

SUMMARY OF TENTATIVE AGREEMENT WITH THE

Heber Elementary School District	School District	and	CSEA - Chapter 632
The proposed agreement covers the period beginning	<u>7/1/2020</u>	and ending	<u>6/30/2023</u>
Will be acted upon by the Governing Board at its meeting on	<u>1/12/2021</u>		
The agreement will affect the following funds budget	<u>General Fund, Cafeteria Fund</u>		
**Are copies of the changes to the agreement included?	<u>Yes</u>		

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 :	<u>1/2/2021</u>
The agreement was [posted at / advertised in] :	<u>Web site - District Office, Sites</u>

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?		<u>No</u>
**If you answered no to the question above, please do a separate Summary of Tentative Agreement for each bargaining unit.		
		# of Employees Represented
Management	<u>Pending</u>	<u>18</u>
Certificated	<u>Pending</u>	<u>65</u>
Classified	<u>Pending</u>	<u>66</u>

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)
	2020-2021	2020-2021	2021-2022	2022-2023
1 Salary Schedule	\$ 1,626,503.00	\$ 32,866.55	\$ 35,619.00	\$ 16,427.00
2 Step and Column	\$ -	\$ -	\$ 27,697.17	\$ 28,543.07
3 Other Compensation	\$ -	\$ -	\$ -	\$ -
4 Statutory Benefits	\$ 520,480.00	\$ 10,311.21	\$ 18,917.17	\$ 13,046.42
5 Health/Welfare Plans	\$ -	\$ -	\$ -	\$ -
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 2,146,983.00	\$ 43,177.76	\$ 82,233.34	\$ 58,016.50
7 Total Number of Represented Employees (Use FTEs if appropriate)	41.09			
8 Total Compensation Average Cost per Employee	\$ 52,250.74	\$ 1,050.81	\$ 2,001.30	\$ 1,411.94
Average % Increase (Decrease) per Employee		2.01%	3.75%	2.55%

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 type="checkbox"/>)	One Time Off Salary Schedule (<input checked="" type="checkbox"/>)	
c If you gave an increase or decrease what percentage	1.50%		
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?	1/1/2021		
h When does the district plan on implementing the agreement through payroll?	1/31/2021		

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

Yes, an additional column was added beginning NEXT July for the 2021-2022 school year. The current beginning column (A) was deleted. For the cafeteria personal beginning Jan. 1st, Child Nutrition Services Assitant I shall move to range 106. Effected March 1, 2021, Child Nutrition Services Assitant I shall move to range 107, Child Nutrition Service Assistant shall move to range 109, and Lead Child Nutrition Services Assistant shall move to range 113

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

N/A

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)

The one-time off schedule bonus is currently in the budget

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?)

The cost to the cafeteria fund will be absorbed by the surplus revenue they generate from the program. The general fund increase is part of the multit-year projections

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

N/A

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)	\$ 13,287,984	\$ -	\$ -	\$ 13,287,984
Remaining Revenues (8100-8799)	\$ 4,268,902	\$ -	\$ -	\$ 4,268,902
TOTAL REVENUES	\$ 17,556,886	\$ -	\$ -	\$ 17,556,886
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 6,986,811	\$ -	\$ -	\$ 6,986,811
Classified Salaries (2000-2999)	\$ 2,755,668	\$ 20,348	\$ -	\$ 2,776,016
Employee Benefits (3000-3999)	\$ 3,921,037	\$ 6,511	\$ -	\$ 3,927,548
Books and Supplies (4000-4999)	\$ 1,495,256	\$ -	\$ -	\$ 1,495,256
Services, Other Operating Expenses (5000-5999)	\$ 1,367,560	\$ -	\$ -	\$ 1,367,560
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other (7000)	\$ 235,188	\$ -	\$ -	\$ 235,188
TOTAL EXPENDITURES	\$ 16,761,520	\$ 26,859	\$ -	\$ 16,788,379
Operating Suplus (Deficit)	\$ 795,366	\$ (26,859)	\$ -	\$ 768,507
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 795,366	\$ (26,859)	\$ -	\$ 768,507
BEGINNING BALANCE	\$ 5,143,911			\$ 5,143,911
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 5,939,277	\$ (26,859)	\$ -	\$ 5,912,418
Components of Ending Fund Balance				
Nonspendable (9711-9719)	\$ 1,000			\$ 1,000
Restricted (9730-9749)	\$ 558,384			\$ 546,088
Committed				
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ 1,150,000			\$ 1,150,000
Assigned (9770-9788)	\$ -			\$ -
Unassigned				
Reserve for Economic Uncertainties (9789)	\$ 4,229,893			\$ 4,215,330
Unassigned/Unappropriated (9790)	\$ -			\$ 0

IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES	
State Reserve Standard	
Total Expenditures, Transfers Out and Uses	\$ 16,788,378.76
State Standard Minimum Reserve Percentage	3%
State Standard Minimum Reserve Amount	\$ 503,651.36
General Fund Budgeted Reserves	
Reserve for Economic Uncertainties (9789)	\$ 4,215,330.00
Unassigned/Unappropriated (9790)	\$ 0.08
Special Reserve Fund 170- Reserve for Economic Uncertainties	\$ 398,343.00
Total District Budgeted Unrestricted Reserves (sum lines 1 - 6)	\$ 4,613,673.08
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)

CAFT. FUND (130)	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)	\$ 1,138,000	\$ -	\$ -	\$ 1,138,000
TOTAL REVENUES	\$ 1,138,000	\$ -	\$ -	\$ 1,138,000
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 393,360	\$ 12,519	\$ -	\$ 405,879
Employee Benefits (3000-3999)	\$ 175,848	\$ 3,800	\$ -	\$ 179,648
Books and Supplies (4000-4999)	\$ 567,000	\$ -	\$ -	\$ 567,000
Services, Other Operating Expenses (5000-5999)	\$ 37,800	\$ -	\$ -	\$ 37,800
Capital Outlay (6000-6599)	\$ 500	\$ -	\$ -	\$ 500
Other (7000)	\$ 67,500	\$ -	\$ -	\$ 67,500
TOTAL EXPENDITURES	\$ 1,242,008	\$ 16,319	\$ -	\$ 1,258,327
Operating Suplus (Deficit)	\$ (104,008)	\$ (16,319)	\$ -	\$ (120,327)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (104,008)	\$ (16,319)	\$ -	\$ (120,327)
BEGINNING BALANCE	\$ 838,890			\$ 838,890
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 734,882	\$ (16,319)	\$ -	\$ 718,563
Components of Ending Fund Balance				
Nonspendable (9711-9719)				
Restricted (9730-9749)	\$ 734,882			\$ 734,882
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 .

Juan Cruz

District Superintendent
(Signature)

January 2, 2021

Date

Paul Altman

District Chief Business Officer
(Signature)

1-2-21

Date

After public disclosure of the major provisions contained in this Summary, the Governing District Board, at its meeting on 1/12/2021 took action to approve the proposed Agreement with CSEA - Chapter 632 Bargaining Unit and adopted the new budget figures as calculated per the agreement.

Governing Board President
(Signature)

Date