LOS ANGELES COUNTY SCHOOL DISTRICTS’
COLLECTIVE BARGAINING AGREEMENTS
UPDATE
2010-11
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Out of 83 total LEAs and 189 bargaining units in the County:
(LEAs comprised of 79 K-12 school districts + 4 JPAs)

• 162 bargaining units, or approximately 85.7% of all bargaining units, are settled

• 74 LEAs, or 89.2% of the total LEAs, have reached some level of settlement

• 68 LEAs, or 81.9% of the total LEAs, are fully settled

• the average salary schedule increase is approximately negative 1.008%

• 73 or 45.1%, of the bargaining unit salary settlements range from negative 0.39% to negative 7.15%

• 89 or 54.9% of the bargaining unit salary settlements range from 0.00% to 6.29%

• several salary settlements are subject to re-openers due to multiyear contracts
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABC USD</td>
<td>Certificated - AFT</td>
<td>6/22/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(1.84)</td>
<td>(1.84)</td>
<td>0.00</td>
<td>• 4 furlough days to be taken in 2010-11 for a savings of $1,475,726</td>
</tr>
<tr>
<td>ABC USD</td>
<td>Classified - CSEA</td>
<td>8/10/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(1.84)</td>
<td>(1.84)</td>
<td>0.00</td>
<td>• 4 furlough days to be taken in 2010-11 for a savings of $315,477</td>
</tr>
<tr>
<td>ABC USD</td>
<td>Classified - AFSCME</td>
<td>7/13/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(1.84)</td>
<td>(1.84)</td>
<td>0.00</td>
<td>• 4 furlough days to be taken in 2010-11 for a savings of $187,145</td>
</tr>
<tr>
<td>Acton-Agua Dulce USD</td>
<td>Certificated</td>
<td></td>
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<tr>
<td>Acton-Agua Dulce USD</td>
<td>Classified</td>
<td></td>
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</tr>
<tr>
<td>Alhambra USD</td>
<td>Certificated</td>
<td>1/06/11</td>
<td>7/1/10 – 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Reduction of 3 instructional days</td>
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<td></td>
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<td></td>
<td>• Members paid daily rate for 3 days if attend 3 days of professional development</td>
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<td></td>
<td></td>
<td></td>
<td>• No reduction in force in Spring 2011 related to class size reduction</td>
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<td></td>
<td></td>
<td></td>
<td>• “Me too” clause if classified or management staff receive compensation of benefits increase</td>
</tr>
<tr>
<td>Alhambra USD</td>
<td>Classified CSEA: Noon Duty Asst/Yard Supervisors</td>
<td>12/13/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Should any other bargaining unit or management receive a salary increase for 2010-11, NDAs will receive the same percent increase on the same effective date</td>
</tr>
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<td>District Name</td>
<td>Union</td>
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<td>Effective Period of the Agreement</td>
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<td>(Line 5)^ Pct. Total Comp. Increase/ Decrease</td>
<td>(Line 4^ amount in Year 1 Col. + Line 1 cost prior to agreement)^3 Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
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</table>
| Antelope Valley Schools Transportation Agency | Classified | 7/30/10                           | 7/1/10 – 6/30/11                 | 0.00                                   | 0.00                                        | 0.00                                                                                           | • 4 furlough days for all employees  
• 3 - 12 mo. employees to 10 months  
• 1 – 12 mo. employee to 11 months |
| Antelope Valley Joint UHSD | Certificated | 11/4/09                           | 7/1/09-6/30/12                  | 0.00                                   | 0.00                                        | 0.00                                                                                           | • No increase 2010-11 salary schedule or District cap of H&W benefits  
• MOU regarding class overages. District guarantees up to $1.0 mil for 2009-10 and 2010-11 only  
• Salary re-openers for 2011-12  
• Reopener MOU has salary schedule decreased for four furlough days  
• For each furlough day, unit members will be compensated from restricted dollars at their per diem rate for voluntary attendance at professional development as offered by District  
• Stipends decreased to 63% current value  
• Amend MOU re: class overages for benefits costs                                                                                      |
|              |            | 5/19/10                           | 7/1/10-6/30/11                  | (2.20)                                 | (0.612)                                    | 0.00                                                                                           |                                                                                                                                                                                                                     |
|              |            | 1/19/11                           | 7/1/10-6/30/11                  | 0.00                                   | 0.085                                       | 0.00                                                                                           |                                                                                                                                                                                                                     |
| Antelope Valley Joint UHSD | Classified | 8/18/10                           | 7/1/10-6/30/11                  | 0.00                                   | 0.000                                       | 0.00                                                                                           | • Zero salary increase  
• Zero change H&W cost increase paid by employee                                                                                                                |
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| Arcadia USD         | Certificated ATA | 6/8/10                           | 7/1/09 – 6/30/11 2\(^{nd}\) yr of 2 yrs | 0.62                                                   | 0.62                                              | 0.00                                                                 | • Restores first half of 1.25% salary reduction implemented in 2009-10 if district funding cuts total more than $230/student  
• If less or equal to $230/student, restores entire 1.25 percent salary reduction |
| Arcadia USD         | Certificated APSSA | 6/8/10                           | 7/1/10-6/30/11                  | 0.00                                                   | 0.00                                              | 0.00                                                                 | • No increase to 2010-11 salary schedule or District cap of H&W benefits |
| Arcadia USD         | Classified       | 6/8/10                           | 7/1/10-6/30/11                  | 0.00                                                   | 0.00                                              | 0.00                                                                 | • No increase to 2010-11 salary schedule or District cap of H&W benefits |
| Azusa USD           | Certificated     |                                  |                                  |                                                        |                                                   |                                                                     |                                                                 |
| Azusa USD           | Classified       |                                  |                                  |                                                        |                                                   |                                                                     |                                                                 |
| Baldwin Park USD    | Certificated BPEA/CTA | 11/16/10                           | 7/1/10 – 6/30/11                | 0.00                                                   | 0.00                                              | 0.00                                                                 | • No change to existing salaries and benefits |
| Baldwin Park USD    | Certificated ACETABP | 11/16/10                           | 7/1/10 – 6/30/11                | 0.00                                                   | 0.00                                              | 0.00                                                                 | • No change to existing salaries and benefits |
| Baldwin Park USD    | Classified       | 1/12/11                           | 7/1/10 – 6/30/11                | 0.00                                                   | 0.00                                              | 0.00                                                                 | • No change to existing salaries and benefits |
| Bassett USD         | Certificated     |                                  |                                  |                                                        |                                                   |                                                                     |                                                                 |
| Bassett USD         | Classified       |                                  |                                  |                                                        |                                                   |                                                                     |                                                                 |
| District Name      | Union     | Date Settlement Approved by Board | Effective Period of the Agreement | (Line 8)\(^1\) Negotiated Pct. Salary Increase/ Decrease | (Line 5)\(^1\) Pct. Total Comp. Increase/ Decrease | (Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)\(^1\) Health & Welfare Adjustments as a Pct of the Salary Base | Comments (Including Components of Settlement other than salary/benefits) |
|-------------------|-----------|----------------------------------|----------------------------------|----------------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Bellflower USD    | Certificated | 10/14/10                         | 7/1/10 - 6/30/11                 | (1.50)                                                   | (1.316)                                           | 0.00                                                                                                               | • Three furlough days equivalent to 1.5% salary reduction.  
  • $11,238/FTE cap on H&W |
| Bellflower USD    | Classified |                                  |                                  |                                                          |                                                   |                                                                                                                   |
| Beverly Hills USD | Certificated | 6/28/11                          | 7/1/10 - 6/30/11                 | 0.00                                                     | 0.00                                              | 0.00                                                                                                               | • No change to existing salaries and benefits |
| Beverly Hills USD | Classified  | 6/28/11                          | 7/1/10 - 6/30/11                 | 0.00                                                     | 0.00                                              | 0.00                                                                                                               | • No change to existing salaries and benefits |
| Beverly Hills USD | Classified  | 6/28/11                          | 7/1/10 - 6/30/11                 | 0.00                                                     | 0.00                                              | 0.00                                                                                                               | • No change to existing salaries and benefits |
| Bonita USD        | Certificated |                                  | 7/1/10 – 6/30/11                | 0.00                                                     | 0.00                                              | 0.00                                                                                                               | • No change to existing salaries and benefits  
  • Increased class sizes |
| Bonita USD        | Classified |                                  |                                  |                                                          |                                                   |                                                                                                                   |
| Burbank USD       | Certificated | 6/24/10                          | 7/1/10 – 6/30/11                | 0.00                                                     | 0.00                                              | 0.00                                                                                                               | • 6 furlough days in 2010-11  
  • Various contract language changes  
  • Restored 3 of 6 furlough days plus one optional day. If the employee chooses to not work on the optional day, they will not be paid  
  • Does not conclude negotiations for 10-11 |
| Burbank USD       | Classified | 1-20-11                           | 7/1/10 – 6/30/11                | 1.67                                                     | 1.606                                             | 0.00                                                                                                               | • 6 furlough days in 2010-11  
  • Various contract language changes  
  • Restored 3 of 6 furlough days plus one optional day. If the employee chooses to not work on the optional day, they will not be paid  
  • Does not conclude negotiations for 10-11 |
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| Burbank USD     | Classified     | 3/19/09                          | 7/1/07 – 6/30/11 3\textsuperscript{rd} yr of 3 yrs | (3.56)                                          | (3.04)                                    | 0.00                                                                               | • 5 unpaid furlough days in 2010-11.  
• 8, 9, & 10 month shall take forced vacation on three alternative days as described in the agreement |
|                 |                | 6/24/10                          | 7/1/10 – 6/30/11                  | 0.00                                            | 0.00                                      | 0.00                                                                               | • MOU rec’d 7/28/10.  
• Disclosure received 8/31/10  
• Does not conclude negotiations for 10-11 |
|                 |                | 1/20/11                          | 7/1/10 – 6/30/11                  | 2.14                                            | 1.821                                     | 0.00                                                                               | • Restored 3 of 5 furlough days.  
• Does not conclude negotiations for 10-11 |
| Castaic Union SD| Certificated   | 2/18/10                          | 7/1/09-6/30/11 2\textsuperscript{nd} yr of 2 yrs | (1.62)                                          | (1.30)                                    | 0.00                                                                               | • 2010-11 renegotiations contingent upon any of three conditions of revenues increases  
• 2010-11 three less work days (1.62%)=on schedule  
• 2010-11 negotiations are not settled fully due to contingency language |
| Castaic Union SD| Classified     | 5/6/10                           | 7/1/09-6/30/12 2\textsuperscript{nd} yr of 3 yrs | (1.48)                                          | (1.48)                                    | 0.00                                                                               | • 2010-11 renegotiations contingent upon any of three conditions of revenues increases  
• 2010-11 three less work days  
• 2010-11 negotiations are not settled fully due to contingency language |
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| Centinela Valley UHSD| Certificated | 6/16/09                           | 7/1/08 - 6/30/11 3\(^{rd}\) yr or 3 yrs | 0.00                                                   | 0.00                                             | 0.00                                                                                           | • No changes to salary or benefits in 2010-11  
• Re-opener if new & ongoing revenue source (including parcel tax is created |
| Centinela Valley UHSD| Classified | 6/16/09                           | 7/1/08 - 6/30/11 3\(^{rd}\) yr or 3 yrs | 0.00                                                   | 0.00                                             | 0.00                                                                                           | • No changes to salary or benefits in 2010-11  
• Re-opener if new & ongoing revenue source (including parcel tax is created |
| Charter Oak USD      | Certificated | 5/6/10                            | 7/1/10 – 6/30/12 1\(^{st}\) yr of 2 yrs | 0.00                                                   | 0.00                                             | 0.00                                                                                           | • Class sizes and workloads modified to avoid layoffs  
• No increase to existing salary schedule |
| District Name        | Union     | Date Settlement Approved by Board | Effective Period of the Agreement | (Line 8)\(^1\) Negotiated Pct. Salary Increase/ Decrease | (Line 5)\(^1\) Pct. Total Comp. Increase/ Decrease | (Line 4) amount in Year 1 Col. + Line 1 cost prior to agreement\(^1\) Health & Welfare Adjustments as a Pct of the Salary Base | Comments (Including Components of Settlement other than salary/benefits) |
|---------------------|-----------|----------------------------------|----------------------------------|----------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Charter Oak USD     | Classified| 3/17/11                           | 7/1/08 – 6/30/11 3\(^{rd}\) yr of 3 yrs | 0.00                                                      | 0.00                                            | 0.00                                                                                                                             |
|                     |           | 3/17/11                           |                                  | 0.00                                                      | 0.00                                            | 0.00                                                                                                                             |
| Claremont USD       | Certificated| 8/19/10                           | 7/1/10 – 6/30/12 1\(^{st}\) yr of 2 yrs | 0.00                                                      | 1.09                                            | (21.17)                                                                                                                          |
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • No increase to existing salary schedule.
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • Effective July 1, 2010, salary schedules will be expanded from 5 steps with 5.0 percent step increases to 9 steps with 2.5 percent step increases.
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • Effective October 1, 2010, maximum District medical contribution will be the cost of the least expensive family plan
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • No increase to the existing salary schedule
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • Maintain the current level of health and welfare insurance coverage in effect since October 1, 2010
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • District decreases H&W contribution by $1,500 per fiscal year per FTE
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • Unit member increases H&W contribution by $1,500 per fiscal year
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • Grades 7-12 average class size and max class size increases; restored to ave 33:1 and max 37:1 in 12-13
|                     |           |                                  |                                  |                                                                                                                      |                                                 | • No furlough days or layoffs with this agreement

