

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

San Dieguito Union High School District

Name of Bargaining Unit: California School Employees Association Certificated: _____ Classified: X

The proposed agreement covers the period: Beginning: 7/1/2015 Ending: 6/30/2018

This agreement will be acted upon by the Governing Board at its meeting on: 2/18/2016
Date

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2015 - 2016		Year 2 2016 - 2017		Year 3 2017 - 2018	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement	\$91,208	\$585,754	642.22%	\$5,368	0.79%	\$35,515	5.20%
2. Salary Schedule - Increase (Decrease)	\$14,314,073	\$1,001,985	7.00%	\$869,232	5.68%	\$0	0.00%
3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.						\$0	
4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$3,687,022	\$365,180	9.90%	\$227,396	5.61%	\$10,299	0.24%
5. Health/Welfare Benefits - Increase (Decrease)	\$3,693,184	\$0	0.00%	\$184,659	5.00%	\$193,892	5.00%
6. Total Compensation - Increase (Decrease) Total Lines 2(a), 3(a), 4(a), 5(a)	\$21,785,487	\$1,952,920	8.96%	\$1,286,655	5.42%	\$239,707	0.96%
7. Total Number of Represented Employees	336.37	336.37	336.37	336.37	336.37	336.37	336.37
8. Total Compensation Cost for Average Employee - Increase (Decrease)	\$64,766	\$5,806	8.96%	\$3,825	5.42%	\$713	0.96%

Impact on other Funds: Above includes all funds

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

7% salary schedule increase effective 7/1/15, 5.5% increase 7/1/16
7th step added to Classified Salary Schedule effective 7/1/15 at 5% above 6th step

- B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

No significant changes with cost impacts.

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

Teachers on Special Assignment supporting Common Core will be reduced in future years. The District expects substantial savings from teacher retirements despite growing enrollment as vacant and newer positions will be replaced with teachers in lower ranges/steps on the salary schedule within contractual teacher/student ratios.

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

Salary and benefits reopener for 2017-18;

E. Source of Funding for Proposed Agreement

1. Current Year

General fund ongoing revenue and reserves.

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

Increase in enrollment / LCFF; deliberate use of reserves

3. 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)

Increase in enrollment / LCFF; deliberate use of reserves

Reduction in TOSA & PD as Common Core is implemented; substantial retirement savings

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$122,717,025
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	12,225.00
d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i>	\$3,681,510.75

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$6,313,748
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$15,532,982
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	\$2,453,145
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	\$0
e. Total District Budgeted Unrestricted Reserves	\$24,299,875

3. Do unrestricted reserves meet the state standard minimum reserve amount? X Yes No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent
(Signature)



Date



Chief Business Official
(Signature)



Date

Contact Person: Eric Dill Telephone No.: 760-753-6491

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 10-Dec-15
 in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district’s financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board- Approved Budget Before Settlement as of 12/10/15	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	96,481,800	0		96,481,800
Remaining Revenues (8100-8799)	25,081,669	0		25,081,669
TOTAL REVENUES	121,563,469	0	0	121,563,469
EXPENDITURES:				0
1000 Certificated Salaries	59,791,452	0		59,791,452
2000 Classified Salaries	17,208,977	1,512,302		18,721,279
3000 Employee Benefits	21,602,962	347,829		21,950,791
4000 Books and Supplies	5,535,433	0		5,535,433
5000 Services and Operating Expenses	14,408,590	0		14,408,590
6000 Capital Outlay	47,200	0		47,200
7000 Other	2,236,216	0		2,236,216
TOTAL EXPENDITURES	120,830,830	1,860,131	0	122,690,961
OPERATING SURPLUS (DEFICIT)	732,639	(1,860,131)	0	(1,127,492)
OTHER SOURCES AND TRANSFERS IN				0
OTHER USES AND TRANSFERS OUT				0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	732,639	(1,860,131)	0	(1,127,492)
BEGINNING BALANCE	21,400,286	0		21,400,286
CURRENT YEAR-ENDING BALANCE	22,132,925	(76,116)		22,056,809
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	181,000	0		181,000
Restricted (9740)	1	0		1
Committed (9750/9760)	0	0		0
Assigned (9780)	9,829,716	0		9,829,716
Reserve Economic Uncertainties (9789)	6,684,821	(79,540)		6,605,281
Unassigned/Unappropriated (9790)	5,437,387	13,426		5,450,813

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

Above reflects General Fund impacts only. Page 1 totals reflect all fund impacts.

