

Letter of Understanding

In a joint effort to mitigate the District's ongoing financial crisis and contribute to a structurally balanced budget, the Managers' Association ("Association") and the Board of Trustees ("Board") of the West Valley-Mission Community College District ("District") (collectively "the parties") hereby agree:

- 1) All members of the Association shall be required to take a minimum of 12 unpaid furlough days per year (equivalent to a 5% decrease in salary) commencing the fiscal year beginning July 1, 2010 and continuing for each subsequent fiscal year until the parties mutually agree otherwise. The District agrees to "meet and confer" with the Association regarding this LOU should a funded Cost of Living Adjustment (COLA) be provided by the State in the future.
- 2) All members of the Association may elect to begin serving unpaid furlough days (with a commensurate salary reduction) in the current 2009-2010 fiscal year to be applied toward their required annual unpaid furlough days in the 2010-2011 fiscal year. Association members serving unpaid furlough days during the 2009-2010 fiscal year are responsible for reporting furlough days monthly on the District's approved absence-reporting forms.
- 3) Unpaid furlough days shall be limited to three (3) days per calendar month at the member's discretion subject to operational needs and advance approval by the appropriate supervisory administrator. In the event an Association member has not served at least six (6) furlough days by December 1 of any fiscal year, or if thereafter the number of furlough days taken is less than the number of months which have elapsed in the fiscal year, the appropriate supervisory administrator may assign at least three (3) furlough days per month to ensure that the full 12 unpaid furlough days are taken by June 30, in a manner which will not unduly disrupt District operations.
- 4) Effective July 1, 2010, the District's maximum per member contribution to the premium cost for the health benefit plans (including medical, dental, vision, prescription and long-term disability coverage) offered to Association members shall be \$17,130.00 per year. This amount shall be known as the health benefit CAP. A member shall be responsible for the difference, if any, between the cost of the premium payment for the plan selected by the member and the health benefit CAP.
- 5) The District is committed to maintaining relative parity between various represented and non-represented employee groups regarding salary and benefits and will meet and confer should different adjustments to salary or benefits occur.

Authorized Representative
Association

Date

Authorized Representative
District

Date