MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
SAN LEANDRO MANAGERS' ASSOCIATION

September 26, 2012

The aforementioned parties have reached an agreement on the following for the 2012-13 school year.

Furlough Days:
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 $44 dollar reduction to the base revenue limit (BRL).
b. If the BRL is reduced by an amount of $44.01 to and including $149.99 there 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.

Furlough days implementation shall be prorated based on employee FTE.

Fringe Benefits for Medical and Dental Coverage:
If the base revenue remains at or above the 2011-12 figure, then effective February 2013 all SLMA members will receive an annual increase of $855 in the "Annual Fringe" section on the Certificated Management Salary Schedule and on the "Medical, dental, and annuities" section on the Classified Management Salary Schedule for the 2011-12 salary schedule.

For purposes of this agreement, base revenue limit and any applicable calculations are described in the attachment to this document (referred to prospectively as the Attachment).

This agreement (one page plus the Attachment) shall be in full force and effect upon approval by the Board of Education and up to and including June 30, 2013.

_____	_____
Cher Situm (Date)	John Thompson (Date)
San Leandro Management Association	San Leandro Unified School District

Attachment to the San Leandro Management Association and the San Leandro Unified School District:

Base Revenue Limit per Unit of ADA:
Base revenue limit, as described in the aforementioned agreement, refers to the District's actual unrestricted ongoing funded Base Revenue Limit per unit of average daily student attendance, after all deficit factors have been applied, including but not limited to, deficit reduction, equalization, and any other ongoing unrestricted changes to school funding.

The parties agree that the Base Revenue Limit figure for the 2011-12 school year, as described in the District's second interim budget, is $5,177.45. This number shall be used when calculating a potential increase to the fringe benefits sections of the SLMA salary schedules.

As soon as possible after the November election but not later than December 7, 2012, the parties shall meet to review any change in funded BRL as described above and as measured on the 2011/2012 second interim budget compared to the funded BRL for 2012/2013. During this initial meeting the parties shall make this required comparison, and shall consider the impact on the fiscal condition of the District as it relates to this agreement, to the possibility of additional restoration/enhancement options, and/or to the possible need for additional reductions.

When the parties meet, they shall discuss the impact of the following on the base revenue limit when calculating funded BRL/ADA:

1. Any supplanting of other revenue sources (e.g. "sweeping" categorical funds, weighted student formula, or some other change in funding.), or creation of new revenue made by increased funding or the opening up of categorical funds for sweeping.
2. Any state imposed funding cuts or shifts in expenses to the District that do not now exist.

The parties to this agreement recognize that this language anticipates that the State school finance system remains as prescribed in current law. If there is a change in the State school finance system either party may reopen this agreement.