

INITIAL PROPOSAL OF THE  
CAPISTRANO UNIFIED SCHOOL DISTRICT TO THE  
CAPISTRANO UNIFIED EDUCATION ASSOCIATION  
FOR THE 2012-2013 SCHOOL YEAR

March 12, 2012

**Introduction**

The economic survival and fiscal solvency of many school districts now depend on across-the-board spending reductions for the 2012-2013 school year and voter approval of temporary new taxes.

The Capistrano Unified School District's budget shortfall for 2012-2013 is \$30 million if voters approve the temporary tax measure proposed by the Governor. If the measure fails, then the projected budget shortfall for the District increases by an additional \$20 million. These significant budget shortfalls are compounded in part, by previous reductions in State funding to education; the absence of ongoing federal stimulus for the coming year; the District's declining enrollment; the elimination of transportation funding; and, the absence of a healthy budget reserve.

Spending reductions in all areas of District operations are unavoidable because of these challenges and those of the budget adoption process. It is therefore imperative that all District stakeholders work together to generate options and act to resolve these fiscal challenges while reducing their impact on our students.

**District's Initial Proposals**

Mindful of the challenges above, the District offers the following initial proposals:

**Article 1: Designation of Parties and Length of Agreement**

The District proposes to amend this Article to reflect a new multi-year term and mutually agreeable limited reopener language. Reopener negotiations may begin on or about March 1 of the applicable year.

**Article 5: Hours**

The District proposes to negotiate a sufficient number of temporary work year reductions (furlough days), with a corresponding decrease in salary. The District also proposes to explore and amend work day, hours and release time language.

**Article 8: Class Size**

The District proposes to negotiate class size language applicable to grades K-3 and 4-12 to increase flexibility as necessary to addresses fiscal challenges.

## **Article 11: Association Rights**

The District proposes to negotiate adjustments in release time.

## **Articles 13 and 14: Health and Welfare Benefits and Wages (and related Appendices)**

The District proposes to adjust total compensation expenditures to address fiscal challenges presented by the State Budget and the District's projected budget shortfall.

The District reserves the right to reopen on other matters in addition to those set forth above in accordance with the sunshining requirements of Government Code section 3547. The District also reserves the right to add to, amend, modify, or omit proposals above. In addition, the District proposes to negotiate, as necessary, additional language, including contingency and restoration language, to address worsening, or improving, economic conditions.

Through good faith, collaborative, open, fact-driven and reality-based negotiations, the District believes that the parties will arrive at mutually acceptable solutions even in these uncertain economic times. The parties' continued ability to address issues directly and solve problems responsibly will be essential to this critical undertaking on behalf of students and the professionals who teach them.

INITIAL PROPOSAL OF THE  
CAPISTRANO UNIFIED SCHOOL DISTRICT TO THE  
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION, CHAPTER 224  
FOR THE 2012-2013 SCHOOL YEAR

March 12, 2012

**Introduction**

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The Capistrano Unified School District's budget shortfall for 2012-2013 is \$30 million if voters approve the temporary tax measure proposed by the Governor. If the measure fails, then the projected budget shortfall for the District increases by an additional \$20 million. These significant budget shortfalls are compounded in part, by previous reductions in State funding to education; the absence of ongoing federal stimulus for the coming year; the District's declining enrollment; the elimination of transportation funding; and, the absence of a healthy budget reserve.

Spending reductions in all areas of District operations are unavoidable because of these challenges and those of the budget adoption process. It is therefore imperative that all District stakeholders work together to generate options and act to resolve these fiscal challenges while reducing their impact on our students.

**District's Initial Proposals**

Mindful of the challenges above, the District offers the following initial proposals:

**Article 1: Designation of Parties and Length of Agreement**

The District proposes to amend this Article to reflect a new multi-year term and mutually agreeable limited reopener language. Reopener negotiations may begin on or about March 1 of the applicable year.

**Article 3: Hours**

The District proposes to negotiate a sufficient number of temporary work year reductions (furlough days), with a corresponding decrease in salary. The District also proposes to amend work day and hours worked per day.

**Articles 11 and 12: Wages and Health and Welfare Benefits and (and related Appendices)**

The District proposes to adjust total compensation expenditures to address fiscal challenges presented by the State Budget and the District's projected budget shortfall.

### **Article 13: Association Rights**

The District proposes to negotiate adjustments in release time.

The District reserves the right to reopen on other matters in addition to those set forth above in accordance with the sunshining requirements of Government Code section 3547. The District also reserves the right to add to, amend, modify, or omit proposals above. In addition, the District proposes to negotiate, as necessary, additional language, including contingency and restoration language, to address worsening, or improving, economic conditions.

Through good faith, collaborative, open, fact-driven and reality-based negotiations, the District believes that the parties will arrive at mutually acceptable solutions even in these uncertain economic times. The parties' continued ability to address issues directly and solve problems responsibly will be essential to this critical undertaking on behalf of students and employees who support them.

INITIAL PROPOSAL OF THE  
CAPISTRANO UNIFIED SCHOOL DISTRICT TO THE  
TEAMSTERS LOCAL 952  
FOR THE 2012-2013 SCHOOL YEAR

March 12, 2012

**Introduction**

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The Capistrano Unified School District's budget shortfall for 2012-2013 is \$30 million if voters approve the temporary tax measure proposed by the Governor. If the measure fails, then the projected budget shortfall for the District increases by an additional \$20 million. These significant budget shortfalls are compounded in part, by previous reductions in State funding to education; the absence of ongoing federal stimulus for the coming year; the District's declining enrollment; the elimination of transportation funding; and, the absence of a healthy budget reserve.

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**District's Initial Proposals**

Mindful of the challenges above, the District offers the following initial proposals:

**Article 1: Designation of Parties and Length of Agreement**

The District proposes to amend this Article to reflect a new multi-year term and mutually agreeable limited reopener language. Reopener negotiations may begin on or about March 1 of the applicable year.

**Article 3: Hours**

The District proposes to negotiate a sufficient number of temporary work year reductions (furlough days), with a corresponding decrease in salary. The District also proposes to amend the work day, hours worked per day, and route change notification language.

**Article 9: Vacation**

The District proposes to negotiate amended vacation language.

## **Articles 11 and 12: Wages and Health and Welfare Benefits and (and related Appendices)**

The District proposes to adjust total compensation expenditures to address fiscal challenges presented by the State Budget and the District's projected budget shortfall.

## **Article 18: Transportation Provisions**

The District proposes to amend language that streamlines operations, provides a more effective service delivery model and achieves savings.

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Through good faith, collaborative, open, fact-driven and reality-based negotiations, the District believes that the parties will arrive at mutually acceptable solutions even in these uncertain economic times. The parties' continued ability to address issues directly and solve problems responsibly will be essential to this critical undertaking on behalf of students and the employees who support them.