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least ten (10) working days prior to the date the governing board will take action on the proposed bargaining agreement.
- Separate documents must be completed for each collective bargaining agreement, but if more than one agreement is discussed at the same time, you may summarize the financial impact of “all” agreements on page 4 (supplement).
- Include, as applicable, *Cost Prior to Proposed Agreement, Current Year, Year 2 and Year 3* information for the period covered in the proposed agreement. For example, for a 2-year multi-year agreement, complete *Cost Prior to Proposed Agreement, Current Year and Year 2*.
- Any time a contract is reopened with a financial impact on “any area of compensation,” a disclosure of the proposed agreement must be made.
- The specific manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the local district.
- The governing board shall adopt revisions to its budget needed in the current fiscal year to fulfill the terms of the collective bargaining agreement within 45 days of adoption (EC § 42142). Provide a copy of the board-approved budget revisions and board minutes to the county office. In addition, provide two expenditure reports generated by the district’s financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.
- All revisions to the budget needed in the current fiscal year to meet the costs of the collective bargaining agreement shall be adopted no later than the statutory deadline for certification of the next interim report by the county superintendent of schools (GC § 3547.5, EC § 42131).

SPECIFIC INSTRUCTIONS FOR COMPLETION

PROPOSED CHANGE IN COMPENSATION

1. Step and Column

- a. Cost Prior to Proposed Agreement: Enter the total annual cost of all salaries for the bargaining unit prior to the proposed agreement. Remove any “one-time” bonuses or payments that were paid in prior year, if applicable.
- b. \$: Enter the annual increase cost of *Step and Column* movement on the *Salary Schedule* for the affected bargaining unit.
- c. %: Divide the annual cost of *Step and Column*, Line 1(b), by the *Cost Prior to Proposed Agreement*, Line 1(a).

2. Salary Schedule

- a. Cost Prior to Proposed Agreement: Enter the amount from Line 1(a) plus Line 1(b).
- b. \$: Enter the annual \$ amount of the proposed change in the *Salary Schedule*.

3. Other Compensation

Description: Indicate specific changes in *Other Compensation* for the current year. For example: 1% off schedule or \$200/employee. For *Year 2* and *Year 3*, explain in “Comments” section, if applicable.

- a. Cost Prior to Proposed Agreement: Enter the amount from Line 2(a).
- b. \$: Enter the annual amount of the proposed change in *Other Compensation*.
- c. %: Divide the amount by the *Cost Prior to the Proposed Agreement*, Line 3(a).

4. Statutory Benefits

- a. Cost Prior to Proposed Agreement: Enter the total prior year cost of *Statutory Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any “one-time” benefit costs that would not carry over to current year.
- b. \$: Enter the amount of the proposed change in *Statutory Benefits* resulting from changes in *Salary Schedule, Step and Column*, and *Other Compensation* reported on Line 1(b) through Line 3(b).
- c. %: Divide Line 4(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement*, Line 4(a).

5. Health/Welfare Benefits

- a. Cost Prior to Proposed Agreement: Enter the total annual cost of *Health/Welfare Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any “one-time” costs that would not carry over to current year.
- b. \$: Enter the amount of the proposed change in *Health/Welfare Benefits*, resulting from the affected bargaining unit agreement.
- c. %: Divide Line 5(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement* Line 5(a).

6. Total Compensation

- a. Cost Prior to Proposed Agreement: Total Lines 3(a), 4(a), and 5(a).
- b. \$: Total Lines 1(b), 2(b), 3(b), 4(b), and 5(b).
- c. %: Divide the total by *Cost Prior to Proposed Agreement*, Line 6(a).

7. Total Number of Represented Employees

Enter the total full-time equivalent (FTE) employees for the affected bargaining unit for each applicable year.

8. Total Compensation Cost for Average Employee

- a. Cost Prior to Proposed Agreement: Divide *Cost Prior to Proposed Agreement*, Line 6(a) by Prior Year FTE Employees, Line 7.
- b. \$: Divide *Total Compensation*, Line 6(b) by FTE employees, Line 7, for each applicable year.
- c. %: Divide *Total Compensation Cost for Average Employee*, Line 8(b) by *Cost Prior to Proposed Agreement*, Line 8(a).