\(^1\) Calculations for Line 8, 5, and 4.
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</thead>
<tbody>
<tr>
<td>Claremont USD</td>
<td>Classified</td>
<td>3/3/11</td>
<td>7/1/10 – 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No increase to the existing salary schedule</td>
</tr>
<tr>
<td>Compton USD</td>
<td>Certificated CEA</td>
<td></td>
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</tr>
<tr>
<td>Compton USD</td>
<td>Classified CSEA</td>
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<tr>
<td>Compton USD</td>
<td>Classified AFT</td>
<td></td>
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<tr>
<td>Compton USD</td>
<td>Classified SEIU</td>
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<tr>
<td>Compton USD</td>
<td>Classified POA</td>
<td></td>
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</tr>
<tr>
<td>Covina-Valley USD</td>
<td>Certificated</td>
<td>7/19/10</td>
<td>9/1/10 – 8/31/13 1st yr of 3 yrs</td>
<td>(4.00)</td>
<td>(4.28)</td>
<td>(6.51)</td>
<td>• Work year decreased by 8 furlough days</td>
</tr>
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<td></td>
<td></td>
<td>• H&amp;W premium costs increased to each unit member</td>
</tr>
<tr>
<td>Covina-Valley USD</td>
<td>Classified</td>
<td>7/19/10</td>
<td>7/1/10 – 6/30/13 1st yr of 3 yrs</td>
<td>(2.99)</td>
<td>(3.14)</td>
<td>(8.64)</td>
<td>• Work year decreased by a range of 5 to 9 furlough days</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>• H&amp;W premium costs increased to each unit member</td>
</tr>
<tr>
<td>Culver City USD</td>
<td>Certificated</td>
<td>7/13/10</td>
<td>7/1/09 – 6/30/12</td>
<td>(2.42)</td>
<td>(2.42)</td>
<td>0.00</td>
<td>• No change to salary schedule for 2009-10</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td>• Five furlough days in 2010-11</td>
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<td></td>
<td></td>
<td>• Re-openers for wages, benefits, &amp; two other items in 2010-11 &amp; 2011-12</td>
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| Culver City USD   | Classified ACE         | 10/12/10                          | 7/1/09 – 6/30/12                  | (1.62)                                               | (1.62)                                           | 0.00                                                                             | • MOU for five furlough days in 2010-11  
• Re-openers for wages, benefits, & two other items in 2010-11 & 2011-12 |
| Culver City USD   | Classified MACCS       | 7/13/10                           | 7/1/09 – 6/30/12                  | (2.31)                                               | (2.31)                                           | 0.00                                                                             | • MOU for five furlough days in 2010-11 |
| Downey USD        | Certificated DEA/CTA/NEA | 5/10/11                           | 7/1/10 – 8/31/12 1st yr of 2 yrs | 0.00                                                 | 0.00                                            | 0.00                                                                             | • No changes to salary/benefits in 2010-11  
• 2 re-openers for 2011-12 |
| Downey USD        | Classified CSEA 248    | 6/29/10                           | 7/1/10 – 6/30/13 1st yr of 3 yrs | 0.00                                                 | 0.00                                            | 0.00                                                                             | • No changes to salary/benefits in 2010-11  
• Re-openers in 2011-12 & 2012-13  
• Various changes in contract language |
| Downey USD        | Classified CSEA 746    | 6/29/10                           | 7/1/10 – 6/30/11                 | 0.00                                                 | 0.00                                            | 0.00                                                                             | • No changes in salary/benefits in 2010-11  
• Mutual agreement not to open the Master Agreement for the 2010-11 School Year and to maintain all current Master Agreement Language |
| Duarte USD        | Certificated           |                                   |                                   |                                                      |                                                 |                                                                                  |                                                                                   |
| Duarte USD        | Classified             |                                   |                                   |                                                      |                                                 |                                                                                  |                                                                                   |
| East Whittier SD  | Certificated           | 6/28/10                           | 7/1/10 - 6/30/11                 | (2.07)                                               | (2.07)                                          | 0.00                                                                             | • MOU calls for two furlough days  
• Rescission of the 1% salary increase established in 2006-07  
• Will re-open to negotiate additional furlough days, if necessary |
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<td>6/28/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(1.84)</td>
<td>(1.84)</td>
<td>MOU for two furlough days</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>Rescission of the 1% salary increase established in 2006-07</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Will continue to negotiate H&amp;W benefits</td>
</tr>
<tr>
<td>Eastside Union SD</td>
<td>Certificated</td>
<td>12/13/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>3.01</td>
<td>One-time bonus $943.88/employee and one-year increase District-paid H&amp;W cost</td>
</tr>
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<td></td>
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</tr>
<tr>
<td>Eastside Union SD</td>
<td>Classified</td>
<td>12/13/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>4.25</td>
<td>One-time bonus $825.02/employee and one-year increase District-paid H&amp;W cost-Education Jobs Fund $</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>One-time bonus $825.02/employee and one-year increase District-paid H&amp;W cost-Not Educ Jobs Fund $</td>
</tr>
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<td></td>
<td>Board took independent action; union did not ratify; salary and benefit negotiations still not settled</td>
</tr>
<tr>
<td>El Monte City SD</td>
<td>Certificated</td>
<td>2/15/11</td>
<td>7/1/10 - 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>No changes to salary or benefits</td>
</tr>
<tr>
<td>El Monte City SD</td>
<td>Classified</td>
<td>6/27/11</td>
<td>7/1/10 - 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>No changes to salary or benefits</td>
</tr>
<tr>
<td>El Monte City SD</td>
<td>Classified</td>
<td>6/27/11</td>
<td>7/1/10 - 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>No changes to salary or benefits</td>
</tr>
</tbody>
</table>

Page 10 of 49
| District Name          | Union     | Date Settlement Approved by Board | Effective Period of the Agreement | (Line 8)^1 Negotiated Pct. Salary Increase/ Decrease | (Line 5)^1 Pct. Total Comp. Increase/ Decrease | (Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)^1 Health & Welfare Adjustments as a Pct of the Salary Base | Comments (Including Components of Settlement other than salary/benefits) |
|-----------------------|-----------|---------------------------------|-----------------------------------|-----------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------------------------------------|
| El Monte UHSD         | Certificated | 7/13/10                         | 7/1/10 – 6/30/11                   | 3.66                                                 | 3.66                                             | 0.00                                                                                           |
| El Monte UHSD         | Classified | 9/22/10                          | 7/1/10 - 6/30/13 1st yr of 3 yrs  | 6.29                                                 | 6.29                                             | 0.00                                                                                           |
| El Rancho USD         | Certificated | 9/9/10                           | 7/1/10 - 6/30/12 1st yr of 2 yrs  | (3.52)                                               | (3.52)                                           | 0.00                                                                                           |
| El Rancho USD         | Classified | 9/9/10                           | 7/1/10 - 6/30/12 1st yr of 2 yrs  | (2.68)                                               | (2.68)                                           | 0.00                                                                                           |

