

Delano Union School District  
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5  
 California School Employees Association - **Classified**

The proposed agreement covers the period beginning July 1, 2020 and ending June 30, 2021 and will be acted upon by the Governing Board at its meeting on May 3, 2021.

**Note:**

1% salary increase =	\$ 135,410	\$139,472	\$139,472
1% statutory benefit increase =	\$ 37,915	\$39,052	\$39,052
1% salary and statutory benefit increase =	\$ 173,325	\$178,525	\$178,525

A. Proposed Change in Compensation - Fund 01 - General Fund					
		Fiscal Impact of Proposed Agreement			Comments
		Current Year 2020-2021	Year 2 2021-2022	Year 3 2022-2023	
Compensation					
1. Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-)		\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
2. Salary Schedule - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
3. Other Compensation - Increase/(Decrease) of Refunds -	Cost (+/-)	\$ 270,820	\$ -	\$ -	One time bonus of 2%
	Percent	2.00%	0.00%	0.00%	
Description:					
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 75,830	\$ -	\$ -	28% stat. benefit costs on one-time bonus
	Percent	2.00%	0.00%	0.00%	
5. Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 346,650	\$ -	\$ -	
	Percent	2.00%	0.00%	0.00%	
7. Total Number of Represented Employees		554.0	387	387	
8. Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-)	\$ 626	\$ -	\$ -	
	Percent	2.00%	0.00%	0.00%	

<b>B. Proposed Negotiated Changes in Non-Compensation Items</b> (class size adjustments, staff development days, teacher prep time, etc.)
N/A

<b>C. What are the specific impacts on instructional and support programs to accommodate the settlement?</b>
N/A

**D. What contingency language is included in the proposed agreement? (reopeners, etc.)**

N/A

**E. Source of Funding for Proposed Agreement**

Various resources in Fund 01, Fund 09, Fund 12 & Fund 13 that are currently being used for salaries & benefits.

**1. State Reserve Standard**

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	87,072,227
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	2,612,167

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	5,203,535
b. General Fund Budgeted Unrestricted Reserved Amounts	\$	13,832,795
c. General Fund Budgeted Unrestricted Board Designated Amounts	\$	-
d. General Fund Budgeted Unappropriated Amount	\$	-
e. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$	-
f. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$	-
g. Article XIII-B Fund (J0241) - Budgeted Designated for Economic Uncertainties	\$	-
h. Article XIII-B Fund (J0241) - Budgeted Unappropriated Amount		
i. Total District Budgeted Unrestricted Reserves	\$	19,036,330

**3. Do unrestricted reserves meet the state standard minimum reserve amounts?**

Yes

**Impact Of Proposed Agreement On Current Year Operating Budget-CSEA**  
**Fund 01 - General Fund**

Description	Column 1 Latest Board Approved Budget	Column 2 Adjustments for Second Interim	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
<b>Revenues</b>				
Revenue Limit Sources (8010-8099)	\$ 54,840,485		\$ -	\$ 54,840,485
Remaining Revenues (8100-8799)	\$ 30,249,659		\$ -	\$ 30,249,659
<b>Total Revenues</b>	\$ 85,090,144	\$ -	\$ -	\$ 85,090,144
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 30,568,991		\$ -	\$ 30,568,991
2000 Classified Salaries	\$ 11,840,154		\$ 270,820	\$ 12,110,974
3000 Employees' Benefits	\$ 22,118,557		\$ 75,830	\$ 22,194,387
4000 Books & Supplies	\$ 11,856,741	\$ (346,650)	\$ -	\$ 11,510,091
5000 Services & Operating Expenses	\$ 5,117,736	\$ -	\$ -	\$ 5,117,736
6000 Capital Outlay	\$ 1,102,433		\$ -	\$ 1,102,433
7000 Other	\$ 4,120,964		\$ -	\$ 4,120,964
<b>Total Expenditures</b>	\$ 86,725,576	\$ (346,650)	\$ 346,650	\$ 86,725,576
Operating Surplus (Deficit)	\$ (1,635,432)	\$ 346,650	\$ (346,650)	\$ (1,635,432)
Other Sources and Transfers In	\$ 450,000			\$ 450,000
Other Uses and Transfers Out			\$ -	\$ -
Current Yr Incr/(Decr) In Fund Balance	\$ (1,185,432)	\$ 346,650	\$ (346,650)	\$ (1,185,432)
Beginning Balance	\$ 20,221,762			\$ 20,221,762
Current-Year Ending Balance	\$ 19,036,330			\$ 19,036,330
Components of Ending Balance				
Reserved Amounts	\$ -			\$ -
Reserved for Economic Uncertainties	\$ 5,203,535			\$ 5,203,535
Board Designated Amounts	\$ 13,832,795		\$ -	\$ 13,832,795
Legally Restricted	\$ -			\$ -
Undesignated Amounts	\$ -			\$ 0

