Furlough Day Agreement
Between
San Leandro Unified School District
And
SLMA
June 5, 2012

The aforementioned parties have reached an agreement on furlough day(s) for the 2012-13 school year. If this agreement is approved by the Board of Education of the SLUSD, then the District shall rescind all "five day" reduction in force notices for SLMA members. This will restore five (5) workdays to the certificated and classified management work year for 2012 -13 contingent on the following furlough day agreements.

1. The 2012-2013 management work year shall be subject to the following: If the State imposes mid-year cuts to District funding after July 1, 2012, the following additional work year reductions shall be implemented based on "funded base revenue limit per ADA" (hereinafter referred to as "BRL") reductions or equivalent dollar amounts as described in paragraphs below.
   a. The District shall absorb up to a $25 reduction to the BRL.
   b. If the BRL is reduced by an amount of $25.01 to and including $149.99 shall be one (1) unpaid furlough day for 2012-13.
   c. If the BRL is reduced by an amount from $150 to and including $199.99, there shall be two (2) unpaid furlough days.
   d. If the BRL is reduced by an amount from $200 to and including $249.99, there shall be three (3) unpaid furlough days.
   e. If the BRL is reduced by an amount from $250 to and including $299.99, there shall be four (4) unpaid furlough days.
   f. If the BRL is reduced by an amount from $300 to and including $370, there shall be five (5) unpaid furlough days.
   g. If the BRL (or equivalent as described herein) is reduced by an amount in excess of $370 there shall be five (5) furlough days and this agreement shall be immediately reopened and the parties will negotiate additional budget solutions.

2. Furlough days implementation shall be prorated based on employee FTE.

3. BRL shall include the base revenue limit, deficit, deficit reduction, equalization and/or any other ongoing unrestricted change to the ongoing unrestricted State funding per unit of ADA in the 2012-13 budget.

4. If the current system of base revenue limit funding is discontinued or modified, or the State makes changes on how school districts are funded, either party may reopen this agreement for the purpose of making the calculation consistent with the stated intentions of the parties and the procedure agreed to herein. The "weighted student formula" in the Governor's proposed 2012-2013 budget would qualify as a modification or change in school funding as described in this paragraph. Further, if the State: imposes a funding cut or shifts an expense to the District that does not now exist, then the agreement shall be reopened and the parties shall promptly meet to convert that funding cut/expense shift to an equivalent reduction to the BRL.

5. The parties shall meet to review the change in funded BRL as measured on P-1 of 2011/2012 compared to the funded BRL for 2012/2013. Because of the potential effect of voter approval/disapproval of a tax initiative on November 6, 2012, the parties will meet to make the required comparison. The initial meeting shall take place on or before December 3, 2012.

6. The District agrees to meet and confer with SLMA regarding agreements or legal issues that would affect the contingency language described in 1-5 above.

7. Furlough days will be taken on the days indicated in the Certificated and Classified Management calendars, unless the manager and employee mutually agree on an alternative day or days.

8. This agreement will expire June 30, 2013.

Mike Walbridge
President, SLMA

6/1/12
Date

John Thompson
San Leandro USD

6/1/12
Date