- Step and Column increase only resulting in total compensation increase of 3.66%
- Anniversary and longevity increase for 2010-11 for total compensation increase of 6.29%
- Re-openers in 2011-12 and 2012-13
- Seven furlough days in 2010-11 and 2011-12
- Total compensation saving of $1.65 million per year or 3.52%
- Agreement predicated on $4,994 FRL/ADA
- Seven furlough days in 2010-11 and 2011-12
- Total compensation saving of $595k per year or 2.68%
- Agreement predicated on $4,994 FRL/ADA
- Clerical positions work year decreased from 12 to 11 months and from 11 to 10 months
- Decrease part time employee H&W benefits to 50%
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
</table>
| El Rancho USD       | Management Union    | 9/9/10                          | 7/1/10 - 6/30/12: 1st yr of 2 yrs | (3.47)                                                    | (3.47)                                           | 0.00                                                                                              | • Eight furlough days in 2010-11 and 2011-12  
  • Total compensation saving of $205k per year or 3.47%  
  • Agreement predicated on $4,994 FRL/ADA |
| El Segundo USD      | Certificated         | 6/28/10                         | 7/1/09 - 6/30/11: 2nd yr of 2 yrs | (3.00)                                                    | (2.732)                                          | 0.00                                                                                              | • 5 furlough days in 2010-11 |
| El Segundo USD      | Classified           | 4/26/11                         | 7/1/10 - 6/30/11                 | (2.24)                                                    | (2.24)                                           | 0.00                                                                                              | • 5 furlough days in 2010-11 |
| Garvey SD           | Certificated         |                                 |                                  |                                                           |                                                  |                                                                                                   |                                                                                                    |
| Garvey SD           | Classified           |                                 |                                  |                                                           |                                                  |                                                                                                   |                                                                                                    |
| Glendale USD        | Certificated         | 9/13/10                         | 7/1/10 – 6/30/13                 | (2.61)                                                    | (2.61)                                           | (2.33)                                                                                             | • 2 furlough days in 2010-11, 3 in 2011-12, and 4 in 2012-13  
  • H&W capped at $13,547  
  • Furlough rescinded if district receives at least $150/ADA from Federal Jobs Bill |
| Glendale USD        | Classified           | 9/13/10                         | 7/1/10 – 6/30/13                 | (1.72)                                                    | (1.72)                                           | (1.60)                                                                                             | • 2 furlough days in 2010-11, 3 in 2011-12, and 4 in 2012-13  
  • H&W capped at $13,547  
  • Furlough rescinded if district receives at least $150/ADA from Federal Jobs Bill |
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4) amount in Year 1 Col. + Line 1 cost prior to agreement(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glendora USD</td>
<td>Certificated</td>
<td>4/26/10 12/13/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(3.09)</td>
<td>(3.09)</td>
<td>0.00</td>
<td>2010-11 work year reduced by 6 days equivalent to 3.30 percent</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3.09</td>
<td>3.09</td>
<td>0.00</td>
<td>• Furlough days to be taken in 2010-11 rescinded with Federal Jobs Bill funding</td>
</tr>
<tr>
<td>Glendora USD</td>
<td>Classified</td>
<td>5/24/10 12/13/10</td>
<td>7/1/08 – 6/30/11 3(^{rd}) yr of 3 yrs</td>
<td>(2.95)</td>
<td>(2.95)</td>
<td>0.00</td>
<td>2010-11 work year reduced by 7 days equivalent to 3.20 percent</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2.95</td>
<td>2.95</td>
<td>0.00</td>
<td>• Furlough days to be taken in 2010-11 rescinded with Federal Jobs Bill funding</td>
</tr>
<tr>
<td>Gorman Joint Union SD</td>
<td>Certificated</td>
<td>7/19/10 8/10/10 9/14/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No fiscal impact; maintain H&amp;W w/$100/month paid by employee</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Approve contracts of employment for three teachers and one probationary</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No changes to salary schedule and H&amp;W benefits</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No fiscal impact; recognize Gorman Employees Association as exclusive</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>representative for all full-time teachers (non-management) and approve</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Notice of Offer of Employment for one teacher</td>
</tr>
</tbody>
</table>
## COLLECTIVE BARGAINING AGREEMENTS
(Data Source: AB 1200 Public Disclosure Documents)
Fiscal Year 2010-11

