

**BOARD OF TRUSTEES OF THE
HOLLISTER SCHOOL DISTRICT**

**RESOLUTION # 11: 21-22 RESERVING THE RIGHT TO MAKE 2021-2022 and 2022-2023
EMPLOYEE COMPENSATION REDUCTIONS**

WHEREAS, this Board desires to reserve the right, subject to any applicable negotiations requirements, unless authorized to act based upon business necessity, to reduce compensation for both represented and non-represented employees for the 2021-2022 school year and thereafter.

WHEREAS, this Board must present collective bargaining contract proposals to the certificated and classified unit representatives, which may have the effect of reducing employee compensation beginning in 2021-2022 school year and thereafter; and

WHEREAS, this Board has determined it is appropriate to inform all employees of the Board's decision to negotiate possible 2021-2022 compensation reductions that may affect represented employees, and to inform non-represented employees of possible compensation reductions.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Hollister School District that the District work year, compensation, and benefits for the 2021-2022 and 2022-2023 fiscal years remain indefinite.

BE IT FURTHER RESOLVED that all work schedules, work calendars, and other compensation elements for all employees are also declared indefinite for the 2021-2022 and 2022-2023 fiscal years.

BE IT FURTHER RESOLVED that the Board's designees are directed to provide notice to the certificated and classified unit representatives, prior to June 30, 2022, that the District has publicly opened negotiations with these exclusive representatives regarding possible 2021-2022 compensation reductions, and is considering compensation reductions for all non-represented employees of the District.

BE IT FURTHER RESOLVED that the Board's designees are directed to notify all administrative, supervisory, and confidential employees of the indefinite nature of the 2021-2022 and 2022-2023 work year, compensation, and benefits, and of the possibility that significant adjustments may be made with respect to work year, compensation and benefits and other cost containment matters.

BE IT FURTHER RESOLVED that the 2021-2022 and 2022-2023 compensation reductions under consideration for unrepresented, and for negotiations with represented employees, may include the following:

- a. A reduction in bargaining unit member and non-bargaining unit employee work days;
- b. A reduction to any or all District salary schedules;
- c. A reduction to certificated and classified stipend schedules;

- d. Any combination of compensation reductions (salary schedule movement freezes, reduced workdays, reduced certificated or classified stipends, or salary schedule reductions) that assist the District in achieving a sustainable budget certified by the San Benito County Office of Education, including the multi-year budget projections;
- e. Imposition of new or increased employee contributions towards health benefit premiums paid through monthly payroll deductions, and/or freeze or reduction in District health benefits contributions or in retiree benefit programs; and
- f. The District reserves the right to propose other cost-saving compensation reductions as needed depending on future budget developments.

BE IT FURTHER RESOLVED that this Board reserves the right, subject to any applicable negotiations requirements, to reduce annual compensation for represented certificated and classified employees effective July 1, 2022, or a date thereafter established through the negotiations process.

BE IT FURTHER RESOLVED that this Board reserves the right to reduce annual compensation for unrepresented employees effective July 1, 2022, or a date thereafter.

BE IT FURTHER RESOLVED that the Board's designee is directed to provide written notice to certificated and classified unit representatives of the contents of this Resolution;

BE IT FURTHER RESOLVED that the Board's designee is directed to provide notice to individual unrepresented employees regarding the potential that their annual compensation may be reduced effective July 1, 2022, or at a date thereafter;

BE IT FURTHER RESOLVED that the Board's designee is directed to comply with the applicable requirements of the Educational Employment Relations Act with respect to the negotiation of reductions in employee compensation of represented employees for the 2021-2022 and 2022-2023 school years and thereafter.

PASSED AND ADOPTED by the Board of Trustees of the Hollister School District on March 10, 2022, by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

CERTIFICATION

STATE OF CALIFORNIA)
) ss.
COUNTY OF SAN BENITO)

I certify the above is a true copy of a resolution adopted by the Board of Trustees of the Hollister School District at a meeting held on March 10, 2022.

DATED: March 10, 2022

BOARD OF TRUSTEES OF THE
HOLLISTER SCHOOL DISTRICT,
COUNTY OF SAN BENITO, STATE OF CALIFORNIA

By:

Carla Torres-Deluna
Board President

Lisa Marks
Clerk of the Board of Trustees