

Commitment to Shared Responsibilities

The parties agree that we are facing serious financial challenges at the local, state, and national levels that have resulted in a shortfall in the financial resources dedicated to public education now and for the foreseeable future.

Therefore, the District and Association hereby agree to assume a shared responsibility to preserve and protect the fiscal solvency of the District for the benefit of the students served.

The District and the Association agree that the priority of providing high quality education for all students is supported when the District is able to provide class sizes, salaries and benefits that attract and retain excellent employees.

The parties agree to share responsibility for maintaining quality benefits while reigning in the increased cost of such benefits. Therefore, the parties will work aggressively to keep expenditures for Health and Welfare Programs as close to 2003-2004 levels as possible (allowing for fluctuations in the number of District employees). The parties acknowledge that financial imperatives may require changes in the benefits structure. The parties acknowledge and agree that the purpose of the Health and Welfare Benefits Committee as set forth in section 9.6 is hereby modified to fulfill the commitments contained herein.