

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, 2023 and ending June 30, 2024 and will be acted upon by the Governing Board at its meeting on November 7, 2023.

Note:

1% salary increase =	\$ 162,482	\$167,356	\$167,356
1% statutory benefit increase =	\$ 58,455	\$60,209	\$60,209
1% salary and statutory benefit increase =	\$ 220,937	\$227,565	\$227,565

A. Proposed Change in Compensation - Fund 01 - General Fund		Fiscal Impact of Proposed Agreement			Comments
		Current Year 2022-2023	Year 2 2023-2024	Year 3 2024-2025	
Compensation					
1. Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-)	\$ 20,753	\$ -	\$ -	HVAC salary range change
	Percent	0.13%	0.00%	0.00%	
2. Salary Schedule - Increase/(Decrease)	Cost (+/-)	\$ 162,482	\$ -	\$ -	Increase of 6.00% on salary schedule (5% already in budget)
	Percent	1.00%	0.00%	0.00%	
3. Other Compensation - Increase/(Decrease) of Refunds - Description:	Cost (+/-)	\$ 182,482	\$ -	\$ -	One time bonus of 1% (no less than \$300)
	Percent	1.12%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 131,524	\$ -	\$ -	Statutory benefit costs on salary increase and one-time bonus
	Percent	2.25%	0.00%	0.00%	
5. Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-)	\$ 99,034	\$ -	\$ -	\$338/person to increase H/W benefits (already in budget)
	Percent	0.45%	0.00%	0.00%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 596,275	\$ -	\$ -	
	Percent	2.70%	0.00%	0.00%	
7. Total Number of Represented Employees		496.0	496	496	
8. Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-)	\$ 1,202	\$ -	\$ -	
	Percent	2.70%	0.00%	0.00%	

B. Proposed Negotiated Changes in Non-Compensation Items (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?

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)	\$	120,757,241
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	3,622,717

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	7,235,346
b. General Fund Budgeted Unrestricted Reserved Amounts	\$	2,523,429
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	\$	9,758,775

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 45 Day Revisions	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
Revenues				
Revenue Limit Sources (8010-8099)	\$ 68,633,350	\$ -	\$ -	\$ 68,633,350
Remaining Revenues (8100-8799)	\$ 46,200,181	\$ -	\$ -	\$ 46,200,181
Total Revenues	\$ 114,833,531	\$ -	\$ -	\$ 114,833,531
Expenditures				
1000 Certificated Salaries	\$ 41,055,380	\$ -	\$ -	\$ 41,055,380
2000 Classified Salaries	\$ 16,572,974	\$ -	\$ 365,717	\$ 16,938,691
3000 Employees' Benefits	\$ 30,860,295	\$ -	\$ (197,575)	\$ 30,662,720
4000 Books & Supplies	\$ 15,704,801	\$ -	\$ -	\$ 15,704,801
5000 Services & Operating Expenses	\$ 11,207,553	\$ -	\$ -	\$ 11,207,553
6000 Capital Outlay	\$ 1,516,483	\$ -	\$ -	\$ 1,516,483
7000 Other	\$ 3,671,613	\$ -	\$ -	\$ 3,671,613
Total Expenditures	\$ 120,589,099	\$ -	\$ 168,142	\$ 120,757,241
Operating Surplus (Deficit)	\$ (5,755,568)	\$ -	\$ (168,142)	\$ (5,923,710)
Other Sources and Transfers In	\$ 595,000			\$ 595,000
Other Uses and Transfers Out			\$ -	\$ -
Current Yr Incr/(Decr) In Fund Balance	\$ (5,160,568)	\$ -	\$ (168,142)	\$ (5,328,710)
Beginning Balance	\$ 26,897,824			\$ 26,897,824
Current-Year Ending Balance	\$ 21,737,256			\$ 21,569,114
Components of Ending Balance				
Reserved Amounts	\$ -			\$ -
Reserved for Economic Uncertainties	\$ 7,235,346			\$ 7,235,346
Board Designated Amounts	\$ 5,501,093			\$ 5,501,093
Legally Restricted	\$ 6,477,388			\$ 6,477,388
Undesignated Amounts	\$ 2,523,429		\$ (119,234)	\$ 2,404,195

* 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, 2023 to June 30, 2024.**
 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	<u>\$ 168,142</u>
Ending Balance Increase (Decrease)	<u><u>\$ (168,142)</u></u>

N/A (no budget revisions necessary)



11/1/23

District Superintendent

Date



11/1/23

Chief Business Officer

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)

11/1/23

Date



Chief Financial Officer
(Signature)

11/1/23

Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on **November 7, 2023** took action to approve the proposed Agreement with the **California School Employees Association Bargaining Unit**.

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

Date



November 1, 2023

Mr. Frank Herrera, Board President
Delano Elementary School District
1405 12th Ave.
Delano, CA 93215

Dear Mr. Herrera,

We have received the District Analysis of the Proposed Collective Bargaining agreement with the district's Classified group from your administration in accordance with AB1200 (Statutes of 1991) and Government Code section 3547.5 which will be considered during the November 7, 2023 meeting of the Governing Board. The proposed agreement will be effective July 1, 2023 through June 30, 2024.

The impact to fiscal year 2023-24 will increase total compensation from current budget by a total of \$596,275. This agreement increases the salary schedule in the amount of \$162,482 and statutory benefits cost by \$131,524. A one-time off-schedule increase of \$182,482 or 1% (no less than \$300 per member) is also given. There is an increase to health and welfare plans this year of \$99,034. Based on the latest approved budget the district does maintain the appropriate reserve for economic uncertainties in the general fund.

District-paid pension costs to STRS and PERS will continue to increase for the next several years. This, combined with the possibility of a slow-down in economic recovery, 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,

Maxx Garris, District Fiscal Analyst
Division of Administration & Finance

c: Rosalina Rivera, Superintendent