\$ 1,335,000	
Total Revenues	\$ 2,599,908	\$ 31,732,190	\$ 3,091,915	\$ 29,823,776	\$ (1,908,414)	\$ 29,427,261	\$ (396,515)
Expenditures							
Certificated Salaries		\$ 15,193,753		\$ 15,725,534		\$ 15,841,417	
Step & Column Costs			\$ 227,906.30		\$ 235,883.02		\$ 237,621.26
Other Adjustments							
Classified Salaries	2.0%	\$ 303,875.06		\$ (120,000)		\$ (120,000)	
Staffing (FTEs)		\$ 5,410,852		\$ 5,600,211		\$ 5,684,214	
Step & Column Costs							
Other Adjustments	2.0%	\$ 108,216.64	\$ 81,162.48		\$ 84,003.17		\$ 85,263.21
Employee Benefits							
Statutory Benefits (Fixed)		\$ 3,097,257		\$ 3,119,720		\$ 3,196,214	
Health & Welfare Benefits		\$ 2,041,707		\$ 2,250,000		\$ 2,450,000	
Other Benefits		\$ 138,099	\$ 5,277,063	\$ 160,000		\$ 160,000	
Books and Supplies		\$ 1,750,908		\$ 1,362,921		\$ 1,391,616	
Services, Other Oper Exp		\$ 2,564,337		\$ 2,446,542		\$ 2,585,534	
Capital Outlay		\$ 201,092		\$ 125,000		\$ 125,000	
Other Outgo		\$ 228,074		\$ 234,602		\$ 234,602	
Transfers In (provide detail)							
Transfers (Out) (provide detail)							
Other Sources (provide detail)							
Indirect Costs		\$ (35,198)		\$ (87,000)		\$ (87,000)	
Misc.							
Total Expenditures	\$ 4,665,435	\$ 31,002,953	\$ 41,463	\$ 30,817,530	\$ (185,422)	\$ 31,461,598	\$ 644,067
Beginning Balance		\$ 5,728,403		\$ 6,457,640		\$ 5,463,886	
Excess Revenue (Expenditures)	\$ (2,065,527)	\$ 729,237	\$ 3,050,452	\$ (993,754)	\$ (1,722,992)	\$ (2,034,337)	\$ (1,040,582)
Adjustments							
Ending Balance	\$ (1,706,136)	\$ 6,457,640	\$ 729,237	\$ 5,463,886	\$ (993,754)	\$ 3,429,549	\$ (2,034,337)

Reserves as a % of Expenditures

21%

18%

11%

Appendix B

January 14, 2016 9:15 am

From: Rescue Chapter #737

To: Rescue Union School District

Re: Vacation First Proposal for 2015/2016 Year

CSEA Rescue Chapter #737 proposes the following bargaining agreement language changes related to vacation for all classified bargaining unit members:

ARTICLE VI

VACATION

6.1 Eligibility

All employees in the Association shall earn paid vacation time. Vacation benefits are earned on a fiscal year basis, July 1 through June 30. Earned vacation shall not become a vested right until completion of the initial six months of employment.

Employee vacation request will be submitted to and approved by their immediate supervisor for approval prior to leave.

Vacation preference shall be determined by date of request. If there is a tie on date of request, it shall be determined by Seniority.

6.2 Vacation Accumulation

6.2.1 Vacation time shall be earned and accumulated on a monthly basis (~~based on 21.67 standard work days per month~~) for regular full-time employees working 8 hours/12 month in accordance with the following schedule:

<u>Years of Service</u>	<u>Vacation Days Earned</u>
0 through 5th year	1.0 day per month
After completion of 5th through 10th year	1.5 days per month
After completion of 10th through 15th year	1.75 days per month
After completion of 15th through 20th year	2.0 days per month

After completion of 20th
year

2.25 days per month

6.2.2 Less than full time employees vacation shall be earned and accumulated on a monthly basis (based on 21.67 standard work days per month.)

6.3 Vacation Pay

Pay for vacation days for Association employees shall be the same as that which the employee would have received had he/she been in a working status.

6.4 Full-Time Employees

6.4.1 It is the goal of the District to have employees take vacation time during the year it is earned. All vacation shall be taken at a time convenient to the District. Employees may submit their vacation request for days earned in the current school year to the superintendent or designee when he/she desires. However, if an

Appendix C

January 14, 2016 9:15 am

From: Rescue Chapter #737

To: Rescue Union School District

Re: Personal Necessity First Proposal for 2015/2016 Year Negotiations

CSEA Rescue Chapter #737 proposes the following bargaining agreement language changes related to personal necessity for all classified bargaining unit members:

8.4 Personal Necessity

8.4.1 Association members shall be granted up to a total of nine (9) days of ~~days of personal necessity leave of which (5) days are~~ **personal necessity leave** which are discretionary days, to be deducted from accrued sick leave days, during each year of employment. Such leave will not be cumulative and will be deducted from the Association member's sick leave. (Effective one month after signed agreement and to commence on the first day of the succeeding month)

~~8.4.2 Personal necessity leave may be used for personal matters which the employee cannot reasonably be expected to disregard and which requires the attention of the employee during their assigned hours of service to the district.~~