<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)^1 Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)^1 Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)^1 Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hacienda La Puente USD</td>
<td>Certificated</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• No increase to salary or benefits</td>
</tr>
<tr>
<td>Hacienda La Puente USD</td>
<td>Classified - CSEA</td>
<td>3/17/11</td>
<td>7/1/10 - 6/30/13 1st yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Re-openers in 2011-12 and 2012-13</td>
</tr>
<tr>
<td>Hacienda La Puente USD</td>
<td>Classified - SEIU</td>
<td>3/17/11</td>
<td>7/1/10 - 6/30/13 1st yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Re-openers in 2011-12 and 2012-13</td>
</tr>
<tr>
<td>Hawthorne SD</td>
<td>Certificated</td>
<td>5/26/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(2.76)</td>
<td>(2.388)</td>
<td>0.00</td>
<td>• MOU calls for five furlough days</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• All stipends and sub teachers pay decreased</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Salary schedule compressed from 26 to 21 years</td>
</tr>
<tr>
<td>Hawthorne SD</td>
<td>Classified</td>
<td>5/26/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(1.87)</td>
<td>(1.673)</td>
<td>0.00</td>
<td>• MOU calls for five furlough days</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Increased longevity pay by $26/mo at 15, 20, 25, and 30 year anniversaries</td>
</tr>
<tr>
<td>Hermosa Beach SD</td>
<td>Certificated</td>
<td>8/17/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(2.68)</td>
<td>(2.54)</td>
<td>0.00</td>
<td>• 5 furlough days in 2010-11</td>
</tr>
<tr>
<td>Hermosa Beach SD</td>
<td>Classified</td>
<td>8/17/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(2.21)</td>
<td>(2.01)</td>
<td>0.00</td>
<td>• 5 furlough days in 2010-11</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
<td>(Line 8)^1 Negotiated Pct. Salary Increase/Decrease</td>
<td>(Line 5)^1 Pct. Total Comp. Increase/Decrease</td>
<td>(Line 4) amount in Year 1 Col. + Line 1 cost prior to agreement)^1 Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
</tr>
<tr>
<td>--------------</td>
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<td></td>
</tr>
</tbody>
</table>
| Hughes-Elizabeth Lakes Union SD | Certificated | 11/10/09 | 7/1/09-6/30/12 2\textsuperscript{nd} yr of 3 yrs | 0.00                                          | 0.00                                          | 0.00                                                                                                                  | • Four furlough instructional days (one-year)  
• Three furlough staff development days (on-going)  
• Stipends eliminated for one year  
• Salary and benefits and two other re-openers for 2011-12 |
| Hughes-Elizabeth Lakes Union SD | Classified | 1/21/11 | 7/1/10-6/30/11 | 0.00                                          | 0.00                                          | 0.00                                                                                                                  | • No changes to salary schedule and H&W benefits  
• 12-month employees one month furlough  
• 10-month employees without step increase |
| Inglewood USD | Certificated | 9/22/10 | 7/1/10 – 6/30/13 | (5.41)                                        | (5.41)                                        | 0.00                                                                                                                  | • 10 furlough days 2010-11  
• 6 furlough days reinstated with Federal Jobs funding |
| Inglewood USD | Classified | 12/14/11 | 7/1/07–6/30/14 | 0.00                                          | 0.00                                          | 0.00                                                                                                                  | • No increase to existing salary schedule or health benefits  
• Re-openers for 2011-12 thru 2013-14 |
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/ Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/ Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keppel Union SD</td>
<td>Certificated</td>
<td>5/13/10 7/1/10-6/30/11</td>
<td>5/12/11 7/1/10-6/30/11</td>
<td>(2.32)</td>
<td>(2.13)</td>
<td>0.00</td>
<td>• Salary schedule decreased for five furlough days from 182 to 177 work days</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>• For three of five furlough days, unit members will be compensated $285/day for attendance at professional development as offered by District</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• For 2010-11 only, class size reduction ratio to be increased to not to exceed 26 pupils in K-3</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>• MOU has negotiations reopened due to Federal Jobs Bill funds</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>• 2010-11 Salary Schedule shall remain status quo</td>
</tr>
<tr>
<td>Keppel Union SD</td>
<td>Classified</td>
<td>6/10/10 7/1/10-6/30/11</td>
<td>4/28/11 7/1/10-6/30/13</td>
<td>0.00</td>
<td>(1.918)</td>
<td>0.00</td>
<td>• Reduction of five workdays from 182 to 177</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>• Part-time employees who attend 3.5-hour training to receive $16 per hour</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>• No changes to salary schedule and H&amp;W benefits</td>
</tr>
<tr>
<td>La Canada USD</td>
<td>Certificated-LCTA</td>
<td>2/15/11 7/1/09-6/30/12</td>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>• No changes to salary or benefits</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
<td>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</td>
<td>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</td>
<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
</tr>
<tr>
<td>---------------------</td>
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<td>-----------------------------------</td>
<td>----------------------------------</td>
<td>--------------------------------------------------------</td>
<td>--------------------------------------------------</td>
<td>---------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| La Canada USD       | Classified| 5/31/11                            | 7/1/2008 – 6/30/2011 3rd of 3 yrs| 0.00                                                   | 0.00                                             | 0.00                                                                | • No changes to salary or benefits.  
• No early retirement incentive for CSEA members hired after 9/30/2011 |
| Lancaster SD       | Certificated | 6/1/10                            | 7/1/10-6/30/13 1st yr of 3 yrs | (3.36)                                                 | (4.358)                                          | (0.72)                                                              | • Through 2012-13, six-days furlough  
• Benefits cap adjusted down to $13,758  
• All stipends eliminated start 2010-11  
• When funds available, restorations to be negotiated  
• 2010-11 negotiations settled for no additional changes to salary schedule and H&W benefits |
| Lancaster SD       | Classified | 6/1/10                            | 7/1/10-6/30/13 1st yr of 3 yrs | 0.00                                                   | (6.709)                                          | 0.00                                                                | • Through 2012-13, six-days furlough  
• Through 2012-13, two holidays eliminated  
• When funds available, restorations to be negotiated  
• 2010-11 negotiations settled for no additional changes to salary schedule and H&W benefits |
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Date Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)$^{1}$ Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)$^{1}$ Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)$^{1}$ Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Las Virgenes USD</td>
<td>Certificated</td>
<td>8/10/10</td>
<td>11/16/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(4.39)</td>
<td>(3.753)</td>
<td>0.00</td>
<td>Salary rollback • 7 furlough days in 2010-11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/1/10 – 6/30/11</td>
<td></td>
<td></td>
<td>4.00</td>
<td>3.626</td>
<td>0.00</td>
<td></td>
</tr>
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</tr>
<tr>
<td>Las Virgenes USD</td>
<td>Classified</td>
<td>7/20/10</td>
<td>12/7/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(3.86)</td>
<td>(3.86)</td>
<td>0.00</td>
<td>Salary rollback • 7 furlough days • Modify the 7/20/10 agreement restoring the 08-09 salary schedule eff. 1/1/2011 • Rescind 5 &amp; 7 furlough days • Closes negotiations for 2010-11 • Funded by Fed Ed Jobs bill money • Ratification by Union on 12/13/10</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1/1/11 – 6/30/11</td>
<td></td>
<td></td>
<td>3.21</td>
<td>2.784</td>
<td>0.00</td>
<td></td>
</tr>
<tr>
<td>Lawndale SD</td>
<td>Certificated</td>
<td>5/4/10</td>
<td>7/1/09 - 6/30/12</td>
<td>2nd yr of 2 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>No changes to salary or benefits in 2010-11 • Re-openers in 2011-12</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
<td>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</td>
<td>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</td>
<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
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</tr>
<tr>
<td>Lawndale SD</td>
<td>Classified</td>
<td>5/4/10</td>
<td>7/1/10 – 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>No change to the existing salary schedule</td>
<td></td>
</tr>
</tbody>
</table>
| Lennox SD             | Certificated     | 6/8/10                            | 7/1/09 - 6/30/11 2\(^{nd}\) yr of 2 yrs | (2.54)                                                 | (2.54)                                            | 0.00                                                                              | 6 furlough days in 2010-11
|                       |                  |                                   |                                   |                                                       |                                                   |                                                                                   | Step advancement delayed to 4/1/11
|                       |                  |                                   |                                   |                                                       |                                                   |                                                                                   | Re-opener if funded base revenue limit varies by more than $25 from $4,771.62/ADA |
| Lawndale SD           | Classified       | 10/12/10                          | 7/1/10 – 6/30/11                  | (2.70)                                                 | (2.70)                                            | 0.00                                                                              | 5 furlough days in 2010-11
|                       |                  |                                   |                                   |                                                       |                                                   |                                                                                   | Re-opener if BRS/ADA changes by $25 |
| Little Lake SD        | Certificated     | 10/27/09                          | 7/1/09 - 6/30/11 2\(^{nd}\) yr of 2 yrs | (3.14)                                                 | (2.730)                                           | 0.86                                                                              | Agreement includes seven furlough days in both 2009-10 and 2010-11 |
| Little Lake SD        | Classified       | 11/17/09                          | 7/1/09 – 6/30/11 2\(^{nd}\) yr of 2 yrs | (2.33)                                                 | (1.884)                                           | 1.00                                                                              | Agreement includes five or seven furlough days depending on position in both 2009-10 and 2010-11 |
| Long Beach USD        | Certificated     | 6/1/10                            | 7/1/09 – 6/30/12 2\(^{nd}\) yr of 3 yrs | (0.57)                                                 | (0.74)                                            | (1.96)                                                                             | Five furlough days equivalent to salary and benefit reductions of 0.74 percent |
| Long Beach USD        | Classified (CSEA Unit A) | 11/2/10                       | 11/1/09 – 9/30/12 2\(^{nd}\) yr of 3 years | 0.00                                                   | (2.077)                                           | (1.85)                                                                             | 5 furlough days to be taken in 2010-11
<p>|                       |                  |                                   |                                   |                                                       |                                                   |                                                                                   | Step advancement suspended |
|                       |                  |                                   |                                   |                                                       |                                                   |                                                                                   | H&amp;W plan and prescription options to change beginning 1/1/11 |</p>
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)^1 Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)^1 Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)^1 Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
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<tbody>
<tr>
<td>Long Beach USD</td>
<td>Classified (CSEA Unit B)</td>
<td>11/12/10</td>
<td>11/1/09 – 9/31/12 2nd yr of 3 years</td>
<td>0.00</td>
<td>(2.125)</td>
<td>(3.31)</td>
<td>• 5 furlough days to be taken in 2010-11</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<td>• Step advancement suspended</td>
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<td></td>
<td></td>
<td></td>
<td>• H&amp;W plan and prescription options to change beginning 1/1/11</td>
</tr>
<tr>
<td>Los Angeles USD</td>
<td>Certificated/UTLA</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• H&amp;W District’s contribution (all funds) support Health &amp; Welfare Benefits</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4/13/10</td>
<td>7/1/09-6/30/11 2nd yr of 2 yrs</td>
<td></td>
<td>(3.43)</td>
<td>(2.906)</td>
<td>• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• $996.0mil CY2011 approx 3.4268% increase</td>
</tr>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td>• 2010-11 represents seven-day furlough, including two previous pupil-free days</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>• 2010-11 two Professional Dev Days</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>• Class Size &amp; Support Services Restorations</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
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<td>(Line 5) Pct. Total Comp. Increase/Decrease</td>
<td>(Line 4 amount in Year 1 Col. ÷ Line 1 cost prior to agreement) Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
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<tr>
<td>Los Angeles USD</td>
<td>Certificated-Associated Admin of LA (AALA)</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• H&amp;W District’s contribution (all funds) support Health &amp; Welfare Benefits</td>
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<tr>
<td></td>
<td></td>
<td>4/13/10</td>
<td>7/1/09-6/30/11 2nd yr of 2 yrs</td>
<td>(2.77)</td>
<td>(2.467)</td>
<td>0.00</td>
<td>• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase</td>
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<td></td>
<td>• $996.0mil CY2011 approx 3.4268% increase</td>
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<td></td>
<td>• 2010-11 represents seven-day furlough, including two previous pupil-free days</td>
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<td></td>
<td>• 2010-11 two Professional Dev Days</td>
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<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)³ Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
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<tr>
<td>Los Angeles USD</td>
<td>SEIU Local 99 Classified Units C=Operations-Support Services [Cafeteria] [Heavy &amp; Light Bus Drivers]</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• H&amp;W District’s contribution (all funds) support Health &amp; Welfare Benefits</td>
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<td></td>
<td></td>
<td>12/8/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase</td>
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<tr>
<td></td>
<td></td>
<td>8/31/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>(2.264)</td>
<td>0.00</td>
<td>• $996.0mil CY2011 approx 3.4268% increase</td>
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<td></td>
<td>• Master Agreement H&amp;W Benefits accord w/coord barg Agreement dtd Feb 10, 2009</td>
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<td>• Re-opener on base salary rate and two contract articles</td>
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<td>• 2010-11 Ops Support Srvcs represents eight furlough days, including</td>
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<td>11-22-10 or another date</td>
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<td>• 2010-11 Ops Support Services either party may reopen if material change</td>
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<td>in District finances</td>
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<td>• 2010-11 Bus Drivers represents four furlough days and one unpaid holiday</td>
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<td>• 2010-11 Bus Drivers District suspends work hours reduction 8 to 7</td>
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<td>hours/day</td>
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<td></td>
<td>• 2010-11 Bus Drivers if District funding restored, then rest furlough</td>
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<td></td>
<td></td>
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<td>days cancelled</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
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<tr>
<td>Los Angeles USD</td>
<td>SEIU Unit B= Instructional Aides</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3(^{rd}) yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>H&amp;W District’s contribution (all funds) supports Health &amp; Welfare Benefits</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/8/09</td>
<td>7/1/08-6/30/11 3(^{rd}) of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>$963.0mil Calendar Year (CY) 2010 approx 3.5484% increase</td>
</tr>
<tr>
<td></td>
<td></td>
<td>8/31/10</td>
<td>7/1/10-6/30/11 3(^{rd}) of 3 yrs</td>
<td>0.00</td>
<td>(2.669)</td>
<td>0.00</td>
<td>$996.0mil CY2011 approx 3.4268% increase</td>
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<td></td>
<td>Master Agreement H&amp;W Benefits accord w/coord. barg. Agreement dated Feb 10, 2009</td>
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<td></td>
<td>Re-opener on base salary rate and two contract articles</td>
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<td></td>
<td>2010-11 represents eight furlough days, including 11-22-10 or another date</td>
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<td></td>
<td>2010-11 either party may reopen if material change in District finances</td>
</tr>
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<td>District Name</td>
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<td>(Line 4 amount in Year 1 Col. (+) Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
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</tr>
<tr>
<td>Los Angeles USD</td>
<td>SEIU Unit F= Teacher Assts [Classified]</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3(^{rd}) yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>- H&amp;W District’s contribution (all funds) supports Health &amp; Welfare Benefits&lt;br&gt; - $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase&lt;br&gt; - $996.0mil CY2011 approx 3.4268% increase&lt;br&gt; - Master Agreement H&amp;W Benefits accord w/coord barg. Agreement dated Feb 10, 2009&lt;br&gt; - Re-opener on base salary rate and two contract articles&lt;br&gt; - 2010-11 negotiations are not settled due to salary re-openers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/8/09</td>
<td>7/1/08-6/30/11 3(^{rd}) yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td></td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
<td>(Line 8)$^1$ Negotiated Pct. Salary Increase/ Decrease</td>
<td>(Line 5)$^2$ Pct. Total Comp. Increase/ Decrease</td>
<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)$^3$ Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
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<td>--------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Los Angeles USD</td>
<td>SEIU Unit G= Playground Aides</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• H&amp;W District’s contribution (all funds) supports Health &amp; Welfare Benefits</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/8/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase</td>
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<td></td>
<td></td>
<td></td>
<td>• $996.0mil CY2011 approx 3.4268% increase</td>
<td>• Master Agreement H&amp;W benefits accord w/coord barg. agreement dated Feb 10, 2009</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Re-opener on base salary rate and two contract articles</td>
<td>• 2010-11 negotiations are not settled due to salary re-openers</td>
</tr>
</tbody>
</table>
## COLLECTIVE BARGAINING AGREEMENTS
(Data Source: AB 1200 Public Disclosure Documents)
**Fiscal Year 2010-11**

