

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

**In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5; CCR, Title V, Section 15449**

**SELECT DISTRICT HERE:**

**Mother Lode School District**

The proposed agreement is a \_\_\_\_\_ year agreement that covers the period beginning \_\_\_\_\_ and ending \_\_\_\_\_, and will be acted upon by the Governing Board at its meeting on \_\_\_\_\_, 201\_\_\_\_. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

**Bargaining Unit Group**  
(Please use separate disclosure for each group)

Check one by marking with "x"	Cost of 1% *
<input type="checkbox"/>	\$ -
<input checked="" type="checkbox"/>	\$ 21,176
<input checked="" type="checkbox"/>	\$ 9,903
<input type="checkbox"/>	\$ -

- Certificated
- Classified
- Confidential/Management
- Other

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

**A. Proposed Change in Compensation**

	Compensation	\$ Fiscal Impact of Proposed Agreement		
		Year 1 FY 17-18	Year 2 FY 18-19	Year 3 FY 19-20
1	Salary Schedule - Increase(Decrease)	57,206	57,206	57,206
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement		1,898	368
3	Other Compensation (complete description below)			
4	Statutory Benefits - Increase (Decrease) in STRS, PERS,FICA,WC,UI,Medicare, etc. (may be included in costs above or shown separately)	14,277	16,090	17,711
5	Health/Welfare Benefits - Increase (Decrease)			
6	<b>Total Compensation</b>	<b>71,483</b>	<b>75,194</b>	<b>75,285</b>
7	<b>Total Number of Represented Employees</b>			
8	<b>Total Compensation Average Cost per Employee - Increase (Decrease)</b>	-	-	-

	%		
	Year 1 FY 17-18	Year 2 FY 18-19	Year 3 FY 19-20
Cost of 1%:	\$	31,079	
	1.84%	1.84%	1.84%
	0.00%	0.06%	0.01%
	0.00%	0.00%	0.00%
	0.46%	0.52%	0.57%
	0.00%	0.00%	0.00%
	2.30%	2.42%	2.42%

9 **Other Compensation - Increase (Decrease)**  
(Stipends, Bonuses, etc.) Provide Description Below

none

10 **Were any additional steps, columns, or ranges added to the schedules?** YES NO  
*If YES, please explain below*

Yes, Certificated Administration added step 10 at 3/5% increase of step 6

11 **Does this bargaining group have a negotiated cap for Health and Welfare benefits?** YES NO

*If YES, please indicate the cap amount.* CSEA: \$ 14,334.00 Conf/Management: \$ 8,600.00

- A. **Proposed change in compensation.** Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary

Effective 7/1/18, increase salary schedules for CSEA, Confidential, Classified Management, and Certificated Management 2.3%. For Certificated Management add step 10 at 3.5% increase of step 6 (must be on step 6 for 4 years before moving to step 10).

- B. **Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

Adjust vacation schedule for Classified management and Confidential

- C. **What are the specific impacts on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

none

- D. **What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

none

- E. **Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

none

**F. Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Yes, \$71k will increase the deficit spending. We anticipate budget adjustments will be made to address our deficit spending (including retirements). Until then, we are using our reserves. The need to ensure our ability to recruit and retain our staff justified using our reserves until budget modifications are made.

**G. Source of funding for proposed agreement.**

Current year:

Reserves

How will ongoing cost of the proposed agreement be funded in future years?

Reserves until budget adjustments are identified

If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

LCFF

For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections enrollment growth, COLA, deficits, etc.

**H. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance**

Cafeteria will have 2.3% increase to the Nutrition Services Supervisor salary

**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Reserve Standard (after impact of Proposed Agreement)

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 11,921,835
b. State Standard Minimum EUR Percentage for this district	3.00%
c. State Standard Minimum EUR amount for this district <i>(greater of line 1-c or \$65,000 for districts w/less than 100 ADA)</i>	\$ 357,655

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$ 490,647.09
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
<b>e. Total District budgeted Unrestricted reserves</b>	<b>\$ 490,647</b>

3. Do Unrestricted reserves meet the state minimum standard amount?

Yes  No

**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**  
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 \_\_\_\_\_

