

**MUST BE NEGOTIATED WITH UNIONS**

<b>Description</b>	<b>FTE</b>	<b>Amount</b>
Reduce all salaries by some percent (1% = \$1,000,000)		\$1,000,000
Freeze salary increase for additional college units (Column)		350,000
Freeze automatic annual salary increase (Step)		1,400,000
Shorten the length of the school year (1 day = \$600,000)		600,000
Eliminate elementary prep time (music, art, and PE specialists)	29.0	1,885,000
Increase class size at middle schools (From 35 to 37)	5.0	325,000
Increase class size at high schools (From 35 to 37)	8.0	520,000
Institute a furlough program. (1 day per year)		600,000
Eliminate secondary preparation time (1/6 of all secondary FTE)		
Reduce employee benefit costs		
Teachers to provide before/after school supervision. Reduce campus monitors/supervisors		
Elementary 360,000 (25% reduction)		90,000
Secondary 490,000 (25% reduction) (not negotiable)		123,500
Eliminate district-paid release time for union representatives (FCEA and CSEA)		45,000
Reduce custodial positions from 12 to 11 months		260,000
<b>TOTAL</b>		<b>\$7,198,500</b>

**REQUIRES ADDITIONAL LEGISLATIVE FLEXIBILITY**

Eliminate lead teacher positions (categorical, not General Fund)	4.00	250,000
Reduce bilingual aides (categorical)		
Legislature waives state penalties and allows district to raise class size to 32 in grades 1 and 2		3,000,000
<b>TOTAL</b>		<b>3,250,000</b>