<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
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<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)$^1$ Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Los Angeles USD</td>
<td>Classified-Unit S Teamsters Local 572 - Classified Supervisors</td>
<td>7/14/09</td>
<td>7/1/08-6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>- H&amp;W District’s contribution (all funds) supports Health &amp; Welfare Benefits</td>
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<td></td>
<td></td>
<td>8/31/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>(3.227)</td>
<td>0.00</td>
<td>- $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3/15/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.000</td>
<td>0.00</td>
<td>- $996.0mil CY2011 approx 3.4268% increase</td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td>- 2010-11 represents 12 furlough days, with schedule spread to lessen impact monthly salary reduction</td>
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<td></td>
<td>- MOU extends and modifies prior Master Agreement for Fiscal Year Endings 2006-2007-2008 to catch-up to Fiscal Year Endings 2009-2010-2011</td>
</tr>
</tbody>
</table>

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$^1$ Calculations based on provided data.
<table>
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<tr>
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<th>(Line 5) Pct. Total Comp. Increase/ Decrease</th>
<th>(Line 4) amount in Year 1 Col. ÷ Line 1 cost prior to agreement) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
</table>
| Los Angeles USD | Classified-Unit A LA School Police Ass. [LASPA] | 7/14/09 | 7/1/08-6/30/11 3rd yr of 3 yrs | 0.00 | 0.00 | 0.00 | • H&W District’s contribution (all funds) supports Health & Welfare Benefits  
• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase  
• $996.0mil CY2011 approx 3.4268% increase  
• Master Agreement=Cost savings to be discussed and implemented promptly.  
• Master Agreement=Re-opener two additional contract sections |
| Los Angeles USD | Classified-Unit H LA Police Sergeants & Lieutenants Ass [LASPSLA] | 7/14/09 | 7/1/08-6/30/11 3rd yr of 3 yrs | 0.00 | 0.00 | 0.00 | • H&W District’s contribution (all funds) supports Health & Welfare Benefits  
• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase  
• $996.0mil CY2011 approx 3.4268% increase |
### COLLECTIVE BARGAINING AGREEMENTS
(Data Source: AB 1200 Public Disclosure Documents)
Fiscal Year 2010-11

<table>
<thead>
<tr>
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<th>Union</th>
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<th>(Line 5)(^1) Pct. Total Comp. Increase/ Decrease</th>
<th>(Line 4 amount in Year 1 Col. ÷ Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
</table>
| Los Angeles USD  | Classified-Unit D CSEA [Office-Tech- Business Services] | 7/14/09                           | 7/1/08-6/30/11 3rd yr of 3 yrs         | 0.00                                                     | 0.00                                              | 0.00                                                                                                     | • H&W District’s contribution (all funds) supports Health & Welfare Benefits
• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase
• $996.0mil CY2011 approx 3.4268% increase
• 2010-11 represents eight furlough days
• 2010-11 either party may reopen if material change in District finances |
<p>|                  |                                          | 10/12/10                          | 7/1/10-6/30/11                          | 0.00                                                     | (2.560)                                           | 0.00                                                                                                     |</p>
<table>
<thead>
<tr>
<th>District Name</th>
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<th>Comments (Including Components of Settlement other than salary/benefits)</th>
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</thead>
</table>
| Los Angeles USD       | Classified-Unit E LA/OC Bldg & Construction Trade Council Skilled Crafts | 7/14/09                          | 7/1/08-6/30/11 3rd yr of 3 yr    | 0.00                                          | 0.00                                          | 0.00                                                                                           | • H&W District’s contribution (all funds) supports Health & Welfare Benefits  
• $963.0mil Calendar Year (CY) 2010 approx 3.5484% increase  
• $996.0mil CY2011 approx 3.4268% increase  
• Master Agreement = Current year “me too” language  
• 6/22/10 side letter dated 5/7/10 for seven-day furlough during 2010-11 |
<p>|                       |                                                                      | 2/09/10                          | 7/1/09-6/30/12 2nd yr of 3 yrs   | 0.00                                          | 0.00                                          | 0.00                                                                                           |                                                                     |
|                       |                                                                      | 6/22/10                          | 7/1/09-6/30/11 2nd yr of 2 yrs   | 0.00                                          | (2.24)                                        | 0.00                                                                                           |                                                                     |
| Los Nietos SD         | Certificated                                                         |                                  |                                  |                                               |                                               |                                                                                               |                                                                     |
| Los Nietos SD         | Classified                                                           |                                  |                                  |                                               |                                               |                                                                                               |                                                                     |</p>
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<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
</table>
| Lowell Joint SD    | Certificated | 11/8/10                           | 7/1/10 - 6/30/13 1\(^{st}\) yr of 3 years | (3.00)                                                   | (3.00)                                             | 0.00                                                                                           | • 6 furlough days and 3% reduction in salary schedule  
• For 2011-12 and 2012-13 salary will be reduced by an additional 0.5% and one furlough day will be added for a total of 7 days  
• For each $55 change in BRL/ADA, the number of the furlough days will increase or decrease by one day and salary schedule will increase or decrease by 0.5% |
| Lowell Joint SD    | Classified | 11/15/10                           | 7/1/10 - 6/30/13 1\(^{st}\) yr of 3 years | (3.00)                                                   | (3.00)                                             | 0.00                                                                                           | • 6, 7, and 8 furlough days for category A, B, and C employees, respectively  
• For 2011-12 and 2012-13 salary will be reduced by an additional 0.5% and one furlough day will be added to each category  
• For each $55 change in BRL/ADA, the number of the furlough days will increase or decrease |
<table>
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<tr>
<th>District Name</th>
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</table>
| Lynwood USD   | Certificated | 10/26/10                          | 7/1/10 – 8/31/12            | 4\(^{th}\) yr of 2 yrs          | (2.52)                                            | (2.243)                                               | 0.00                                                                                                                                  | 5 furlough days in 2010-11  
7 furlough days in 2011-12  
Changes affecting Bilingual Allocations and Program Facilitators.  
Most provisions of MOU expire 8/31/12.  
2 furlough days in 2010-11  
5 furlough days in 2011-12  
Removal of bilingual stipends  
Provision to cap retiree health benefits at the active employee level  
PARS SERP through Pacific Life Insurance; minimum participation of 70 |
| Lynwood USD   | Classified CSEA | 3/22/11                          | 7/1/10 – 6/30/11            |                                   | 0.00                                              | 0.00                                                  | 0.00                                                                                                                                  | Early retirement incentive from Federal Education Job Funds |
| Lynwood USD   | Classified SEIU | 3/08/11                          | 7/1/11 – 6/30/12            | 1\(^{st}\) yr of 2 yrs           | 0.00                                              | 0.00                                                  | 0.00                                                                                                                                  | Negotiations for salaries and benefits will continue contingent upon a positive certification of district’s 2010-11 Second Interim Report otherwise negotiations are closed.  
Various changes in contract language |
<table>
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<tr>
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<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Beach USD</td>
<td>Certificated</td>
<td>5/18/11</td>
<td>7/1/09 – 6/30/12 2(^{nd}) yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>No changes to salary or benefits</td>
</tr>
<tr>
<td>Manhattan Beach USD</td>
<td>Classified</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monrovia USD</td>
<td>Certificated</td>
<td>5/12/10</td>
<td>7/1/09-6/30/12 2(^{nd}) yr of 3 yrs</td>
<td>(2.00)</td>
<td>(1.58)</td>
<td>0.00</td>
<td>2010-11 2% pay reduction implemented by reducing work year from 184 to 180 days continuing through 2011-12 and four furlough days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>8/18/10</td>
<td>7/1/10-6/30/13</td>
<td>(0.94)</td>
<td>(0.50)</td>
<td>1.02</td>
<td>2011-12 four furlough days</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Eliminate five student days and one professional development day during each year 2010-11, 2011-12, and 2012-13, with proportional 3% pay reduction during three-year period</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Monrovia Teachers Assoc agreement supersedes the previous agreement dated June 22, 2009</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
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<td>---------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Monrovia USD      | Classified | 5/12/10                          | 7/1/09-6/30/12 2nd yr of 3 yrs   | (2.00)                                        | (1.58)                                      | 0.00                                                                            | 2010-11 2% salary reduction effective September 1, 2010, through 2011-12 and four fewer work days  
2011-12 four fewer work days  
Eliminate five student days and one professional development day during each year 2010-11, 2011-12, and 2012-13, with proportional 3% pay reduction during three-year period |
|                   |          | 8/18/10                          | 7/1/10-6/30/13 1st yr of 3 yrs   | (0.94)                                        | (0.50)                                      | 1.02                                                                            | 2010-11 2% salary reduction effective September 1, 2010, through 2011-12 and four fewer work days  
2011-12 four fewer work days  
Eliminate five student days and one professional development day during each year 2010-11, 2011-12, and 2012-13, with proportional 3% pay reduction during three-year period |
| Montebello USD    | Certificated | 4/1/10                          | 7/1/10 - 6/30/13 1st yr of 3 yrs | (3.60)                                        | (3.60)                                      | 0.00                                                                            | Seven furlough days (5 instructional, 2 non-instructional) in 2010-11 and 2011-12  
3.6% reduction in salary schedule  
Re-opener in 2011-12  
Beginning with 2012-13 salary schedule and calendar year will be restored at the 2009-10 level  
On December 16, 2010, five of the seven furlough days for 2010-11 were rescinded  
Seven furlough days will be resumed in 2011-12  
No 2011-12 layoff notices will be issued |
|                   |          | 12/16/10                         | 7/1/10 - 6/30/13 1st yr of 3 yrs | (0.60)                                        | (0.60)                                      | 0.00                                                                            | Seven furlough days (5 instructional, 2 non-instructional) in 2010-11 and 2011-12  
3.6% reduction in salary schedule  
Re-opener in 2011-12  
Beginning with 2012-13 salary schedule and calendar year will be restored at the 2009-10 level  
On December 16, 2010, five of the seven furlough days for 2010-11 were rescinded  
Seven furlough days will be resumed in 2011-12  
No 2011-12 layoff notices will be issued |
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</thead>
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<tr>
<td>Montebello USD</td>
<td>Classified</td>
<td>7/15/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(3.60)</td>
<td>(3.60)</td>
<td>0.00</td>
<td>• Five furlough days in 2010-11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/16/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(0.60)</td>
<td>(0.60)</td>
<td>0.00</td>
<td>• 3.6% reduction in salary schedule</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• On December 16, 2010, four of the five furlough days were rescinded</td>
</tr>
<tr>
<td>Mountain View SD</td>
<td>Certificated</td>
<td>7/28/10</td>
<td>7/1/10 - 6/30/13</td>
<td>(1.51)</td>
<td>(1.51)</td>
<td>0.00</td>
<td>• Agreement includes three furlough days in each of 2010-11 and 2011-12 with re-openers in 2011-12 should there be a change in the net funded revenue limit</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5/11/11</td>
<td>7/1/10 - 6/30/13</td>
<td>(2.39)</td>
<td>(2.39)</td>
<td>0.00</td>
<td>• Revised agreement adds three more furlough days to 2010-11</td>
</tr>
<tr>
<td>Mountain View SD</td>
<td>Classified</td>
<td>7/28/10</td>
<td>7/1/10 - 6/30/13</td>
<td>(1.32)</td>
<td>(1.32)</td>
<td>0.00</td>
<td>• Three furlough days in 2010-11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5/11/11</td>
<td>7/1/10 - 6/30/13</td>
<td>(5.83)</td>
<td>(5.83)</td>
<td>0.00</td>
<td>• Agreement calls for additional reductions in hours and furlough days depending on classification with re-openers in 2011-12</td>
</tr>
<tr>
<td>Newhall SD</td>
<td>Certificated</td>
<td>4/13/10</td>
<td>7/1/09 – 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• 2009-10 Agreement includes 3 furlough days continued in 2010-11</td>
</tr>
<tr>
<td>Newhall SD</td>
<td>Classified</td>
<td>5/17/11</td>
<td>7/1/10 – 6/30/11</td>
<td>0.60</td>
<td>0.59</td>
<td>0.00</td>
<td>• Rescinds one furlough day in 2010-11, resulting in a total of 2 furlough days in 2010-11</td>
</tr>
</tbody>
</table>

