



In Between...



Moreno Valley Education Association

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WHY HAS MVEA NOT SETTLED ON A PAY DECREASE?

Settling a Contract is about the collective MVEA. It is hard to know what the membership wants, especially when they are not of one mind. That is the case that exists now. But hang on, and we will get there. MVEA has been working toward an agreement that is fair, meets the majority of members' needs and is reasonable based on data. An agreement would be voted on by all. Here is what your Association has been doing:

- § Educating its members: At Rep Council, Executive Board, small group meetings of the counselors and psychologists, and site meetings as well as through publications. **MVEA will hold a GENERAL MEETING at 4:00 PM on March 11 at the Conference Center to explain what is happening and to answer questions.** All members are welcome to attend.
- § Gathering input from you, our members: Via two surveys, Association meetings, e-mails and letters. The first survey told us that you wanted to do things like cut outside consultants, defer textbooks, etc., much more than take compensation losses. MVEA has developed positions based on the survey and Rep Council's motion. Many of the cuts, such as deferral of textbooks and reducing the deferred maintenance match, are direct results of your input. The second survey with nearly 1200 responses told us that as an Association, there is no clear majority direction, as of now, to raise class sizes, take furloughs, or pay decreases to meet the deficit. It also told us that of furloughs and salary losses, as a group you prefer furloughs.
- § Assessing the state budget's impact on Moreno Valley Unified: Though the budget passed only two weeks ago, MVEA is, through its CTA resources, researching the actual ramifications. MVEA is also asking a myriad of clarifying questions to the District in terms of expected income, changes in revenue and expenditures because of the new budget. According to CTA figures, MVUSD has been reduced by more than \$12 million in the last two years because of state cuts! The entire deficit for 2009-10 is \$23 million, though we, by working collaboratively with the District, have honed that down considerably.
- § Acquiring information on ADA and enrollment data to assess the revenue loss due to fewer students attending classes: This also has an effect on the number of employees a district is able to maintain. **It is important to understand that 50 - 70 employees would be "let go" simply because of declining enrollment even without a budget crisis.**
- § Bargaining toward a package that is reasonable and that will retain as many Educators as possible given today's fiscal parameters: Since winter break, your Negotiation Team has met on January 23, 27, February 3, 9, 23, 26 and March 3 and 6. Dates are also set for March 13 and 17, as well as April 13. Now that we have the state budget and are beginning to understand the fiscal impact of the Federal Stimulus Package, your Negotiation Team can work with actual data. **If there has to be a loss in compensation, any language would be for a specific time and outside the Contract to preserve current provisions.**

It is still not clear to MVEA what the other units (administrators and classified) are really contributing toward the budget deficit. When there are 282.5 MVEA members on a RIF list and essentially no administrators, it seems unreasonable to settle until we can be sure that all units will equally pull their weight. We are about the voice of all. Please support each other. Together we will get through this.

RIFs: What Will Happen?

The District put forward 282.5 positions including counselors, EL specialists, program specialists, and teachers. While this list is smaller than at the February 24th School Board meeting, it is still too large and represents over \$17 million in savings. **The District is declining in its enrollment.** Education Services and Business Services do not agree on the exact number but we do know that it is between 50-80 teachers who are receiving notices because of declining enrollment. In addition, since the only way the District can meet the 2008-09 deficit of more than \$8 million caused by the state renegeing on its budgeted amount to MVUSD, they have had to “sweep” or take that money from categorical balances. That is causing about another 35 RIFs. The rest are EL specialists, counselors, and teachers. Some, because of seniority, would fit into other positions. The teacher RIFs are due to the Superintendent’s proposal to eliminate class size reduction. MVEA is asking questions to find out who would come off the RIF list if we agreed to a loss in compensation. We await a definitive comprehensive response and expect that at the next bargaining session.

So, what happens next? Sadly, many members of MVEA will receive “pink slips” by March 15, 2009. **MVEA will hold a meeting for the “noticed” people on March 13, 2009 at the Moreno Valley Conference Center at 4 PM.** A CTA lawyer will be there to explain the process, etc. We are organizing a support rally on the corner of Alessandro and Frederick followed by a “Let’s Hang Together” gathering at Caliente’s at 5 PM. All MVEA members are welcome. **Wear PINK to support our Pink Slipped members!**

MVEA will encourage those who receive notices to exercise their rights to a hearing. The District must give them a final notice by May 15, 2009 after the administrative law judge has ruled on the outcome. In the meantime, MVEA continues to bargain and seek a solution that brings back as many of our members as possible and at the same time is acceptable to all.

Supplemental Retirement Plan May Prevent Some Lay-offs

The School Board approved a supplemental retirement plan known as a SERP on February 24, 2009. This plan was bargained at the request of MVEA. In short, to be eligible for the SERP, a person must meet the following criteria:

5 years of District service as of June 30, 2009
Age 55 with 5 years of STRS (or PERS) service as of June 30, 2009
or
Age 50 with 30 years of STRS (or PERS) service as of June 30, 2009

In order for the SERP to be considered “a go” 96 MVEA members must agree to retire. In the event the participation does not meet the 96 eligible participants as of the enrollment deadline, the District will withdraw the incentive, provided it notifies enrolled employees of the withdrawal on or before May 15, 2009. If the District withdraws the incentive, resignations will be automatically rescinded.

Eligible members have received information directly from the District.

