

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 - **Desert Area Teachers Association (DATA)**

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 April 15, 2021.

Note:

1% salary increase =	\$ 188,649	\$194,308	\$194,308
1% statutory benefit increase =	\$ 36,076	\$37,158	\$37,158
1% salary and statutory benefit increase =	\$ 224,725	\$231,466	\$231,466

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)	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 (+/-)	\$ 377,297	\$ -	\$ -	2% off schedule bonus for returning staff to In-Person instruction. 1 (six hour) day for returning staff to prepare for In-Person instruction. 4 (four) hours for safety training.
	Cost (+/-)	\$ 100,882	\$ -	\$ -	
	Cost (+/-)	\$ 67,254			
	Percent	2.89%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 72,152	\$ -	\$ -	Statutory benefits on other compensation
	Cost (+/-)	\$ 19,292			
	Cost (+/-)	\$ 12,861			
	Percent	2.89%	0.00%	0.00%	
5. Health & Welfare Plans - Increase/(Decrease)	Cost (+/-)	\$ 7,711	\$ 7,711	\$ 7,711	Total Benefit Increase is \$8,568. This is for \$25K life insurance policy added to current H/W package. Cost is shared 90% district 10% employee.
	Percent	0.03%	0.03%	0.03%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 657,450	\$ 7,711	\$ 7,711	
	Percent	2.93%	0.03%	0.03%	
7. Total Number of Represented Employees		300	300	300	
8. Total Compensation Cost for Average Employee Increase/(Decrease)	Cost (+/-)	\$ 2,191	\$ 26	\$ 26	
	Percent	2.93%	0.03%	0.03%	

B. Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc.) Add \$25K basic life insurance for all DATA members as part of their H/W benefit package. Cost will be split 90/10. 2% off schedule one time bonus for return to in-person instruction. A 1(one) day (6 hour) stipend at hourly rate to prepare for in-person learning. A (4 hour) one time stipend for attending mandatory safety training.

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
 Basic Life Insurance Costs will be funded ongoing out of the general fund.
 All bonus/stipend costs will be funded out of the In-Person Instruction Grant.

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)	\$	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

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	1,954,944
b. General Fund Budgeted Unrestricted Reserved Amounts	\$	150,000
c. General Fund Budgeted Unrestricted Board Designated Amounts	\$	1,303,296
d. General Fund Budgeted Unappropriated Amount	\$	-
i. Total District Budgeted Unrestricted Reserves	\$	3,408,240

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

Yes 1

**Impact Of Proposed Agreement On Current Year Operating Budget-DATA
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
Revenues				
LCFF Sources (8010-8099)	\$ 48,981,911		\$ -	\$ 48,981,911
Remaining Revenues (8100-8799)	\$ 23,957,769		\$ -	\$ 23,957,769
Total Revenues	\$ 72,939,680	\$ -	\$ -	\$ 72,939,680
Expenditures				
1000 Certificated Salaries	\$ 24,785,832		\$ 545,433	\$ 25,331,265
2000 Classified Salaries	\$ 8,936,549		\$ -	\$ 8,936,549
3000 Employees' Benefits	\$ 17,129,439		\$ 112,017	\$ 17,241,455
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
Total Expenditures	\$ 63,645,096	\$ -	\$ 657,450	\$ 64,302,545
Operating Surplus (Deficit)	\$ 9,294,585	\$ -	\$ (657,450)	\$ 8,637,135
Other Sources and Transfers In	\$ -			\$ -
Other Uses and Transfers Out	\$ (862,260)		\$ -	\$ (862,260)
Current Yr Incr/(Decr) In Fund Balance	\$ 8,432,325	\$ -	\$ (657,450)	\$ 7,774,875
Beginning Balance	\$ 4,973,056			\$ 4,973,056
Current-Year Ending Balance	\$ 13,405,381			\$ 12,747,931
Components of Ending Balance				
Reserved Amounts	\$ 150,000			\$ 150,000
Reserved for Economic Uncertainties	\$ 1,935,221		\$ 19,724	\$ 1,954,944
Board Designated Amounts	\$ 1,290,147		\$ 13,149	\$ 1,303,296
Legally Restricted	\$ 8,391,176			\$ 8,391,176
Other Committed Amounts	\$ 1,638,836		\$ (690,322)	\$ 948,514

* 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 Desert Area Teachers 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	\$ 657,450
Ending Balance Increase (Decrease)	<u>\$ (657,450)</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 April 15, 2021 took action to approve the proposed Agreement with the **Desert Area Teachers Association**.

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

Date