*(1) Dashes indicate no data or information not available.*
<table>
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<th>Comments (Including Components of Settlement other than salary/benefits)</th>
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</table>
| Norwalk-La Mirada USD | Certificated | 4/26/10                           | 7/1/09 – 6/30/11 2nd yr of 2 yrs | 0.00                                              | 0.00                                         | 0.00                                                                                             | 2010-11 salary and benefits re-openers  
Increase in substitute salaries, step/column/longevity changes  
K-3 CSR class size from 20.44:1 to 28:1  
Counselor change in Grades 9-12 from 375:1 to 425:1 |
| Norwalk-La Mirada USD | Classified |                                   |                                  |                                                   |                                              |                                                                                                  |                                                                                                  |
| Palmdale SD           | Certificated | 3/16/10                           | 7/1/10-6/30/11                  | 0.00                                              | (4.078)                                    | (1.087)                                                                                           | Deletes extended school year, removes adult ortho, increases class sizes, sets caseloads ECSE    |
| Palmdale SD           | Classified | 6/1/10                            | 7/1/10-6/30/11                  | 0.00                                              | (2.489)                                    | (0.42)                                                                                           | Permanently reduce certain SPED positions work calendar  
During 2010-11 only, furlough days of five for 10-mo, seven for 11-mo, and eight for 12-mo employees  
During 2010-11 only, vacation payout of six days max, and take up to 10 Personal Necessity days |
| Palos Verdes Peninsula USD | Certificated | 5/27/10                           | 7/1/10 – 6/30/11               | (4.98)                                            | (4.70)                                     | (0.42)                                                                                           | Reduce work year 4 days  
Suspend sick leave incentive program  
Reduction in staff |
<table>
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<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
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<th>Comments</th>
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</table>
| Palos Verdes Peninsula USD  | Classified     | 5/27/10                          | 7/1/09 – 6/30/12 2\(^{nd}\) yr of 3 yrs | (3.24)                                                  | (3.34)                                          | 0.00                                                                             | • 6 furlough days in 2010-11  
• Freeze in step increments  
• Suspension in longevity eligibility and awards  
• Re-openers for salaries and benefits for 2011-12 |
| Paramount USD               | Certificated   | 6/22/10                          | 7/1/10 – 6/30/11                | (1.98)                                                  | (1.76)                                          | 0.00                                                                             | • Four (4) furlough days for all unit members in 2010-11  
• $500,000 premium increase contribution from the Self-Insurance Fund  
• Employee contribution is tenthly increase of $156.64 over the 2009-10 contribution  
• Unit members who pay out-of-pocket HW insurance premiums will receive $400 for 2010-11 only to offset premium costs  
• Unit members premiums will be reduced by $100 in April, May, June, and July 2011 |
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<tr>
<td>Paramount USD</td>
<td>Classified</td>
<td>9/29/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(1.97)</td>
<td>(1.68)</td>
<td>(0.00)</td>
<td>Four (4) furlough days for all unit members except Library Technicians whose work year has already been reduced for 2010-11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3/23/11</td>
<td>7/1/10 – 6/30/11</td>
<td>0.00</td>
<td>0.869</td>
<td>0.00</td>
<td>Unit members who pay out-of-pocket HW insurance premiums will receive $400 for 2010-11 only to offset premium costs</td>
</tr>
<tr>
<td>Pasadena USD</td>
<td>Certificated</td>
<td>5/25/10</td>
<td>7/1/09 – 6/30/12</td>
<td>(2.57)</td>
<td>(2.57)</td>
<td>0.00</td>
<td>Reduces work year by five days in 2010-11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2nd yr of 3 yrs</td>
<td></td>
<td></td>
<td></td>
<td>Re-openers in 2011-12</td>
</tr>
<tr>
<td>Pasadena USD</td>
<td>Classified CSEA</td>
<td>5/10/10</td>
<td>7/21/10-6/30/11</td>
<td>(1.88)</td>
<td>(1.88)</td>
<td>0.00</td>
<td>5 furlough days in 2010-11</td>
</tr>
<tr>
<td>Pasadena USD</td>
<td>Classified Teamsters</td>
<td>6/9/10</td>
<td>7/1/10 - 6/30/11</td>
<td>(1.42)</td>
<td>(1.42)</td>
<td>0.00</td>
<td>5 furlough days in 2010-11</td>
</tr>
<tr>
<td>Pomona USD</td>
<td>Certificated</td>
<td>6/30/10</td>
<td>2/1/10 – 6/30/12</td>
<td>(3.71)</td>
<td>(3.71)</td>
<td>0.00</td>
<td>2010-11 work year reduced by 7 days equivalent to 3.71 percent salary reduction</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2nd yr of 3 yrs</td>
<td></td>
<td></td>
<td></td>
<td>Eliminate CLAD/BCLAD stipend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/8/10</td>
<td>2/1/10 – 6/30/12</td>
<td>3.71</td>
<td>3.71</td>
<td>0.00</td>
<td>Furlough days to be taken in 2010-11 rescinded with Federal Jobs Bill funding</td>
</tr>
<tr>
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<td>Union</td>
<td>Date Settlement Approved by Board</td>
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<td>(Line 8) Negotiated Pct. Salary Increase/Decrease</td>
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<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)</td>
<td>Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
</tr>
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<td>---------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Pomona USD                 | Classified             | 9/22/10                           | 9/1/09 – 6/30/11 2nd yr of 2 yrs | (3.96)                                           | (3.96)                                      | (0.86)                                                       |                                                               | • Range of two to six furlough days along with a proportionate pay reduction  
  • On July 1, 2011, revert back to 2009-10 work calendar  
  • Furlough days to be taken in 2010-11 rescinded with Federal Jobs Bill funding |
| Pupil Transportation Coop. Agency                  | Classified - CSEA     | 12/7/10                           | 7/1/09 – 6/30/11 1st yr of 2 yrs | 0.00                                             | 0.00                                        | 0.00                                                        |                                                               | • No changes to the existing salary schedule per JPA                                               |
| Redondo Beach USD          | Certificated           | 12/13/11                          | 7/1/10-6/30/11                     | 0.00                                             | 0.00                                        | 0.00                                                        |                                                               | • No changes to salary or benefits per district                                                   |
| Redondo Beach USD          | Classified             | 12/13/11                          | 7/1/10-6/30/11                     | 0.00                                             | 0.00                                        | 0.00                                                        |                                                               | • No changes to salary or benefits per district                                                   |
| Rosemead SD                | Certificated           | 12/9/10                           | 7/1/09 – 6/30/11 2nd yr of 2 yrs  | (1.62)                                           | (1.62)                                      | 0.00                                                        |                                                               | • Elimination of three staff development days in 2010-11                                           |
| Rosemead SD                | Classified             | 9/21/10                           | 7/1/09 – 6/30/11 2nd yr of 2 yrs  | (1.98)                                           | (1.98)                                      | 0.00                                                        |                                                               | • 4 furlough days in 2010-11                                                                         |
| Rowland USD                | Certificated           | 7/6/10                            | 9/1/10 – 8/31/11                   | (1.23)                                           | (1.23)                                      | 0.00                                                        |                                                               | • 2 furlough days in 2010-11                                                                         |
## COLLECTIVE BARGAINING AGREEMENTS
(Data Source: AB 1200 Public Disclosure Documents)
Fiscal Year 2010-11

