

**BOARD OF TRUSTEES OF THE
IRVINE UNIFIED SCHOOL DISTRICT**

RESOLUTION NO. 19-20-47

**RESOLUTION RESERVING THE RIGHT TO MAKE
2020-2021 EMPLOYEE COMPENSATION REDUCTIONS FOR
EMPLOYEES IN CONFIDENTIAL, MANAGEMENT, SUPERVISORY,
*OCCUPATIONAL AND PHYSICAL THERAPISTS, AND ADMINISTRATIVE
ASSISTANT TO THE PRINCIPAL POSITIONS***

WHEREAS, present and projected reductions in state funding for California public schools have resulted and will result in a significant decrease in income for this school district; and

WHEREAS, the reduction in state funding necessitates that this Board consider all available options for reduction of spending; and

WHEREAS, this Board desires to reserve the right, subject to any applicable notification, meet and confer, or negotiations requirement, unless authorized to act based upon business necessity, to reduce compensation for the following employees: (1) employees in confidential, supervisory, administrative, and management positions, (2) employees associated as part of the Irvine Supervisors, ~~and~~ (3) employees associated as part of the ~~Irvine~~ Administrative Assistants *to the Principal*, and (4) *occupational therapists and physical therapists*, (collectively, these employees are referred to as “unrepresented employees”), for the 2020-2021 school year and thereafter.

WHEREAS, this Board has presented an initial salary and benefit proposal to unrepresented employees which has the effect of reducing employee compensation beginning the 2020-2021 school year and thereafter; and

WHEREAS, this Board has determined it is appropriate to inform all unrepresented employees of the Board’s decision to engage in 2020-2021 compensation reductions that may affect unrepresented employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Irvine Unified School District that the District work year, compensation, and benefits for the 2020-2021 fiscal year remain indefinite.

BE IT FURTHER RESOLVED that all salary schedules for all unrepresented employees and the other respective daily rates of pay are declared indefinite for the 2020-2021 fiscal year.

BE IT FURTHER RESOLVED that the Board's designees are directed to notify all unrepresented employees of the indefinite nature of the 2020-2021 work year, compensation, and benefits, and of the possibility that significant adjustments may be made with respect to work year, compensation and benefits and other cost containment matters.

BE IT FURTHER RESOLVED that the 2020-2021 compensation reductions under consideration for unrepresented employees include, but are not limited to, the following:

- a. A freeze of 2020-2021 step and column or step and longevity salary increases;
- b. A reduction in paid employee work days;
- c. A reduction to any or all District salary schedules;
- d. A reduction to certificated and classified stipend schedules;
- e. Any combination of compensation reductions (step and column/step and longevity freeze, reduced workdays, reduced certificated or classified stipends, or salary schedule reductions) that assist the District in achieving a sustainable budget certified by the Orange County Office of Education, including the multi-year budget projections;
- f. Imposition of new or increased employee contributions toward health benefit premiums paid through monthly payroll deductions, and/or a freeze or reduction in District health benefits contributions or in retiree benefit programs; and
- g. The District reserves the right to propose other cost-saving compensation reductions as needed depending on future budget developments.

BE IT FURTHER RESOLVED that this Board reserves the right to reduce annual compensation for unrepresented employees effective July 1, 2020, or a date thereafter, after completing a meet and confer process with unrepresented employees.

BE IT FURTHER RESOLVED that the Board's designee is directed to provide written notice to confidential, supervisory, administrative, *occupational and physical therapists*, and management employees of the contents of this Resolution;

BE IT FURTHER RESOLVED that the Board's designee is directed to comply with any applicable requirements of the Educational Employment Relations Act with respect to the negotiation of reductions in employee compensation for the 2020-2021 school year and thereafter.

PASSED AND ADOPTED by the Board of Trustees of the Irvine Unified School District on June 23, 2020, by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

CERTIFICATION

STATE OF CALIFORNIA)
)
COUNTY OF ORANGE) ss.

I certify the above is a true copy of a resolution adopted by the Board of Trustees of the Irvine Unified School District at a meeting held on June 23, 2020.

DATED: June 23, 2020

BOARD OF TRUSTEES OF THE
IRVINE UNIFIED SCHOOL DISTRICT,
COUNTY OF ORANGE, STATE OF CALIFORNIA

By: _____
Clerk of the Board of Trustees