

SUMMARY OF TENTATIVE AGREEMENT WITH THE

Central Union High School District	School District	and	California School Employees Assoc. Chapter #726
The proposed agreement covers the period beginning	7/1/2021	and ending	6/30/2024
Will be acted upon by the Governing Board at its meeting on	12/13/2022		
The agreement will affect the following funds budget	General Fund, Cafeteria Funds		
**Are copies of the changes to the agreement included?	Yes		

PUBLIC DISCLOSURE	
TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS: In compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.	
The agreement was publicly disclosed on :	11/22/2022
The agreement was [posted at / advertised in] :	All 3 school sites, district office and website

STATUS OF BARGAINING UNIT AGREEMENTS		
If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status.		
Is the percentage increase on the salary schedule the same for all bargaining units?		No
**If you answered no to the question above, please do a separate Summary of Tentative Agreement for each bargaining unit.		
		# of Employees Represented
Management	Pending	29
Certificated	Pending	213.8
Classified	Settled	146.5

PROPOSED CHANGE IN COMPENSATION					
Compensation		Costs Prior to the agreement for only those employees covered by this agreement.	Fiscal Impact of Proposed Agreement		
			Year 1	Year 2	Year 3
			Increase/(Decrease)	Increase/(Decrease)	Increase/(Decrease)
		2022-23	2022-23	2023-24	2024-25
1	Salary Schedule	\$ 5,668,073.00	\$ 700,007.02	\$ 700,007.02	\$ 700,007.02
2	Step and Column	\$ -	\$ -	\$ -	\$ -
3	Other Compensation	\$ -	\$ 283,403.65	\$ -	\$ -
4	Statutory Benefits	\$ 1,930,545.66	\$ 334,949.67	\$ 238,422.39	\$ 238,422.39
5	Health/Welfare Plans	\$ -	\$ 46,127.00	\$ 46,127.00	\$ 46,127.00
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 7,598,618.66	\$ 1,364,487.34	\$ 984,556.40	\$ 984,556.40
7	Total Number of Represented Employees (Use FTEs if appropriate)	146.50			
8	Total Compensation Average Cost per Employee	\$ 51,867.70	\$ 9,313.91	\$ 6,720.52	\$ 6,720.52
	Average % Increase (Decrease) per Employee		17.96%	10.98%	9.90%

QUESTIONS REGARDING PROPOSAL

1 Salary Changes

a	Did you give a salary increase or decrease?	Increase (<input checked="" type="checkbox"/>)	Decrease (<input type="checkbox"/>)	None (<input type="checkbox"/>)
b	If you gave an increase/decrease was it on/off the salary schedule?	On-Salary Schedule (<input checked="" type="checkbox"/>)	One Time Off Salary Schedule (<input checked="" type="checkbox"/>)	
c	If you gave an increase or decrease what percentage	21-22=5% / 22-23=7%		
d	Did the District have furlough days as part of decrease in salary?	Yes (<input type="checkbox"/>)	No (<input checked="" type="checkbox"/>)	
e	How many fulough days?	0 days		
f	Are the fuloughs permanent or temporary reductions in contract?	Permanent (<input type="checkbox"/>)	Temporary (<input type="checkbox"/>)	N/A (<input checked="" type="checkbox"/>)
g	What date is this effective?	7/1/2021		
h	When does the district plan on implementing the agreement through payroll?	February & March, 2023		

2 Were any additional steps, columns, or ranges added, deleted or adjusted to the schedules? (If yes, explain)

No additional steps or cloumns were added or adjusted on the salary schedule. The Tentative Agreement also includes increasing the Health & Welfare Benefits cap from \$909.35 to \$1,000.00 effective September 30, 2022. Additionally, there is an increase to the amounts of Retirement Bonuses that one would receive based on their years of service (From \$1,500 to \$2,000 for 10 years, from \$2,500 to \$3,000 for 20 years of service and from \$3,500 to \$4,500 for 30 years of service). Modified Chapter XI Vacation and Holidays to now include Juneteenth as a holiday. The payout for the 5% for 2021-22 is listed separately on Line 3 as "Other Compensation" on the Compensation page as this amount will be paid from ESSER III funds.

3 Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc).

Modified Chapter I: added language regarding onboarding to Section D - Conditions of Employment. Section E - added "6 months or 130 days of paid service (whichever is longer" to probationary employees. Also, defined certain months for when performance evaluation need to be completed/submitted. Section F - clarified when breaktimes are to be taken within the normal workweek. Section G - language regarding employee conduct. Article 4 (C) - language regarding placement on salary schedule. Also, an increase from \$9.00/ hour to \$15.00/hr for classified employees supervising in the absence of the regular teacher. Modified Chapter II: language added to Evaluations article. Chapter IV: eliminated language regarding employee use of district vehicle. Sick leave language.

4 What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs.

N/A

5 What contingency language is included in the proposed agreement?

N/A

6 Identify other major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.

N/A

7 Where is this being funded from in the Current Year? (Funding Source)

General Fund (010) - LCFF/LCAP, Restricted Programs, Cafeteria Funds and ESSER III Funds.

8 Is this a single year agreement, how will the ongoing cost of the proposed agreement be funded in future years (What will allow the district to afford this contract?)

N/A

9 If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?

Yes, the settlement completes or closes negotiations for the 2021-22 and 2022-23 fiscal years. This agreement will complete two years of a three year term agreement. The term of this agreement ends with the 2023-24 fiscal year. Funding in support of the negotiated expenditures will come from on-going LCFF/LCAP funding, Cafeteria Funds and Restricted Programs. Federal ESSER III funds will be used to pay the 5% increase for 2021-22. Moving forward, the ongoing salary costs will come from Unrestricted and Program funding.

