



# In Between...Bargaining Alert



Moreno Valley Education Association

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## **No Contract Achieved by End of Year; MVEA Continues to Bargain**

Your MVEA Negotiation Team met with the District on February 18, March 5 and 17, April 12, 15, and 21, May 3, 17, 24, 25, 26, and 27 in an extraordinary effort to reach agreement on a Contract that would honor members' survey results and provide the District with a positive budget certification for three years. On April 15, the District and the Association agreed conceptually and were close to an agreement. When the teams reconvened on May 3, 2010, the District pulled back saying it had new direction. The Association continued to look for solutions despite the setback. On May 25, the District and the Association reached agreement on the following items:

- 3 year agreement from 2010 through June 30, 2013
- Grades 1 – 3 class size reduction at 28:1 for 2010-2011 and 2011-2012
- Benefits cap raised from \$7,097 to \$7,647 for 2010-2011 with an out of pocket increase of \$50 per payroll period with contingency language to return to the bargaining table in September, 2010 to look at benefits
- BTSA stipend reduction from \$4,683 to \$3,236 to prevent encroachment on the General Fund
- District to provide an electronic copy of the Contract to each unit member and 100 printed copies to the Association
- Previously identified \$500,000 reduction in Appendix B, the savings of which has already occurred
- Contingency language that restores work year and/or grades 1-3 class size reduction as additional revenue becomes available
- 5 Budget Cut days to occur on August 9, November 12, and December 17, 2010 and June 9-10, 2011.

This Agreement provided the District with a positive 3-year budget projection, based on the May Revise with a \$9 million balance and a 2% reserve by 2013. The District returned on May 26, 2010, and stated that unless MVEA agreed to additional concessions the District could not honor the Agreement upon which both teams had reached consensus. The District indicated that their interest is 30:1 at grades 1-3. The District's new requests were for at least an extra one million dollars and **no contingency language that would guarantee restoration of the budget cut days and/or grades 1-3 class size reduction should there be new revenue.** The Association provided the District with a list of "million dollar possibilities" that included ideas from CAMM, JFMC, Rep Council, the MVEA Executive Board, and MVEA unit members. The District, after conferring again with its constituency, rejected the ideas.

MVEA continues to bargain with the District in an effort to reach a tentative agreement. However, as of today, there is no logistical way for unit members to vote prior to the end of the school year.

## **What Does All This Mean Right Now??!**

- MVEA will continue to bargain. MVEA AND THE DISTRICT ARE NOT AT IMPASSE.
- Current Contract does not expire until June 30, 2011, therefore, members are still working under Contract.
- The 2009-10 two (2) budget cut days and reduced pay expire on June 30, 2010.
- Effective July 1, 2010, certificated salaries revert back to the 2008-09 salary schedule.
- The 22:1 class size at grades 1-3 expires and reverts to the contractual levels.
- There is an increase in benefits costs that is still being decided by the Benefits Committee. MVEA will continue to negotiate on ways to reduce out of pocket expenses due to rising costs.

## **What Does All This Mean for the Immediate Future??!**

- MVEA will continue to bargain in order to assure District solvency given the budgetary crisis.
- Members should understand that budget cut days are likely to be negotiated for 2010-11.
- Unit members are strongly encouraged to save accordingly.
  - To figure what you need to save monthly for 5 possible budget cut days, find your current placement on the 2008-09 salary schedule. Divide your yearly salary by 184 to determine your per diem rate. Multiply that number by 5 and divide by 11 to determine what you should save monthly. This is before taxes are taken out.

## **What Can You Do to Support Your Bargaining Team??!**

- Look for information from the MVEA Bargaining Support Team in the next few days!
- Refrain from listening to or starting rumors.
- Don't use the District email system to discuss union matters.
- Participate in MVEA 10-minute meetings as they occur.
- Attend School Board meetings.
- Continue to support each other.