



In Between...



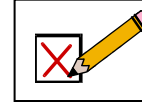
Moreno Valley Education Association



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Volume 10, Issue 2, January 10, 2011



Contract Ratification Vote To Take Place on January 18-19, 2011

The Voting on the MVEA/MVUSD Tentative Agreement will be held on January 18-19, 2010. As per MVEA by-laws, each school is to receive full tentative agreement packages for membership review. A General Meeting **open to all membership** will take place punctually at 4:00 PM on January 12 at the Moreno Valley Community Center to answer questions, clarify, and discuss the Tentative Agreement. If you have any questions, please call MVEA at 951-485-0545 so we can clarify all terms and conditions of the tentative agreement.

Your MVEA Executive Board and Bargaining Team unanimously recommend a "YES" vote on the tentative bargaining package.

All Contract terms and conditions would remain the same with the following changes:

- **Article I – Agreement**
 - Extends Contract from July 1, 2010, to and including June 30, 2013 (three years).
- **Article VIII – Employee Benefits**
 - Establishes provisions to reopen Article VIII for the 2011/12 and 2012/13 school years.
- **Article IX – School Calendar**
 - Provides for two (2) budget cut days for the 2010/11 school year: May 27, 2011 and May 31, 2011.
 - Provides for two (2) budget cut days for the 2011/12 and 2 budget cut days for 2012/13 school years. These dates will be recommended by the Calendar Committee and bargained by the Negotiation Team.
 - Makes the Agreement contingent upon:
 - All employee units agreeing to two (2) designated budget cut days.
 - Reducing the 2008-09 school year salary schedule by two (2) days per diem pay in 2010-2011, 2011-2012 and in 2012-2013.
 - Requires returning to the Negotiations Table to bargain increasing, decreasing, or maintaining budget cut days for the 2011/12 and 2012/13 school years at the request of either party.
- **Article XXIV – California Peer Assistance and Review**
 - Reduces the BTSA stipend to \$3,236 from \$4,683. (Prevents encroachment from the General Fund.)
- **Article XXXII – Miscellaneous Provisions**
 - Requires the District to print one hundred (100) copies of the Agreement to MVEA.
 - Requires the District to make the Agreement available to all unit members on the District website.
 - Requires the cost to be shared equally by the Association and the District.
 - All other Contract working conditions will remain the same.

Budget cut day reductions WILL BE DEDUCTED OVER AS MANY MONTHS AS POSSIBLE to avoid a large pay reduction in any one month.

MVEA encourages all members to vote!

The Tentative Agreement-Q and A

Why did MVEA agree to budget cut (furlough) days? The state is facing a \$28 billion deficit. In January 2011, Governor-Elect Brown will be announcing state reductions for 2011 and 2011-12. Education will not go unharmed. To protect the District and employees of Moreno Valley Unified, it is prudent to agree to some budget cut days at this time. This allows the District to be fiscally solvent in its three (3) year projections as required by law. Two (2) days are the same as last year.

MVEA believes we should problem solve and work collegially with the District where we can agree on issues. Absent an agreement, a district will sometimes declare impasse. This initiates a long process, but at the end, a District may unilaterally implement working conditions. A nearby example of this is Alvord where the District imposed 5 days at the end of the 2009-10 school year after the impasse process was exhausted. Unit members in Alvord had no choice and suddenly lost pay in the final month of school.

What if the budget news changes? Under the agreement, if the budget picture changes, either the District or Association can request to return to the table to bargain more days or decrease the number of days in 2011-12 or 2012-13. Unit members would have to vote on any future changes.

How much money do two (2) budget cut days equal? A furlough day is equivalent to about ½ of 1%, so two furlough days are equal to approximately a 1% pay decrease divided out over the remainder of the 2010-11 school year.

How do I calculate the pay decrease? Take your yearly salary as per the current salary schedule, and divide by 184 to find one day's pay. Then multiply by two (2). This will give you the total decrease in pay for 2010-2011. To see how much will come out for the remainder of the 2010-2011 year, divide your decrease in pay by six (6). That is the number of months between January and June.

Will I receive step and column for next year? Yes.

Do I still receive a full year of STRS credit? Yes. The District will redefine the year by 2 fewer days for 2010-11 so that STRS will give full credit for the year.

Why the choice of May 27 and May 31, 2011 for the budget cut days?

These dates are after all testing and do not disrupt planned graduations at the end of the year. The Team felt that if we have to take budget cut days, let's at least place them around a holiday when absence rates are up. This also gives the unit member a longer holiday for Memorial Day weekend: 5 days instead of 3.

What happens at the end of the Agreement? The salary schedule reverts back to the 184 pay salary schedule.

What about Benefits? There is a reopener in order to address benefits. Your Team expects to be back at the table in February after ratification and after we know what the state will do fiscally. The Benefits Committee and members of the Bargaining Team attended joint training and are looking at ways to address the increases in benefits' costs. The Committee is requesting an audit to assist in looking at cost saving measures. Currently, the employee usage and costs have increased substantially in comparison to last year's costs.

Do any other contract conditions change other than what is in the Agreement? No.