

Davis Joint Unified School District/Davis Teachers Association –  
**Joint Communication Language from December 13, 2010**

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The purpose of this memo is to provide common language for the Association and the District to share when communicating information regarding Negotiations from the December 13, 2010 session.

Meeting norms and procedures were agreed upon.

The Association and the District agreed to expedite two Memorandum of Understandings. The first is for professional development wages to continue at the current rate of \$41 per hour. The second is to mitigate any loss of retirement income for Association Members retiring in 2011 with less than twenty-five years of service.

The Association shared a document that outlined conceptual proposals aligned with their Sunshine Proposals. Included in the document is the Association's position that the District has available or will have available funding beyond what is needed to maintain current employees' jobs. The Association expressed an interest in a one-time bonus payment in 2010-2011 to partially make-up for the loss of 2.7% salary. Other monetary interests include reducing class sizes to 2009-2010 levels, improving compensation and working conditions for summer school employees, and increasing the District contribution for health care costs so that members do not experience a cost increase in 2011. Specific proposals have yet to be discussed.

The District shared their interest in maintaining and, if possible, restoring positions and staff levels in 2011-2012 to the current year levels. The District shared that without further reductions from the State, forty-eight (48) district positions are currently funded with one-time money (employee concessions, DSF, and donations) and are not projected into the 2011-2012 budget. The District is not seeking changes in contract language for 2011-2012.

In the afternoon, Chief Business Officer, Bruce Colby, provided both teams a preview of the first interim budget report. There was Q & A regarding ending fund balance, categorical flexibility reserves, federal job bill monies, and deferred revenue.

For our next meeting on January 7, 2011, both parties agreed to prepare for discussions pertaining to professional development compensation, mitigation of concessions on retirement, a fair-share formula, voluntary transfer language, summer school working conditions, and Spring conferences.