

Folsom Cordova Unified School District

Calculating the 2003-04 Voluntary Salary Reduction

For the 2002-03, 2003-04, and 2004-05, school years, the District and the Folsom Cordova Education Association (FCEA) agreed to a salary formula that shared the gain or loss of any adjustment to the Base Revenue Limit, the amount a district receives per student. By formula, 75% of any gain or loss was applied to the salary schedule for the three years the formula was in effect.

In the 2003-04 school year, the District actually received \$55 less per student than it did in 2002-03. Based on the formula, the salary schedule for FCEA members was decreased by 0.885%.

Additionally, FCEA voluntarily accepted an additional 0.62% reduction, for a total reduction in 2003-04 of 1.505%. This much-appreciated voluntary sacrifice saved many programs and opportunities for students and prevented the lay-off of many employees.

In the 2004-05 school year, school funding improved. The District made up for the voluntary 0.62% reduction, but the formula driven 0.885% decrease did carry forward. That is the nature of a salary formula. The increases are shared, but so are the decreases.

The 2004-05 salary schedule did improve by 2.92% over the 2002-03 salary schedule, in spite of the dip in salaries for 2003-04.

By way of illustration, the calculations for a representative teacher are provided. The salary placement used for the illustration is Column V, Step 1, of the FCEA salary schedule.

	2002-03	2003-04	2004-05
Salary by formula	\$42,333	\$41,958 (0.885 reduction)	\$43,183
Actual salary	\$42,333	\$41,699 (1.505 reduction)	\$43,191

The table above illustrates that only the “formula” portion of the reduction was ongoing. The “voluntary” portion of the reduction was not.

FCEA’s voluntary reduction greatly assisted the District in the 2003-04 school year, but it was a one year voluntary reduction, and did not have a negative effect on future salary schedules.