

Implementation of Temporary Reduction in Work Year

Fresno Unified implemented a Temporary Reduction in Work Year to assist the District in closing the budget gap due to the State Financial Crisis. In fact, all the employee labor groups with the exception CSEA-143 have reached agreement with the District in supporting the Temporary Reduction in Work Year for the 2010/2011 and 2011/2012.

The purpose of this message is to clarify when the change will be seen on employee paychecks and how the non-work days will be implemented for this coming year.

The change in salary will be distributed evenly over the 12-month period. This change in the work year does not affect an employee's retirement service credit for STRS or PERS.

The reduction will be applied based upon the employee's work year. Employees that work in July will see the reduction on their July check. Classified employees who chose to receive their pay over a 10-month basis will see the reduction on their September check. All other employees will see the change applied starting with their August check.

Employees will have non-work days based on job assignments. The chart below shows the days that employees will NOT be working for 2010-11 school year.

Non-Working Days for 2010/11

Employee Group	Non Work Days
School Site Management and Certificated Employees**	August 11, 2010 November 12, 2010 February 22, 2011
Adult Education Teachers, Child Development and Preschool Teachers	Three non-working days**
Central Office Management, Classified, Supervisory and Confidential Employees	December 20, 21, and 22, 2010
10 and 10 ½ month Classified Employees	December 20 (1/2 day), 21, and 22, 2010*
Classified - School Days Only	Two non-work days**

*Employees are encouraged to use vacation to cover the other half of the December 20th work day. Or the employee, in agreement with their supervisors, may choose to work this half day at another scheduled time during the duty year.

**The days must be mutually agreed upon between supervisor and employee. These days must also be prearranged in writing using the "Furlough Day Planning form" that is attached.

For more information, please call Human Resource Call Center 457-3500.

Name

Date

FRESNO UNIFIED SCHOOL DISTRICT
Furlough Day Planning Form

2010 - 2011 School Year

<u>MONTH</u>	<u>1st CHOICE</u>	<u>2nd CHOICE</u>
August, 2010	_____	_____
September, 2010	_____	_____
October, 2010	_____	_____
November, 2010	_____	_____
December, 2010	_____	_____
January, 2011	_____	_____
February, 2011	_____	_____
March, 2011	_____	_____
April, 2011	_____	_____
May, 2011	_____	_____
June 10, 2011	_____	_____

Employee's Signature

Date

Principal Signature

Date

***Return this form to your school site or
department no later than***

September 1, 2010

*The number after your name is your seniority number