

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE HEMET UNIFIED SCHOOL DISTRICT
AND CSEA CHAPTER NO. 104**

This memorandum of understanding is entered into by and between the Hemet Unified School District and California School Employees Association, Chapter 104, concerning salaries.

Beginning July 1, 2010, CSEA unit members' salaries will be reduced by 6.5%.

The 6.5 % salary reduction will be computed thusly and will be deducted in equal monthly proportions throughout the 2010-2011 school year minus the .62 % reduction taken in the 2009-10 school year.

- ❖ Two-day work-year reduction on May 27 and 28, 2010, with a corresponding salary reduction of .62% to be deducted in equal proportions in May 2010 and June 2010.
- ❖ Eight -day work-year reduction, five days as determined by the calendar committee, and three days to be calendared with immediate supervisor, with a corresponding salary reduction which accounts for 2.47 % .
- ❖ 3.41 % salary reduction.

The following classified employees are exempt ("exempt employees") from the 3.41 % salary reduction for 2010-2011 school year only:

- ❖ Library Media Technicians (hours were reduced in 2009-2010 school year)
- ❖ Student Body Activities Assistants (hours were reduced in 2009-2010 school year)
- ❖ Any employee who receives a layoff effective at the beginning of the 2010-2011 school year that reduces the work year from a 12-month to 11-month work year.

Beginning July 1, 2011, CSEA unit members' salaries will be reduced by 6.5 %.

The 6.5 % salary reduction will be computed thusly and will be deducted in equal monthly proportions throughout the 2011-2012 school year.

- ❖ Eight-day work-year reduction, five days as determined by the calendar committee, and three days to be calendared with immediate supervisor, with a corresponding salary reduction which accounts for 2.47 %.
- ❖ 4.03 % salary reduction.

The 4.03 % salary reduction shall commence for the exempt employees on July 1, 2011. All other salary/work year reductions that apply to other CSEA members will apply to these employees and will commence in accordance with the dates listed above.

This MOU will sunset June 30, 2011. Both parties mutually agree to automatically extend the sunset date to June 30, 2012, if there is no increase to the actually funded base revenue limit based in the 2010-2011 district adopted budget. If the Hemet Unified School District receives an increase in actually funded base revenue limit dollars, the parties agree to meet and negotiate regarding the above.

Amplatter
Authorized Representative
HEMET UNIFIED SCHOOL DISTRICT

4/13/10
Date

Bonnie Little
Authorized Representative
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION

4/13/10
Date

Subject to ratification by CSEA membership