

## ~ Employee Compensation Reduction Proposal ~

Following careful consideration and extensive discussion of many options, the Employee Compensation Committee (ECC) recommends to the Governing Board a combination of salary reduction and furlough days on non-instructional days to reduce the District's budget gap as outlined below:

1. Implement three (3) furlough days on non-instructional days for each school year beginning in 2010-11 through 2013-14.
  - On furlough days implemented in August, the ECC recommends that the administration allow at least seven (7) hours of teacher prep time prior to the start of school.
  - The ECC recommends the administration allow teachers to leave up their room decorations over the summer months (pending summer maintenance projects) to minimize the time needed to decorate rooms prior to the start of school when furlough days will be implemented.
  - Implement furlough days in 2010-11 and 2011-12 as outlined below. (Since the District's calendar is approved every two years, the ECC is only able to recommend furlough days for two years out.)

### Recommended Furlough Days for 2010-11

Certificated Employees	Classified/Business Support Employees	Operations Unit Employees	Administrators and Cert. & Class. Mgmt.
August 20, 2010	November 12, 2010	November 12, 2010	November 12, 2010
November 12, 2010	January 3, 2011	January 3, 2011	January 3, 2011
January 3, 2011	June 17, 2011	June 17, 2011	June 17, 2011

### Recommended Furlough Days for 2011-12

Certificated Employees	Classified/Business Support Employees	Operations Unit Employees	Administrators and Cert. & Class. Mgmt.
August 16, 2011	October 10, 2011	October 10, 2011	October 10, 2011
August 19, 2011	April 9, 2012	April 9, 2012	April 9, 2012
October 10, 2011	June 15, 2012	June 15, 2012	June 15, 2012

2. Implement a 2% salary reduction beginning in 2010-11, and an additional 2% in 2011-12 (totaling 4%).
3. The ECC will reconvene and review total employee compensation (including benefits) with any change in budget assumptions.
4. Upon an increase in State funding or budget assumptions, the ECC will review the reinstatement of furlough days, salary reductions, and implementation of the employee compensation study recommendations.