

Temporary Reduction in Work Year Q&A

Why is Fresno Unified considering a reduction in the work year?

Fresno Unified School District is considering a reduction in the number of work days for all employees to *save jobs*. Faced with at least \$113 million in revenue reductions from the state, FUSD must reduce its budget by \$35 million for next year. This is part of the \$68 million needed in ongoing cuts over the next three years.

How will this affect my salary?

All employees will experience a 1.081 percent reduction in pay. That means two to three fewer work days, depending on the employee's work year. This reduction in work year – commonly referred to as “furlough days” – will result in a 1.081 percent reduction in pay for all employees and will be spread out over the course of the employee's work year. (NOTE: For specific examples of how this will affect each bargaining unit, see the reverse side).

How long will this reduced work year last?

The reduction in work year is considered temporary. One of the Board of Education's top priorities is to restore the full work year for all employees when the economic situation turns around. This will occur when the state restores the funds owed to Fresno Unified School District. Currently, FUSD is receiving 82 cents per dollar owed.

Do I have a choice when to take my non-work days?

Because this is a reduction in the work year – not the school year – the non-work days will be taken at times with the least impact on the teaching and learning environment. Classroom teachers will have two less professional development days. Classified employees who only work on school days will schedule days with their supervisor. All other employees will take the days during the winter break.

Why do some employees get two non-work days and others get three?

Every employee is being affected at the same rate, meaning each employee will experience a 1.081 percent reduction in pay regardless of the number of days they work in the year. Because employees have a different number of work days in their work year, some employees will have two non-work days and others will have three non-work days. The bottom line is that employees will take the number of days that *equates* to a 1.081 percent reduction of pay.

Are other school districts doing this?

Yes, some of our neighboring school districts have imposed furlough days. In fact, Clovis Unified has imposed salary reductions across the board *in addition to* furlough days, amounting to a 3.6 percent salary reduction.

FOR MORE INFORMATION:

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Temporary Work Year Reduction Examples

Bargaining Unit	Position	Annual Salary	Work Year	1.081% Salary Reduction	Impact to Work Year
Trades	Electrician	\$60,802.56	261 days (248 working days and 13 paid holidays)	\$54.77 per month	245 work days* (3 days off)
SEIU	Custodian	\$29,453.08	261 days (248 working days and 13 paid holidays)	\$26.53 per month	245 work days* (3 days off)
CSEA 125	Office Manager	\$28,366.24	228 days (216 working days and 12 paid holidays)	\$25.55 per month	213.5 work days* (2.5 days off)
CSEA 143	Food Service Tech	\$16,838.79	192 days (181 working days and 11 paid holidays)	\$15.17 per month	179 work days* (2 days off)

*Note: The reduced work days equates to a total salary reduction of 1.081% .