<table>
<thead>
<tr>
<th>District Name</th>
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<th>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rowland USD</td>
<td>Classified</td>
<td>3/29/11</td>
<td>1/1/11 – 12/31/11</td>
<td>(0.66)</td>
<td>(0.66)</td>
<td>0.00</td>
<td>• 1 furlough day in 2010-11</td>
</tr>
<tr>
<td>San Gabriel USD</td>
<td>Certificated</td>
<td>8/18/10</td>
<td>7/1/10 – 6/30/12</td>
<td>(2.00)</td>
<td>(2.04)</td>
<td>0.00</td>
<td>• 4 furlough days in 2010-11 • 4 furlough days in 2011-12 with re-openers</td>
</tr>
<tr>
<td>San Gabriel USD</td>
<td>Classified</td>
<td>11/04/10</td>
<td>7/1/10 – 6/30/11</td>
<td>(1.55)</td>
<td>(1.55)</td>
<td>0.00</td>
<td>• 4 furlough days in 2010-11 per MOU</td>
</tr>
<tr>
<td>San Marino USD</td>
<td>Certificated</td>
<td>11/25/08</td>
<td>7/1/08 – 6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• 2010-11 salary increase based on the net funded BRL COLA, currently estimated to be (0.38%), less 1%, with no benefits changes</td>
</tr>
<tr>
<td>San Marino USD</td>
<td>Classified</td>
<td>1/13/09</td>
<td>7/1/08 – 6/30/11 3rd yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• 2010-11 salary increase based on the net funded BRL COLA, currently estimated to be 1.80%, less 1%, with no benefits changes</td>
</tr>
<tr>
<td>Santa Clarita Valley School Food Services Agency</td>
<td>Classified CSEA</td>
<td>11/16/10</td>
<td>7/1/10 - 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No increase to salaries or benefits.</td>
</tr>
<tr>
<td>Santa Monica-Malibu USD</td>
<td>Certificated</td>
<td>3/4/10</td>
<td>7/1/08 – 6/30/11 3rd yr of 3 yrs</td>
<td>(2.373)</td>
<td>(2.373)</td>
<td>0.00</td>
<td>• Five furlough days in 2010-11 (same as 2009-10) • No change to H&amp;W • Re-opener to either party if district is unsuccessful in gaining voter approval of May 2010 parcel tax (it was unsuccessful)</td>
</tr>
<tr>
<td>Santa Monica-Malibu USD</td>
<td>Classified</td>
<td>3/4/10</td>
<td>7/1/07 – 6/30/11</td>
<td>(2.37)</td>
<td>(2.37)</td>
<td>0.00</td>
<td>• Five furlough days in 2009-10 &amp; 2010-11</td>
</tr>
</tbody>
</table>
## COLLECTIVE BARGAINING AGREEMENTS
(Data Source: AB 1200 Public Disclosure Documents)
Fiscal Year 2010-11

<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saugus Union SD</td>
<td>Certificated</td>
<td>3/23/10</td>
<td>7/1/10-6/30/11</td>
<td>(2.746)</td>
<td>(2.746)</td>
<td>0.00</td>
<td>• Effective 2010-11 only for Speech &amp; Language stipends of $3,000 annual and $1,000 if teach summer school</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6/1/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>1.711</td>
<td>0.00</td>
<td>• Effective 2010-11 only for five furlough days as calendared</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/7/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Re-opener should District’s 2010-11 ADA be greater than or equal to 10,600 on October 1, 2010</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6/7/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• Effective 2010-11 provides three optional professional planning days at full daily rate to reinstate partial previous 2010-11 furlough days</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td>• Effective beginning July 2011 settles negotiations for 2010-11 for no changes to salary schedule and H&amp;W benefits</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
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<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
<td>Comments (Including Components of Settlement other than salary/benefits)</td>
</tr>
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<tr>
<td>Saugus Union SD</td>
<td>Classified</td>
<td>6/1/10</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>(2.056)</td>
<td>0.00</td>
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<tr>
<td></td>
<td></td>
<td>6/30/10</td>
<td>7/1/10-6/30/11</td>
<td>(2.05)</td>
<td>(1.968)</td>
<td>0.00</td>
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<td></td>
<td></td>
<td>1/11/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>1.539</td>
<td>0.00</td>
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<td></td>
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<td></td>
<td></td>
<td><strong>Effective 2010-11 only for five furlough days to be determined collaboratively</strong></td>
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<td></td>
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<td></td>
<td><strong>Effective July 1, 2010, but does not conclude 2009/2010 negotiations</strong></td>
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<td></td>
<td><strong>Step/Column salary freeze 2010-11 fiscal year</strong></td>
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<td></td>
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<td></td>
<td></td>
<td><strong>15% salary reduction for Campus Supervisors</strong></td>
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<td></td>
<td><strong>Effective 2010-11 provides three optional days at employee’s regular rate of pay to reinstate partial previous 2010-11 furlough days</strong></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td><strong>2010-11 negotiations not settled</strong></td>
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<tr>
<td>South Pasadena USD</td>
<td>Certificated</td>
<td>6/29/10</td>
<td>7/1/10 – 6/30/11 1(^{st}) yr of 3 yrs</td>
<td>(2.12)</td>
<td>(2.20)</td>
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<td></td>
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<td></td>
<td></td>
<td><strong>Four (4) furlough days each year in 2010-11, 2011-12, and 2012-13</strong></td>
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<td></td>
<td></td>
<td><strong>Changes in staffing ratios</strong></td>
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<td></td>
<td></td>
<td><strong>Salary and benefits re-openers for 2011-12, and 2012-13</strong></td>
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<tr>
<td>South Pasadena USD</td>
<td>Classified</td>
<td>10/06/10</td>
<td>7/1/10 – 6/30/11 1(^{st}) yr of 3 yrs</td>
<td>(1.67)</td>
<td>(1.43)</td>
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<td></td>
<td><strong>Four (4) furlough days each year in 2010-11, 2011-12, and 2012-13</strong></td>
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<td></td>
<td></td>
<td><strong>Various contract language changes</strong></td>
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<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
<td>Effective Period of the Agreement</td>
<td>(Line 8)(^1) Negotiated Pct. Salary Increase/ Decrease</td>
<td>(Line 8)(^1) Negotiated Pct. Salary Increase/ Decrease</td>
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<tr>
<td>South Whittier SD</td>
<td>Certificated</td>
<td>12/8/09</td>
<td>12/8/09</td>
<td>7/1/09-6/30/11</td>
<td>7/1/09-6/30/11</td>
<td>(1.54)</td>
<td>(1.54)</td>
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<tr>
<td>South Whittier SD</td>
<td>Classified</td>
<td>7/27/10</td>
<td>7/27/10</td>
<td>7/1/09-6/30/11</td>
<td>7/1/09-6/30/11</td>
<td>(2.00)</td>
<td>(2.00)</td>
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</tr>
<tr>
<td>Sulphur Springs</td>
<td>Certificated</td>
<td>11/18/09</td>
<td>11/18/09</td>
<td>7/1/10-6/30/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Union SD</td>
<td></td>
<td>11/17/10</td>
<td>11/17/10</td>
<td>7/1/10-6/30/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.452</td>
</tr>
<tr>
<td>Sulphur Springs</td>
<td>Classified</td>
<td>4/14/10</td>
<td>4/14/10</td>
<td>7/1/10-6/30/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Union SD</td>
<td></td>
<td>5/11/11</td>
<td>5/11/11</td>
<td>7/1/10-6/30/11</td>
<td>7/1/10-6/30/11</td>
<td>0.00</td>
<td>0.834</td>
</tr>
<tr>
<td>District Name</td>
<td>Union</td>
<td>Date Settlement Approved by Board</td>
<td>Effective Period of the Agreement</td>
<td>(Line 8)(^t) Negotiated Pct. Salary Increase/Decrease</td>
<td>(Line 5)(^t) Pct. Total Comp. Increase/Decrease</td>
<td>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^t) Health &amp; Welfare Adjustments as a Pct of the Salary Base</td>
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</tr>
</tbody>
</table>
| Temple City USD            | Certificated TCEA              | 6/09/10                          | 7/1/10 – 6/30/13                 | (1.45)                                            | (1.272)                                          | (1.95)                                                                                                                              | • Freeze on step increases for 2010-11 only  
  • Lift the freeze in step advancement |
|                           |                                | 11/17/10                         | 7/1/10 – 6/30/11                 |                                                   |                                                 | 1.45 1.272 1.95                                                                                                                      |                                                                                                                                   |
|                           |                                |                                  |                                  |                                                   |                                                 |                                                                                                                                  |                                                                                                                                   |
| Temple City USD            | Classified/ CSEA Local 105     | 1/27/10                          | 7/1/09 – 6/30/12                 | 0.00                                              | 0.00                                             | 0.00                                                                                                                              | • Changes in contract language only  
  • Freeze/suspend step advancement including longevity for the 2010-11 school year  
  • Lift the freeze in step advancement  
  • No changes to salaries or benefits, only contract language changes |
|                           |                                | 6/23/10                          | 7/1/10 – 6/30/11                 | (0.50)                                            | (0.409)                                          | 0.00                                                                                                                              |                                                                                                                                   |
|                           |                                | 11/17/10                         | 7/1/10 – 6/30/11                 | 0.50                                              | 0.409                                            | 0.00                                                                                                                              |                                                                                                                                   |
|                           |                                | 3/23/11                          | 7/1/10 – 6/30/11                 | 0.00                                              | 0.00                                             | 0.00                                                                                                                              |                                                                                                                                   |
## COLLECTIVE BARGAINING AGREEMENTS
(Data Source: AB 1200 Public Disclosure Documents)
Fiscal Year 2010-11