IMPACT ON CURRENT YEAR BUDGET				
GENERAL FUND	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement	Adjustments as a Result of Settlement	Any Other Revisions that were not part of your last adopted Budget	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 60,030,655	\$ -	\$ -	\$ 60,030,655
Remaining Revenues (8100-8799)	\$ 26,254,882	\$ -	\$ -	\$ 26,254,882
TOTAL REVENUES	\$ 86,285,537	\$ -	\$ -	\$ 86,285,537
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 29,026,011	\$ -	\$ -	\$ 29,026,011
Classified Salaries (2000-2999)	\$ 10,125,383	\$ 900,571	\$ -	\$ 11,025,955
Employee Benefits (3000-3999)	\$ 17,203,089	\$ 352,862	\$ -	\$ 17,555,951
Books and Supplies (4000-4999)	\$ 16,839,787	\$ -	\$ -	\$ 16,839,787
Services, Other Operating Expenses (5000-5999)	\$ 13,492,319	\$ -	\$ -	\$ 13,492,319
Capital Outlay (6000-6599)	\$ 3,500,895	\$ -	\$ -	\$ 3,500,895
Other (7000)	\$ 750,848	\$ -	\$ -	\$ 750,848
TOTAL EXPENDITURES	\$ 90,938,333	\$ 1,253,433	\$ -	\$ 92,191,766
Operating Suplus (Deficit)	\$ (4,652,796)	\$ (1,253,433)	\$ -	\$ (5,906,229)
Transfers In & Other Sources (8910-8979)	\$ 28,727	\$ -	\$ -	\$ 28,727
Transfers Out & Other Uses (7610-7699)	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (5,624,069)	\$ (1,253,433)	\$ -	\$ (6,877,502)
BEGINNING BALANCE				
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 12,408,642	\$ (1,253,433)	\$ -	\$ 11,155,209
Components of Ending Fund Balance				
Nonspendable (9711-9719)	\$ 128,224			\$ 128,224
Restricted (9730-9749)	\$ 4,078,842			\$ 3,702,812
Committed				
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Assigned (9770-9788)	\$ -			\$ -
Unassigned				
Reserve for Economic Uncertainties (9789)	\$ 8,201,576			\$ 7,324,173
Unassigned/Unappropriated (9790)	\$ -			\$ -

IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES	
State Reserve Standard	
Total Expenditures, Transfers Out and Uses	\$ 93,191,765.60
State Standard Minimum Reserve Percentage	3%
State Standard Minimum Reserve Amount	\$ 2,795,752.97
General Fund Budgeted Reserves	
Reserve for Economic Uncertainties (9789)	\$ 7,324,172.53
Unassigned/Unappropriated (9790)	\$ -
Special Reserve Fund 170- Reserve for Economic Uncertainties	NA
Total District Budgeted Unrestricted Reserves (sum lines 1 - 6)	\$ 7,324,172.53
Do unrestricted reserves meet the state standard minimum reserve amount?	
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

IMPACT ON CURRENT YEAR BUDGET OTHER FUNDS (OMIT IF BLANK)

__CAFETERIA FUND	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement	Adjustments as a Result of Settlement	Any Other Revisions that were not part of your last adopted Budget	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 2,678,435	\$ -	\$ -	\$ 2,678,435
TOTAL REVENUES	\$ 2,678,435	\$ -	\$ -	\$ 2,678,435
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 993,651	\$ 82,839	\$ -	\$ 1,076,490
Employee Benefits (3000-3999)	\$ 375,997	\$ 28,215	\$ -	\$ 404,212
Books and Supplies (4000-4999)	\$ 979,796	\$ -	\$ -	\$ 979,796
Services, Other Operating Expenses (5000-5999)	\$ 47,403	\$ -	\$ -	\$ 47,403
Capital Outlay (6000-6599)	\$ 275,186	\$ -	\$ -	\$ 275,186
Other (7000)	\$ 86,914	\$ -	\$ -	\$ 86,914
TOTAL EXPENDITURES	\$ 2,758,946	\$ 111,054	\$ -	\$ 2,870,000
Operating Suplus (Deficit)	\$ (80,511)	\$ (111,054)	\$ -	\$ (191,566)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (80,511)	\$ (111,054)	\$ -	\$ (191,566)
BEGINNING BALANCE	\$ 1,681,706			\$ 1,681,706
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,601,195	\$ (111,054)	\$ -	\$ 1,490,140
Components of Ending Fund Balance				
Nonspendable (9711-9719)				
Restricted (9730-9749)	\$ 1,601,195			\$ 1,490,140
Committed				
Stabilization Arrangements (9750)				
Other Commitments (9760)				
Assigned (9770-9788)				
Unassigned				
Reserve for Economic Uncertainties (9789)				
Unassigned/Unappropriated (9790)				

CERTIFICATION PAGE

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement .

District Superintendent
(Signature)

12/13/2022
Date

District Chief Business Officer
(Signature)

12/13/2022
Date

After public disclosure of the major provisions contained in this Summary, the Governing District Board, at its meeting on _____ 12/13/2022 took action to approve the proposed Agreement with _____ California School Employees Assoc. Chapter #726 Bargaining Unit and adopted the new budget figures as calculated per the agreement.

Governing Board President
(Signature)

12/13/2022
Date