



Dear DSUSD Classified Employees,



Desert Sands Unified School District and CSEA Chapter 106 Leadership is happy to announce that a **TENTATIVE AGREEMENT** has been reached to save jobs, protect health care and guarantee work for the 2010-2011.

LAYOFFS

WHO WILL BE LAID OFF?

Before negotiations began, **118 Classified employees were subject to layoff.** After retirements and bumping, and after all negotiations have been completed, **only 11 Classified employees are still subject to layoff.** These classified employees are the least senior employees in the following classifications:

- **Five (5) Bus Drivers**
- **Six (6) Custodians**

Bus Drivers and Custodians who are laid off will receive priority consideration to substitute in their classification, including long-term substitute positions. Those five bus drivers and six custodians in layoff status will be able to substitute at Step B of their respective salary schedules. Custodians will be able to substitute at Range 69 Step B, and Bus Drivers will be able to substitute Range 74 Step B of the salary schedule.

LAYOFF MITIGATION

In order to save jobs, working hours, and health and welfare benefits in the following areas, **CSEA has agreed to an additional one point seven five percent (1.75%) salary reduction from the 2009-2010 salary levels.** (This is a 3.5% salary reduction from 2008-2009 salary levels). For 12 month employees, all of whom have been receiving their salary at the 2008-2009 salary level, the retroactive salary reduction for July 2010 shall be spread out over four months beginning with the September 2010 payroll. The 2010-2011 salary reduction will automatically expire on June 30, 2011, and the salary schedule will revert to the 2008-2009 level. In addition, CSEA and the District have agreed to specific changes in the following areas:

Technology: In order to avoid the layoff of four (4) Technology Support Specialists (TSS) and one (1) Geographical Information Specialist (GIS) in the Technology Department, CSEA and the District have agreed to open up five (5) Computer Repair Technician (CRT) positions, and one (1) new *Webmaster* position. In addition, CSEA and the District have agreed to convene a reclassification committee pursuant to Article 10 of the Contract for the purpose of creating two new classifications to restructure the duties of the CRT classification, including those duties previously performed by the TSS and GIS classifications.

Library Media Specialists and Technicians, and other Office Services: In order to avoid the layoff or reduction in hours of five (5) Library Media Specialists, six (6) Library Media Technicians, one (1) Office Specialist, two (2) Office Technicians, six (6) Office Technician Bilinguals, and two (2) Paraeducators - Band, CSEA and the District have agreed that only for the 2010-2011 school year, all fifteen (15) Library Media Specialists will work seven hours per day. This will not impact the out-of-pocket costs or eligibility for health and welfare plans for those fifteen Library Media Specialists reduced from eight to seven hours per day.

Personnel Department: In order to mitigate the layoff of one (1) Personnel Analyst, one (1) Assistant Personnel Analyst, and one (1) Exam Technician, CSEA and the District have agreed to negotiate a reorganization of the Personnel Department. Pending the outcome of negotiations, these positions will continue to remain filled by the incumbents.

Transportation: In order to avoid the layoff of eight (8) Bus Drivers, CSEA and the District have agreed to a pilot program for the 2010-2011 school year that creates eight "Field Trip/Cover Driver" positions, which guarantee a minimum of twenty (20) hours per week. These eight "Field Trip/Cover Driver" positions will be bid in accordance with Article 12 of the Contract, and shall serve primarily as bus drivers for field trips, but shall also be available to cover routes due to the absence of a regular bus driver due to, but not limited to, illness, on-the-job injury, administrative leave, and other leaves. No substitute, mechanic or other bus driver will be eligible to drive field trips or cover routes due to the absence of a regular bus driver unless a "Field Trip/Cover Driver" is not available, or has declined a weekend field trip. Any remaining unassigned field trips shall be offered to all bus drivers in accordance with Article 12 of the Contract. Unless otherwise renewed by CSEA and the District, this pilot program will automatically expire at the end of the 2010-2011 fiscal year.

Maintenance and Grounds: In order to avoid the layoff of six (6) Groundskeepers and (3) Maintenance Workers, CSEA and the District have agreed to eliminate the Maintenance Carpenter classification, and instead, fill (2) Maintenance Worker positions. This prevents bumping down into the Groundskeeper classification, which would cause the layoff of additional classified employees. In addition, CSEA and the District have agreed to fill one (1) Sprinkler System Specialist position with an internal candidate from the current eligibility list for that opening.

JOB PROTECTIONS

GUARANTEE OF CLASSIFIED JOBS FOR 2010-2011

CSEA and the District have agreed that by CSEA agreeing to the salary and other considerations, there will be no further layoffs or reduction in hours for 2010-2011.

PREFERENCE OF REEMPLOYMENT TO THOSE LAID OFF

For a period of 39 months, those laid off shall be eligible for reemployment in preference to new applicants, in the classification in which they previously served, as well as for classifications for which he/she is qualified to serve, whether or not the employee previously served in that position. Additionally, laid off classified employees have priority consideration for substitute assignments, including long-term sub assignments.

PERFORMANCE OF REMAINING WORK AND WORKLOADS

The District agrees to meet and negotiate to resolve any workload concerns that may arise during the 2010-2011 fiscal year. In addition, the District has agreed not to unilaterally transfer bargaining unit work inside or outside the unit, nor shall the District use short-term or other temporary employees to perform the work previously performed by bargaining unit employees without first meeting and negotiating with CSEA. The District has also agreed that due to the number of vacant positions, some work previously performed by classified employees shall cease to be performed as to not increase the workload of remaining bargaining unit workers such that employees will not suffer adverse actions, such as management-directed unpaid working time, denial of breaks and/or lunch periods, or disciplinary action based solely on an employee's inability to perform work previously performed by those employees vacating positions in the same classification.

FIVE PAID DESIGNATED HOLIDAYS

IF SCHOOL YEAR IS REDUCED FIVE DAYS

All Classified employees will receive five (5) paid Designated Holidays in the 2010-2011 fiscal year to be used only during those days determined by the District, within the bounds of the final 2010-2011 School Calendar.

IF SCHOOL YEAR IS REDUCED LESS THAN FIVE DAYS

In the event schools are closed fewer than five days resulting from or related to negotiations with DSTA, classified employees will be allowed to use any remaining paid designated holidays as "Floating Holidays" at the discretion of the employee subject to the same terms and conditions as last year, which was set forth in the May 13, 2009 Memorandum of Understanding (under "Layoff Effects").

RATIFICATION

This Tentative Agreement and the proposed health and welfare rates are not final until which time that CSEA members and the DSUSD Board of Education both ratify the agreement.

CSEA is encouraging all classified employees to attend the **RATIFICATION MEETING ON TUESDAY, AUGUST 24TH at the District Education Center North, just north of the District Offices.** Bring your questions and become informed about the specifics of this agreement. Here are the details:

EVENT: CSEA Ratification Meeting

DATE: Tuesday, August 24, 2010

PLACE: District Education Center (DEC) North
47-950 Dune Palms Road – Building C
La Quinta, CA 92253

TIME: 5:00 p.m.

Please bring your identification in order to vote.

In these difficult times, we are asking you once again to come together and save jobs, protect health and welfare benefits, and guarantee work in 2010-2011. Please attend the CSEA August 24th Ratification Meeting at 5 p.m. in the DEC North.

Sincerely,

Lora Lee

Lora Lee, President
CSEA Chapter 106
Negotiations Team Chair

Sherry Johnstone

Sherry Johnstone
DSUSD Assistant Superintendent
Personnel Services