

LHEA CRISIS ALERT #3

October 20, 2010

FACT FINDING REPORT

On Wednesday October 20, LHEA received its copy of the 17 page Fact Finding Report. The report was drafted by the neutral appointee, but had the concurrence of both the District and LHEA. In summary, the report concluded:

- The District clearly demonstrated that it has an inability to pay *at the status quo current total compensation level*.
- The District's demand that permanent cuts be made to salary, benefits, school year etc., is *not comparable to other districts that the parties are compared to, nor to districts throughout the state*.
- The Certificated Salary Schedule – Unchanged.
- Step & Column Movement – Implement Step & Column movement for 2009-10, 2010-11, and 2011-12 on February 1st each year.
- Furlough Days – Implement 6 unpaid furlough days in 2010-11 and 2011-12. The furlough days should be apportioned in both instructional and non-instructional days.
- Health and Welfare -- The District shall add a Blue Cross HMO option effective January 1, 2011. The District shall fully fund both the Kaiser and Blue Cross HMO plans. Employees who choose/elect the more expensive Blue Cross Point of Service (POS) plan options shall pay the difference between the Blue Cross HMO plan and the Blue Cross POS Plan.
- Peer Assistance Review (PAR) – Suspend for the duration of the contract.
- Leaves -- Four (4) of the seven (7) days allowed for P.N. be allocated as employee discretionary days (no tell), an increase of two days.
- Early Retirement -- Promptly investigate such an option because of the seniority of the staff and the declining district enrollment.
- Restoration Language –During the third year of this agreement, if the funding provided to the District by the State increases above the level anticipated in the District's three-year multi-year projection (MYP), submitted with the adopted budget for 2010-11, work year salary restorations shall be made. Any salary restoration made under these provisions shall be on-going.

The intent as stated in the report is that as school funding improves, teachers' salary and benefits are also restored.

LHEA is very satisfied with the recommendations of the Fact Finding Panel. The recommendations are consistent with LHEA's bargaining goals – they are temporary, they are comparable to other O.C. elementary school districts, and they are fair. The LHEA Bargaining Team previously committed itself to the Fact Finding Panel's recommendations and stands by that commitment. LHEA will be sending a letter to the district requesting that the parties resume negotiations.

In the meantime, LHEA asks that teachers continue their efforts to ensure that a fair and equitable contract is negotiated. A fair and equitable settlement depends on **your** efforts.

STAY STRONG, STAY UNITED, AND SUPPORT YOUR UNION.