

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)

- Certificated
- Classified
- Confidential/Management
- Other

Check one by marking with "x"	Cost of 1% *
x	\$ 46,737
x	\$ 21,041
x	\$ 11,518
	\$ -

* 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 -	Year 2 FY -	Year 3 FY -	Year 1 FY -	Year 2 FY -	Year 3 FY -
1	Salary Schedule - Increase(Decrease)	221,243	221,243	221,243	2.79%	2.79%	2.79%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement				0.00%	0.00%	0.00%
3	Other Compensation (complete description below)				0.00%	0.00%	0.00%
4	Statutory Benefits - Increase (Decrease) in STRS, PERS,FICA,WC,UI,Medicare, etc. (may be included in costs above or shown separately)	61,550	61,550	61,550	0.78%	0.78%	0.78%
5	Health/Welfare Benefits - Increase (Decrease)	18,900	18,900	18,900	0.24%	0.24%	0.24%
6	Total Compensation	301,693	301,693	301,693	3.80%	3.80%	3.80%
7	Total Number of Represented Employees	105	105	105			
8	Total Compensation Average Cost per Employee - Increase (Decrease)	2,882	2,882	2,882			

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

*3.5% salary schedule increase for certificated, classified, confidential, classified management, and certificated management
*Increase health benefit cap to \$12,800 for confidential, classified management, and certificated management

10 **Were any additional steps, columns, or ranges added to the schedules?**

YES NO

If YES, please explain below

11 **Does this bargaining group have a negotiated cap for Health and Welfare benefits?**

YES NO

If YES, please indicate the cap amount.

\$	14,817.48	Certificated hired prior to 2015-16
\$	12,800.00	Certificated hired effective 2015-16
\$	14,334.00	Classified
\$	12,800.00	Conf/Class Man/Cert Man effective 2019-20

- 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

*3.5% salary schedule increase for certificated, classified, confidential, classified management, and certificated management
*Stipend \$350/year for each pupil over the annual 24:1 average grades TK-3; 30:1 average grade 4
*Reclassify FSWII to Nutrition Services Worker - range 3 to range 4
*Reclassify Yard Supervisor - range 0 to range 2
*Reclassify Campus Monitor - range 2 to range 3
*Increase health benefit cap to \$12,800 for confidential, classified management, and certificated management

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

n/a

- 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.

n/a

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

n/a

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

Teacher make-up days for emergency closure days with waivers from the state

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. The agreement is necessary to attract and retain staff.

G. Source of funding for proposed agreement.

Current year:

reserves

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

Reserves. Budget adjustments are being identified with the Superintendent, CBO, and BACT to resolve deficit spending.

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).

n/a

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 staff also received a 3.5% salary schedule increase

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)	\$ 12,469,633
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>	\$ 374,089

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

a. General Fund budgeted Unrestricted EUR	\$ -
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
e. Total District budgeted Unrestricted reserves	\$ -

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: 2019-20

	(Col. 1) Latest Board- approved budget before settlement (as of <u>12/2019</u>)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	9,747,378		21,625	\$ 9,769,003
Remaining Revenues (8100-8799)	2,142,613		78,433	\$ 2,221,046
TOTAL REVENUES	11,889,991	-	100,058	\$ 11,990,049
EXPENDITURES				
1000 Certificated Salaries	4,465,174	149,236	(18,582)	\$ 4,595,828
2000 Classified Salaries	1,858,493	72,007	(37,017)	\$ 1,893,483
3000 Employee Benefits	3,589,660	80,450	(24,584)	\$ 3,645,526
4000 Books and Supplies	526,378		27,957	\$ 554,335
5000 Services and Operating Expenses	1,430,120		25,458	\$ 1,455,578
6000 Capital Outlay	93,000		(5,000)	\$ 88,000
7000 Other	309,808		11,724	\$ 321,532
TOTAL EXPENDITURES	12,272,633			\$ 12,554,282
OPERATING SURPLUS (DEFICIT)	(382,642)			\$ (564,233)
Other Sources and Transfers In				\$ -
Other Uses and Transfers Out	197,000			\$ 197,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(579,642)			\$ (761,233)
BEGINNING BALANCE	\$ 2,617,556			\$ 2,617,556
ENDING BALANCE	\$ 2,037,914			\$ 1,856,323

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

Year 2: <u>2020-21</u>				Year 3: <u>2021-22</u>			
(Col. 5) Latest Board- approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions	(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	(Col. 12) Total impact on budget (col. 9+10+11)
9,778,863		(91,293)	\$ 9,687,570	9,897,127		(77,561)	\$ 9,819,566
2,138,637		7,847	\$ 2,146,484	2,133,663		(19,153)	\$ 2,114,510
11,917,500	-	(83,446)	\$ 11,834,054	12,030,790	-	(96,714)	\$ 11,934,076
4,294,163	149,236	(33,638)	\$ 4,409,761	4,355,674	149,236	(27,469)	\$ 4,477,441
1,867,242	72,007	(32,090)	\$ 1,907,159	1,884,767	72,007	(57,243)	\$ 1,899,531
3,688,172	80,450	(31,703)	\$ 3,736,919	3,667,675	80,450	12,498	\$ 3,760,623
513,178		1,679	\$ 514,857	513,178		3,990	\$ 517,168
1,200,069		59,662	\$ 1,259,731	1,204,069		73,466	\$ 1,277,535
63,000		(28,000)	\$ 35,000	63,000		(28,000)	\$ 35,000
359,168		8,364	\$ 367,532	378,242		5,290	\$ 383,532
11,984,992			\$ 12,230,959	12,066,605			\$ 12,350,830
(67,492)			\$ (396,905)	(35,815)	-	(96,714)	\$ (416,754)
			\$ -				\$ -
197,000			\$ 197,000	198,000		(2,000)	\$ 196,000
(264,492)			\$ (593,905)	(233,815)	-	(94,714)	\$ (612,754)
\$ 2,037,914			\$ 1,856,323	\$ 1,773,422			\$ 1,262,419
\$ 1,773,422			\$ 1,262,419	\$ 1,539,607			\$ 649,665