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**Superintendent's Bargaining Update No. 8**

April 29, 2011

For the past two weeks there has been nominal movement with most of our bargaining units. Several proposals have been submitted, but after a thorough evaluation they fall short of meeting our fiscal obligation. A couple of the bargaining units have been highly creative with their counter proposals and we are reviewing them closely.

There has been a great deal of discussion recently about district management staff not taking their "fair share of the pie" in relation to the \$28.3 million deficit we are facing for the 2011 – 2012 school year. During meetings with each of our bargaining units, the district's negotiating teams reported out that the management/confidential employee portion of the deficit is 4%. It has been well publicized we have asked all district employees to take a 7% wage reduction and 5 days of reduced work year for the 2011-12 school year and an additional 3.7% (total 10.7%) in 2012-13 and 2013-14. The same concessions have been asked of management/ confidential employees.

On March 3, 2011, I invited all management/confidential staff to attend a meeting in the boardroom to receive the same presentation given to all union leadership teams regarding proposals. At this meeting I informed the management/confidential employees they would take the same concessions proposed to the bargaining units. This means all management/confidential employees (consisting of Assistant Superintendents, Executive Directors, Executive Assistants and all other job titles under management/ confidential) will make the following concessions:

- 2011-12 7% wage reduction and 5 days of reduced work year
- 2013-14 additional 3.7% (total 10.7%) and 5 days of reduced work year

District management/confidential staff is willing to take these concessions under the current State fiscal crisis as there is no other way to protect jobs and continue to serve our students. We hope the all unions will do the same.