

Delano Union Elementary 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, 2018 and ending June 30, 2019 and will be acted upon by the Governing Board at its meeting on February 25, 2019.

Note:

1% salary increase =	\$	133,209	\$135,873	\$138,591
1% statutory benefit increase =	\$	37,299	\$ 38,044	\$ 38,805
1% salary and statutory benefit increase =	\$	170,508	\$173,918	\$177,396

A. Proposed Change in Compensation - Fund 01 - General Fund

Compensation		Fiscal Impact of Proposed Agreement			Comments
		Current Year 2018-2019	Year 2 2019-2020	Year 3 2020-2021	
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) Half percent one time off schedule	Cost (+/-)	\$ 66,605	\$ -	\$ -	
	Percent	0.50%	0.00%	0.00%	
3. Other Compensation - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 18,649	\$ -	\$ -	
	Percent	0.50%	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 (+/-)	\$ 85,254	\$ -	\$ -	
	Percent	0.50%	0.00%	0.00%	
7. Total Number of Represented Employees		648	648	648	
8. Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-)	\$ 132	\$ -	\$ -	
	Percent	0.50%	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? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations. **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.

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. *State Reserve Standard*

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	80,000,407
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	2,400,012

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	4,800,024
b. General Fund Budgeted Unrestricted Reserved Amounts	\$	14,230,242
c. General Fund Budgeted Unrestricted Board Designated Amounts	\$	-
d. General Fund Budgeted Unappropriated Amount	\$	0
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	\$	19,030,266

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
Revenues				
Revenue Limit Sources (8010-8099)	\$ 56,973,271		\$ -	\$ 56,973,271
Remaining Revenues (8100-8799)	\$ 22,489,249		\$ -	\$ 22,489,249
Total Revenues	\$ 79,462,520	\$ -	\$ -	\$ 79,462,520
Expenditures				
1000 Certificated Salaries	\$ 31,446,087		\$ -	\$ 31,446,087
2000 Classified Salaries	\$ 11,494,307		\$ 66,605	\$ 11,560,912
3000 Employees' Benefits	\$ 20,571,531		\$ 18,649	\$ 20,590,180
4000 Books & Supplies	\$ 7,215,448	\$ (85,254)	\$ -	\$ 7,130,194
5000 Services & Operating Expenses	\$ 5,369,140		\$ -	\$ 5,369,140
6000 Capital Outlay	\$ 1,298,618		\$ -	\$ 1,298,618
7000 Other	\$ 2,430,276		\$ -	\$ 2,430,276
Total Expenditures	\$ 79,825,407	\$ (85,254)	\$ 85,254	\$ 79,825,407
Operating Surplus (Deficit)	\$ (362,887)	\$ 85,254	\$ (85,254)	\$ (362,887)
Other Sources and Transfers In	\$ -		\$ -	\$ -
Other Uses and Transfers Out	\$ (175,000)		\$ -	\$ (175,000)
Current Yr Incr/(Decr) In Fund Balance	\$ (537,887)	\$ 85,254	\$ (85,254)	\$ (537,887)
Beginning Balance	\$ 19,568,153			\$ 19,568,153
Current-Year Ending Balance	\$ 19,030,266			\$ 19,030,267
Components of Ending Balance				
Reserved Amounts	\$ 14,230,242			\$ 14,230,242
Reserved for Economic Uncertainties	\$ 4,800,024			\$ 4,800,024
Board Designated Amounts	\$ -			\$ -
Legally Restricted	\$ -			\$ -
Undesignated Amounts	\$ 0	\$ -		\$ 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, 2018 to June 30, 2019**.

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

Budget Adjustment Categories:	Budget Adjustment Increase (Decrease)
Revenues/Other financing Sources	\$ 79,462,520
Expenditures/Other Financing Uses	<u>\$ 80,000,407</u>
Ending Balance Increase (Decrease)	<u>\$ (537,887)</u>

N/A _____ (no budget revisions necessary)


District Superintendent

2/14/19
Date


Assistant Superintendent, Business Services

2/14/19
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.

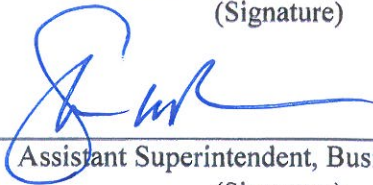
The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Disclosure of Collective Bargaining Agreement") in accordance with the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



District Superintendent
(Signature)

2/14/19

Date



Assistant Superintendent, Business Services
(Signature)

2/14/19

Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on **February 25, 2019** took action to approve the proposed Agreement with the **California School Employees Association Bargaining Unit**.

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

Date

February 15, 2019

Dr. Efrain Rodriguez, Board President
Delano Elementary School District
1405 12th Ave.
Delano, CA 93215

Dear Dr. Rodriguez:

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 February 25, 2019 meeting of the Governing Board. The proposed agreement will be effective July 1, 2018 through June 30, 2019.

The result of this agreement is to increase employee total compensation by a one-time off schedule payment of \$85,254 or 0.50% during 2018-19. Total compensation increase includes a one-time off salary schedule payment of \$66,605 or 0.50%, and related statutory benefits increase of \$18,649 or 0.50%.

Based on the latest approved budget, the district does maintain the appropriate reserve for economic uncertainties in the general fund. The state is proposing to fully fund Local Control Funding Formula in fiscal year 2018-2019 revenue distribution is vastly different than it was under revenue limit funding, once fully funded we should plan on only receiving annual COLAs going forward. *Anticipated increase in funding from future COLAs are anticipated to be less than the amount needed to cover STRS and PERS contribution rate increases, that will likely be true for most if not all districts beginning in 2018-19 and beyond.* This, coupled with an uncertain economic environment, creates an atmosphere 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



Tina Foster
District Fiscal Analyst

c: Rosalina Rivera, District Superintendent