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

**Current Year 1: 17-18**

	(Col. 1) Latest Board- approved budget before settlement (as of _12/13/16_)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions  Certificated disclosure Jan 2018	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	9,153,441			\$ 9,153,441
Remaining Revenues (8100-8799)	2,037,919			\$ 2,037,919
<b>TOTAL REVENUES</b>	<b>11,191,360</b>	<b>-</b>	<b>-</b>	<b>\$ 11,191,360</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	4,265,743	11,604	87,576	\$ 4,364,923
2000 Classified Salaries	1,712,710	45,602	-	\$ 1,758,312
3000 Employee Benefits	2,945,503	14,277	21,018	\$ 2,980,798
4000 Books and Supplies	618,873		-	\$ 618,873
5000 Services and Operating Expenses	1,760,290		-	\$ 1,760,290
6000 Capital Outlay	65,900		-	\$ 65,900
7000 Other	299,333		-	\$ 299,333
<b>TOTAL EXPENDITURES</b>	<b>11,668,352</b>	<b>71,483</b>	<b>108,594</b>	<b>11,848,429</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(476,990)</b>	<b>(71,483)</b>	<b>(108,594)</b>	<b>(657,069)</b>
Other Sources and Transfers In				-
Other Uses and Transfers Out	182,000			182,000
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(658,990)</b>	<b>(71,483)</b>	<b>(108,594)</b>	<b>(839,069)</b>
<b>BEGINNING BALANCE</b>	<b>2,276,933</b>			<b>2,276,933</b>
<b>ENDING BALANCE</b>	<b>1,617,943</b>			<b>1,437,864</b>

**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**  
In accordance with E.C. 42142

<i>Year 2: 18-19</i>				<i>Year 3: 19-20</i>			
(Col. 5) Latest Board- approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions Certificated disclosure Jan 2018	(Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board- approved MYP before settlement	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions Certificated disclosure Jan 2018	(Col. 12) Total impact on budget (col. 9+10+11)
9,488,577			\$ 9,488,577.00	9,743,928			\$ 9,743,928.00
1,666,126			\$ 1,666,126.00	1,411,224			\$ 1,411,224.00
11,154,703		-	\$ 11,154,703.00	11,155,152			\$ 11,155,152.00
4,355,353	\$ 11,604	130,245	\$ 4,497,202.10	4,398,573	\$ 11,604	202,001	\$ 4,612,178.10
1,728,310	\$ 47,500	(53,500)	\$ 1,722,309.55	1,744,310	\$ 45,970	(53,500)	\$ 1,736,779.55
3,102,905	\$ 16,090	13,511	\$ 3,132,506.02	3,239,690	\$ 17,711	33,387	\$ 3,290,788.53
630,865		-	\$ 630,865.00	493,940		-	\$ 493,940.00
1,127,792		-	\$ 1,127,792.00	1,106,792		-	\$ 1,106,792.00
30,500		-	\$ 30,500.00	30,500		-	\$ 30,500.00
319,165		-	\$ 319,165.00	335,754		-	\$ 335,754.00
11,294,890	75,194	90,256	11,460,340	11,349,559	75,285	181,888	11,606,732
(140,187)	(75,194)	(90,256)	(305,637)	(194,407)	(75,285)	(181,888)	(451,580)
			-				-
190,000			190,000	195,000	(195,000)		-
			-				-
(330,187)	(75,194)	(90,256)	(495,637)	(389,407)	119,715	(181,888)	(451,580)
1,617,943			1,437,864	1,287,756			942,227
1,287,756			942,227	898,349			490,647

**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of \_\_\_\_\_ Mother Lode School District \_\_\_\_\_, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the \_\_\_\_\_ Bargaining Unit, during the term of the agreement from \_\_\_\_\_ to \_\_\_\_\_.

- The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 5 & 6 of this document.
- N/A - No budget revisions necessary.

District Superintendent (Signature)	Date
Chief Business Official (Signature)	Date

**Certification #2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the *Public Disclosure of Proposed Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.

District Superintendent or Designee (Signature)	Date
Contact Person	Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on \_\_\_\_\_, took action to approve the proposed agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)	Date
---	------