<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settled Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>Line 8 Negotiated Pct. Salary Increase/Decrease</th>
<th>Line 5 Pct. Total Comp. Increase/Decrease</th>
<th>Line 4 Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
</table>
| Temple City USD     | Classified/CSEA Local 823 | 8/25/10                        | 7/1/10 to 6/30/11                 | (0.47)                                         | (0.388)                                  | 0.00                                                                 | - No increase in salary and freezes/suspends step advancement, including longevity.  
- Affected bargaining unit members will not be reimbursed for salary lost during the year of the step advancement freeze  
- District agrees to reinstate unit members to their appropriate salary step/longevity placement when the freeze is lifted effective July 1, 2011  
- Lift the freeze in step advancement |
<p>| Torrance USD        | Certificated         | 5/3/10                         | 7/1/09 to 6/30/12 2nd of 3 yrs    | (2.57)                                         | (2.31)                                   | 0.00                                                                 | - Five furlough days in each of 2010-11 and 2011-12; re-openers in 2011-12 |
| Torrance USD        | Classified CSEA – 19  | 6/7/10                         | 7/1/09 to 6/30/12 2nd of 3 yrs    | (2.07)                                         | (1.81)                                   | 0.00                                                                 | - Five furlough days in each of 2010-11 and 2011-12; re-openers in 2011-12 |
| Torrance USD        | Classified CSEA – 845 | 6/21/10                        | 7/1/09 to 6/30/12 2nd of 3 yrs    | (1.99)                                         | (1.68)                                   | 0.00                                                                 | - Five furlough days in each of 2010-11 and 2011-12; re-openers in 2011-12 |</p>
<table>
<thead>
<tr>
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<th>Union</th>
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<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
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<tbody>
<tr>
<td>Torrance USD</td>
<td>Classified SEIU – 99</td>
<td>6/21/10</td>
<td>7/1/08 - 6/30/11</td>
<td>(0.41)</td>
<td>(0.35)</td>
<td>0.00</td>
<td>• Five furlough days in 2010-11</td>
</tr>
<tr>
<td>Valle Lindo SD</td>
<td>Certificated</td>
<td>7/28/11</td>
<td>7/1/10 - 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No changes to salary or benefits per district</td>
</tr>
<tr>
<td>Valle Lindo SD</td>
<td>Classified</td>
<td>7/28/11</td>
<td>7/1/10 - 6/30/11</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>• No changes to salary or benefits per district</td>
</tr>
<tr>
<td>Walnut Valley USD</td>
<td>Certificated</td>
<td>4/28/10</td>
<td>1/1/10 – 6/30/12</td>
<td>(2.72)</td>
<td>(2.72)</td>
<td>(0.56)</td>
<td>• 5 furlough days to be taken in 2010-11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2(^{\text{nd}}) yr of 3 yrs</td>
<td></td>
<td></td>
<td></td>
<td>• K-3 class size from 30:1 to 24.5:1</td>
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<td></td>
<td></td>
<td>• Discontinue elementary vocal and instrumental music program</td>
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<td></td>
<td></td>
<td></td>
<td>• Cash in-lieu benefit decreased from $3,370 to $3,000/year</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12/15/10</td>
<td>1/1/10 – 6/30/12</td>
<td>2.72</td>
<td>2.72</td>
<td>0.00</td>
<td>• 5 furlough days to be taken in 2010-11 rescinded with Federal Jobs Bill funding</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2(^{\text{nd}}) yr of 3 yrs</td>
<td></td>
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</tbody>
</table>
## Collective Bargaining Agreements
(Data Source: AB 1200 Public Disclosure Documents)
Fiscal Year 2010-11

<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Date Approved by Board</th>
<th>Effective Period of Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/Decrease</th>
<th>(Line 4 amount in Year 1 Col. ÷ Line 4 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments (Including Components of Settlement other than salary/benefits)</th>
</tr>
</thead>
</table>
| Walnut Valley USD     | Classified  | 11/03/10                           | 12/15/10                | 7/1/10 – 6/30/12             | (1.158)                                                   | (1.158)                                                  | (1.58)                                                     | • 5 furlough days to be taken in 2010-11.  
  • Cash in-lieu benefit decreased from $3,370 to $3,000/year.  
  • CalPERS Health Plan will be implemented on or after March 2011.  
  • 5 furlough days to be taken in 2010-11 rescinded with Federal Jobs Bill funding |
| West Covina USD       | Certificated |                                    |                         |                              |                                                          |                                                          |                                                            | No increase in salaries or benefits for 2010-11.  
  • Re-openers in 2011-12 and 2012-13 |
| West Covina USD       | Classified  | 3/22/11                            |                         | 7/1/10 – 6/30/13             | 0.00                                                      | 0.00                                                      | 0.00                                                      | Furlough days two/year, increased class sizes, reduced Instructional Aide support, no medi-gap fund contributions for both years  
  • 2010-11 negotiations not settled |
| Westside Union SD     | Certificated | 4/6/10                             |                         | 3/16/10-6/30/12              | (1.14)                                                    | (1.40)                                                    | 0.00                                                      | 2010-11 negotiations not settled |
| Westside Union SD     | Classified  | 3/16/10                            |                         | 2/19/10-6/30/12              | 0.00                                                      | (2.56)                                                    | 0.00                                                      | 2010-11 waive spring holiday payment  
  • 2010-11 & 2011-12 freeze step movement  
  • 2010-11 negotiations not settled |
<table>
<thead>
<tr>
<th>District Name</th>
<th>Union</th>
<th>Date Settlement Approved by Board</th>
<th>Effective Period of the Agreement</th>
<th>(Line 8)(^1) Negotiated Pct. Salary Increase/ Decrease</th>
<th>(Line 5)(^1) Pct. Total Comp. Increase/ Decrease</th>
<th>(Line 4) amount in Year 1 Col. + Line 1 cost prior to agreement)(^1) Health &amp; Welfare Adjustments as a Pct of the Salary Base</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whittier City SD</td>
<td>Certificated</td>
<td>7/27/09</td>
<td>7/1/09 – 6/30/11 2(^{nd}) yr of 2 yrs</td>
<td>(4.55)</td>
<td>(4.75)</td>
<td>0.00</td>
<td>(4.75%) is a combination of furlough days, reduction in overall pay rate, and suspension of 3-hour planning time for K-3 CSR teachers</td>
</tr>
<tr>
<td>Whittier City SD</td>
<td>Classified</td>
<td>7/27/09</td>
<td>7/1/08 – 6/30/11 2(^{nd}) yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>2010-11 zero salary schedule increase</td>
</tr>
<tr>
<td>Whittier Union HSD</td>
<td>Certificated</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Step &amp; column freeze at 2008-09 levels</td>
</tr>
<tr>
<td>Whittier Union HSD</td>
<td>Classified</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>William S. Hart UHSD</td>
<td>Certificated</td>
<td>9/16/09</td>
<td>7/1/09-6/30/11 2(^{nd}) yr of 2 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>Temporary class size increase by three students in 2009-10 expires on June 30, 2011</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9/1/10</td>
<td>7/1/10-6/30/11</td>
<td>(3.78)</td>
<td>(3.24)</td>
<td>0.00</td>
<td>2010-11 only, one day less in school year</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Five-day decrease to 175 days school year (furlough)</td>
</tr>
<tr>
<td>William S. Hart UHSD</td>
<td>Classified</td>
<td>8/05/09</td>
<td>7/1/09-6/30/12 2(^{nd}) yr of 3 yrs</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>Salary and benefits and three other items re-openers for 2011-12 remain</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7/14/10</td>
<td>7/1/10-6/30/11</td>
<td>(3.78)</td>
<td>(2.93)</td>
<td>0.00</td>
<td>Work Year Reduction equivalent (furlough)</td>
</tr>
<tr>
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</table>
| Wilsona SD   | Certificated| 5/20/10                          | 7/1/10-6/30/11                   | 0.00                                                   | (7.87)                                          | (1.61)                                           | • Zero percent salary schedule change, except for step and column, through June 30, 2011  
• Uncapped 100% District paid health benefits through June 30, 2011  
• Suspend prep periods, define duty day minutes, require additional activity, administer assignment/ stipends and limit class size and use regular teacher salary schedule for Wilsona Achievement Academy |
| Wilsona SD   | Classified  | 10/20/12                         | 7/1/09-6/30/12 2\(^{nd}\) yr of 3 yrs | 0.00                                                   | 0.00                                            | 0.00                                             | • Close negotiations for no change in salary schedule  
• Prospectively increase Perfect Attendance Incentive and Professional Growth Advancement payments for cost-neutral estimate |
<p>| Wiseburn SD  | Certificated| 6/24/10                          | 7/1/10 – 6/30/11                | (1.42)                                                 | (1.42)                                          | 0.00                                             | • 1 additional furlough day in 2010-11, to the five furlough days that were in effect in 2009-10 (for a total of 6 furlough days 2010-11) |
| Wiseburn SD  | Classified  | 9/17/09                          | 7/1/09 – 6/30/11                | (3.24)                                                 | (3.24)                                          | 0.00                                             | • 6 furlough days in 2010-11 |</p>
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**FOOTNOTES:**

$^1$ (Line 8) refers to the negotiated percentage increase approved, per page 2, item 9 of the Disclosure of Collective Bargaining Agreement.

$^1$ (Line 5) refers to the percentage change in Total Compensation, per page 1, item 5 of the Disclosure of Collective Bargaining Agreement.

$^1$ (Line 4 in Year 1 Col. ÷ Line 1 cost prior to agreement) per page 1, refers to the item 4 negotiated Year 1 Health and Welfare adjustments divided by the item 1 salary costs prior to the agreement.