

Sierra Sands Unified School District  
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5  
 Association - **Classified School Employees Association Chapter 188 (CSEA)**

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 20, 2021.

**Note:**

1% salary increase =	\$ 78,775	\$81,138	\$81,138
1% statutory benefit increase =	\$ 23,533	\$24,239	\$24,239
1% salary and statutory benefit increase =	\$ 102,307	\$105,376	\$105,376

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	
<b>Compensation</b>					
1. Step & Column - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	None
	Percent	0.00%	0.00%	0.00%	
2. Salary Schedule - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	None
	Percent	0.00%	0.00%	0.00%	
3. Other Compensation - Increase/(Decrease)  Description:	Cost (+/-)	\$ 236,324	\$ -	\$ -	3% off schedule bonus for returning staff to In-Person instruction.
	Cost (+/-)	\$ -	\$ -	\$ -	
	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	2.31%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 70,598	\$ -	\$ -	Statutory benefits on other compensation
	Cost (+/-)	\$ -	\$ -	\$ -	
	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	3.00%	0.00%	0.00%	
5. Health & Welfare Plans - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 306,922	\$ -	\$ -	
	Percent	3.00%	0.00%	0.00%	
7. Total Number of Represented Employees		319	319	319	
8. Total Compensation Cost for Average Employee Increase/(Decrease)	Cost (+/-)	\$ 962	\$ -	\$ -	
	Percent	3.00%	0.00%	0.00%	

**B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.) **3% off schedule one time bonus for return to in-person instruction.**

**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. **None**

**D. What contingency language is included in the proposed agreement?** (reopeners, etc.)  
**None**

**E. Source of Funding for Proposed Agreement**  
**All bonus costs will be funded out of the In-Person Instruction Grant.**

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

<b>1. State Reserve Standard</b>	
a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$ 62,782,835
b. State Standard Minimum Reserve Percentage for this District	3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$ 1,883,485
<b>2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)</b>	
a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$ 1,944,428
b. General Fund Budgeted Unrestricted Reserved Amounts	\$ 150,000
c. General Fund Budgeted Unrestricted Board Designated Amounts	\$ 1,296,286
d. General Fund Budgeted Unappropriated Amount	\$ -
i. Total District Budgeted Unrestricted Reserves	\$ 3,390,714

3. Do unrestricted reserves meet the state standard minimum reserve amounts? Yes 1

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

(Last Board Approved Budget = 2nd Interim) Description	Column 1 Latest Board Approved Budget	Column 2 Adjustments	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 48,981,911		\$ -	\$ 48,981,911
Remaining Revenues (8100-8799)	\$ 23,957,769		\$ -	\$ 23,957,769
<b>Total Revenues</b>	\$ 72,939,680	\$ -	\$ -	\$ 72,939,680
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 24,785,832		\$ 236,324	\$ 25,022,155
2000 Classified Salaries	\$ 8,936,549		\$ -	\$ 8,936,549
3000 Employees' Benefits	\$ 17,129,439		\$ 70,598	\$ 17,200,037
4000 Books & Supplies	\$ 2,660,411		\$ -	\$ 2,660,411
5000 Services & Operating Expenses	\$ 9,626,706		\$ -	\$ 9,626,706
6000 Capital Outlay	\$ 62,531		\$ -	\$ 62,531
7000 Other	\$ 443,629		\$ -	\$ 443,629
<b>Total Expenditures</b>	\$ 63,645,096	\$ -	\$ 306,922	\$ 63,952,017
Operating Surplus (Deficit)	\$ 9,294,585	\$ -	\$ (306,922)	\$ 8,987,663
Other Sources and Transfers In	\$ -			\$ -
Other Uses and Transfers Out	\$ (862,260)		\$ -	\$ (862,260)
Current Yr Incr/(Decr) In Fund Balance	\$ 8,432,325	\$ -	\$ (306,922)	\$ 8,125,403
Beginning Balance	\$ 4,973,056			\$ 4,973,056
Current-Year Ending Balance	\$ 13,405,381			\$ 13,098,459
Components of Ending Balance				
Reserved Amounts	\$ 150,000			\$ 150,000
Reserved for Economic Uncertainties	\$ 1,935,221		\$ 9,208	\$ 1,944,428
Board Designated Amounts	\$ 1,290,147		\$ 6,138	\$ 1,296,286
Legally Restricted	\$ 8,391,176		\$ -	\$ 8,391,176
Other Committed Amounts	\$ 1,638,836		\$ 322,268	\$ 1,316,569

\* 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 Sierra Sands Unified School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Classified School Employees Association Chapter 188 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	\$ <u>306,922</u>
Ending Balance Increase (Decrease)	\$ <u><u>(306,922)</u></u>
N/A _____ (no budget revisions necessary)	

District Superintendent	Date
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)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Financial Officer  
(Signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 20, 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