~~8.4.2.1 Appropriate uses of personal necessity leave includes dealing with legal matters, home emergencies and responsibilities, family emergencies and responsibilities, the inability to get to assigned work location due to circumstances beyond the employee's control, or other reasons as approved by superintendent or designee.~~

~~8.4.2.2 Personal necessity leave will not be used for purposes which are not serious in nature, for matters which can be taken care of outside of assigned hours of service, for purposes of earning money or working elsewhere, recreational purposes, or to extend a holiday or take a vacation.~~

~~8.4.2.3~~ **8.4.2 Personal Leave (Discretionary Days) Five (5) days of the nine total days may be used by the unit member for personal leave, for personal matters and other than those listed in Article 8.4.2.2. The unit member shall secure prior approval from his/her supervisor of such personal leave no later than the day before the leave. If more than one unit member per work location per day requests personal leave, it may not be granted if it causes undue hardship for the site or department. *Discretionary days will not be used for purposes of earning money or working elsewhere.***

~~8.4.3 The Association member shall inform their supervisor of such leave no later than the day before the leave. If more than one Association member per work location per~~

~~day requests this leave, it may not be granted if it causes undue hardship for the site/department.~~ Leave forms shall be provided at the work site/department. The Association member is required to secure prior approval from their immediate supervisor before taking a personal necessity leave day except for the following reasons:

- 8.4.3.1 Death or serious illness of a member of their immediate family.
- 8.4.3.2 Accident involving their person or property, or the person or property of a member of their immediate family.
- 8.4.3.3 Appearance in any court as a litigant or before any administrative tribunal as a litigant, party, or witness under subpoena.
- 8.4.3.4 Other reasons as approved by the District Superintendent or designee.
- 8.4.3.5 In the event that the employee is not entitled to enough sick leave to cover the request or they need to be absent longer than the allowed number of personal necessity days, days of absence not covered will be considered as leave without pay. The deduction will be made at their daily rate.
- 8.4.3.6 Employee's signature on the Absence Request Form for Personal Necessity Leave signifies compliance with the above article.

Appendix D

January 14, 2016 9:15 am

From: Rescue Chapter #737

To: Rescue Union School District

Re: Salary and Benefits First Proposal for 2015/2016 Year

CSEA Rescue Chapter #737 proposes a 9% compensation increase across the (whole) salary schedule for all classified bargaining unit members. This increase will be divided between salary and health benefits as determined by Rescue #737 and will be retro-active to July 1, 2015.

ARTICLE XVI

SALARY

16.6 Retirement Incentive

Every year the Board of Trustees and CSEA will review the implementation of a Golden Handshake Program.

~~16.6~~ 16.7 Job Descriptions

Job descriptions will be reviewed every five (5) years or as mutually agreed.

Appendix E

January 14, 2016 9:15 am

From: Rescue Chapter #737

To: Rescue Union School District

Re: Retirement Incentive First Proposal for 2015/2016 Year

CSEA Rescue Chapter #737 proposes the following retirement incentive for all classified bargaining unit members for the 2015/2016 year :

Retirement Incentive for Classified Employees – Proposal 1-14-16

Option 1: \$1500 per year of Rescue USD service credit, prorated for less than full time.

All classified and confidential employees who will have completed ten years of service by June 30, 2016 are eligible. The incentive will be \$1500 per year of Rescue USD service credit (Prorated for less than full time) which will be payable in 4 (four) equal annual installments. Work for benefits may be offered with this program if the district has a need in the job classification of the retiree. Interested employees must submit a letter of intent by April 1, 2016 to the district personnel office and resign or retire no later than June 30, 2016. This agreement will sunset on June 30, 2016. The cost of the program from those accepting this offer offset by expected salary savings must result in a net savings to the district or no incentive will be offered.

Option 2: \$7500 flat payment, prorated by FTE at the time of the retirement plus \$1000 per full time year of service with the district. This option is payable in a lump sum in July 2016.

All classified and confidential employees who will have completed ten years of service by June 30, 2016 are eligible. The incentive will be a cash payment equivalent to \$7500 prorated by FTE at the time of retirement and \$1000 per year of full time service with the district. The payment will be made in one lump sum in July 2016. The employee must submit a letter of intent by April 1, 2016 to the district personnel office and retire no later than June 30, 2016. Work for benefits may be offered with this program if the district has a need in the job classification of the retiree. This agreement will sunset on June 30, 2016. The cost of the program from those accepting this offer offset by expected salary savings must result in a net savings to the district or no incentive will be offered.

Appendix F

CSEA Negotiations – January 14, 2016

District Proposal 3:00 p.m.

Article VI: **Vacation**

6.1-6.4 Remains the same

Article VIII: **Leaves**

8.4 Remains the same

Article XV and **Health Benefits and**
Article XVI: **Salary**

Compensation and Benefits:

The equivalent of two percent (2.0%) total compensation on the CSEA Salary Schedule, retroactive to July 1, 2015, to be applied as determined by CSEA Rescue #737.

An additional one-time lump sum payment that is non-recurring of one percent (1.0%) of annual salary as of the date of the agreement payable by April 30, 2016.

Job Descriptions:

Tabled until the next negotiation session – tentatively scheduled for February 11, 2016.

Retirement Incentive:

Remains the same – the District does not intend to offer a retirement incentive package at this time.