\* If the total amount of the Adjustment in Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted, there were revenue revisions as reflected in Col. 3., etc.), explain the variance below.

Please include comments and explanations as necessary:

> Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 because the step and column increases and relative statutory benefits were in the approved budget before the settlement.

**G. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT**


The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the **Delano Union Elementary School District**, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the **California School Employees Association Bargaining Unit**, during the term of the agreement from **July 1, 2020 to June 30, 2021**.


The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

	Budget Adjustment Increase (Decrease)
Budget Adjustment Categories:	
Revenues/Other financing Sources	
Expenditures/Other Financing Uses	\$ 346,650
Ending Balance Increase (Decrease)	\$ (346,650)

N/A (no budget revisions necessary)

  
District Superintendent

4/22/2021  
Date

  
Chief Business Officer

4/22/2021  
Date

## CERTIFICATION NO. 2:

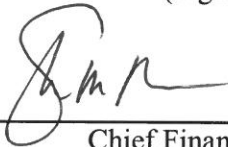
The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

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 "Disclosure of Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



District Superintendent  
(Signature)

4/22/21  
Date



Chief Financial Officer  
(Signature)

4/22/2021  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on **May 3, 2021** took action to approve the proposed Agreement with the **California School Employees Association Bargaining Unit**.

\_\_\_\_\_  
President (or Clerk) of the Governing Board  
(Signature)

\_\_\_\_\_  
Date



April 23, 2021

Ms. Villaruz, Board President  
Delano Elementary School District  
1405 12<sup>th</sup> Ave.  
Delano, CA 93215

Dear Ms. Villaruz:

We have received the District Analysis of the Proposed Collective Bargaining agreement with the district's Classified staff from your administration in accordance with AB1200 (Statutes of 1991) and Government Code section 3547.5 to be acted upon during the May 3, 2021 meeting of the Governing Board. The proposed agreement will be effective July 1, 2020 through June 30, 2021.

The result of this agreement is to increase employee total compensation by \$346,650 or 2.00% during 2020-21. This agreement includes a one-time off schedule increase to the salary schedule in the amount \$270,820 or 2.00%, and statutory benefits increase of \$75,830 or 2.00%.

Based on the latest approved budget, the district does maintain the appropriate reserve for economic uncertainties in the general fund.

School districts in California are advised to proceed carefully with all proposed increases in their expenditure plans due to the challenges resulting from the implementation of the LCFF. The LCFF is now fully funded and we now anticipate a COLA only environment, however it is projected that additional funding of COLA will be less than the amount needed to cover STRS and PERS contribution rate increases over the next several years as we experience unprecedented increases in these pension programs as well as increases to Health and Welfare. This, coupled with the current impact of the Covid-19 crises, creates an environment of caution for school districts when considering bargaining agreements.

We hope this information proves useful to the Board in its deliberative process and we thank the administration for its submittal of the fiscal impact of the proposed agreement.

Sincerely,

Mary C. Barlow  
Kern County Superintendent of Schools

Maxx Garri  
District Fiscal Analyst

c: Rosalina Rivera, District Superintendent