

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
(AB-1200, Status 1991, Chapter 1213)**

Bishop Unified School District SCHOOL DISTRICT

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

**MAJOR PROVISIONS OF PROPOSED AGREEMENT
WITH THE
Confidential and Administration BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on

03/11/21

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years

07/01/20

06/30/22

2020/2021

2021/2022

B. TOTAL COST INCREASE OF PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total cost increase for salaries and employee benefits in the proposed agreement:

1. Current-Year Costs Before Agreement
2. Current-Year Costs After Agreement
3. Total Cost Increase
4. Percentage Increase
5. Cost of 1 % Increase

2,093,846

2,179,056

85,210

4.07%

20,938

C. PERCENTAGE SALARY INCREASE FOR AVERAGE REPRESENTED EMPLOYEE

The total percentage increase in salary, including annual step and column movement on the salary schedule, for the average represented employee under this proposed agreement-

1. Salary increase
(% Increase To Existing Salary Schedule)
2. Step & Column
(Average % Increase Over Prior-Year Salary Schedule)
3. TOTAL]PERCENTAGE INCREASE FOR THE
AVERAGE REPRESENTED EMPLOYEE

1.79%

3.56%

5.35%

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Bishop Unified School District

SCHOOL DISTRICT

F. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

State Revenues as predicted by FCMAT and ICSOS funding calculations using the LCFF calculator.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

Current estimates for future funding as calculated using the LCFF calculator.

H. NARRATIVE OF AGREEMENT

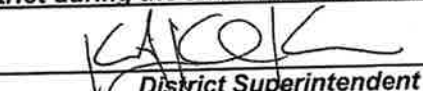
2\$ Salary schedule increase for 20/21 and 2.5% increase for 21/22.

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB-1200 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.


District Superintendent
(signature)

2/22/2021

Date


Chief Business Official/Assistant Superintendent
(signature)

2/22/2021

Date

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

**March 11, 2021, took action to approve the tentative agreement with
The Administrative and Confidential Employees**

President, Governing Board
(signature)

Date

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) , GC 3547.5 (Statutes of 2004, Chapter 25) as well as the Salary Settlement Notification requirements of SB-1777 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Bishop Unified School District SCHOOL DISTRICT
WITH THE Confidential and Administration BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on : (enter Date) 03/11/21
Budget Revisions to be submitted no later than 45 days after approval: (enter Date + 45 days) 03/11/21

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

		# FTE Represented
Certificated:	<u>Settled</u>	<u>110.09</u>
Classified:	<u>In Negotiations</u>	<u>82.68</u>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date) 07/01/20
and ending on: (enter End Date) 06/30/22

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years: 2020/2021 2021/2022

Reopeners: Yes or NO ?

<u>No</u>	<u>Yes</u>	<u></u>
<u></u>	<u></u>	<u></u>

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE INCREASE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries:

If Multiyear Agreement, Complete Subsequent Year Information

	2020/2021	2021/2022	
Current-Year Salary Cost Before Settlement and Step (Based on YTD Actuals Projected through 6/30):	\$ 1,447,790	\$ 1,526,274	\$ -
Step and Column Cost	51,596	41,442	
Current-Year Salary Cost Before Settlement	\$ 1,499,386	\$ 1,567,716	\$ -
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	1,526,274	1,632,044	
Total Cost Increase:	\$ 78,484	\$ 105,770	\$ -
Percentage Increase:	5.42%	6.93%	#DIV/0!

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

If Multiyear Agreement, Complete Subsequent Year Information

	2020/2021	2021/2022	0
Salary Settlement Increase Per Employee (% increase to existing schedule)	1.79%	4.10%	#DIV/0!
Step & Column Per Employee (average % increase over the prior-year schedule)	3.56%	2.72%	#DIV/0!
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	5.42%	6.93%	#DIV/0!

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Bishop Unified School District SCHOOL DISTRICT

Section 4: **BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:**

The proposed agreement includes the following costs for employee benefits:

	2020/2021	<i>If Multiyear Agreement, Complete Subsequent Year Information</i>	
		2021/2022	0
Statutory benefits: (STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)			
Total Costs:			
Current Costs:	\$ 368,056	\$ 374,782	\$ -
Proposed Costs:	374,782	398,560	
Total Cost Increase:	\$ 6,726	\$ 23,778	\$ -
Percentage Increase:	1.83%	6.34%	#DIV/0!

District Health/Welfare Plans (Medical, Dental, Vision, Life Insurance, Other)

Total Costs:			
Current Costs:	\$ 278,000	\$ 278,000	\$ -
Proposed Costs:	278,000	278,000	
Total Cost Increase:	\$ -	\$ -	\$ -
Percentage Increase:	0.00%	0.00%	#DIV/0!

BENEFITS INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE			
(Includes both Statutory and District-Provided):			
Prior Year Capped Health/Welfare Benefit Amount:	\$ 646,056	\$ 652,782	\$ -
Current Year Proposed Capped Health/Welfare Benefit Amount:	652,782	676,560	
Total Costs:			
Current Costs:	\$ 32,168	\$ 5,930	\$ -
Proposed Costs:	33,098	6,146	
Total Cost Increase:	\$ 930	\$ 216	\$ -
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	2.89%	3.64%	#DIV/0!

TOTAL COST OF COMPENSATION INCREASE (REGARDLESS OF WHETHER WHOLLY OR PARTIALLY PREVIOUSLY BUDGETED)

Section 5: The "total cost increase" for salaries and employee benefits in the proposed agreement.

	2020/2021	<i>If Multiyear Agreement, Complete Subsequent Year Information</i>	
		2021/2022	0
Current Year Cost Before Settlement and Step: (Based on YTD Actuals Projected through 6/30)			
Salaries	\$ 1,447,790	\$ 1,526,274	\$ -
Benefits	646,056	652,782	-
Total:	\$ 2,093,846	\$ 2,179,056	\$ -

Current Year Cost After Settlement:
(Include any retroactive pay and check box if applicable)

Salaries	\$ 1,526,274	\$ 1,632,044	\$ -
Benefits	652,782	676,560	-
Total:	\$ 2,179,056	\$ 2,308,604	\$ -

TOTAL COST INCREASE	\$ 85,210	\$ 129,548	\$ -
PERCENTAGE INCREASE:	4.07%	5.95%	#DIV/0!
COST OF 1% INCREASE:	\$ 20,938	\$ 21,791	\$ -

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Bishop Unified School District SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:

A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc.(Amts, staff affected, total cost)

Stipends also to be increased by 2.0% in 20/21 for a cost of \$2,797. Stipends to be increased 2.5% in 21/22 or \$3,575

B. NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.

None

C. CONTINGENCY LANGUAGE: Include specific areas identified for reopeners and specific contingency language.

Articles other than salary and benefits are subject to negotiations.

Section 7: State Minimum Reserve Calculation:

Total Expenditures and Other Uses:
Minimum State Reserve Percentage
Minimum State Reserve Requirement

*If Multiyear Agreement, Complete
Subsequent Year Information*

2020/2021	2021/2022	0
\$ 25,630,447	\$ 25,993,807	
3.00%	3.00%	
\$ 768,913	\$ 779,814	\$ -

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Bishop Unified School District SCHOOL DISTRICT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5

03/11/21

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2 provide a detailed report upon approval of the district governing board.

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT YEARS. (Reflects both Unrestricted and Restricted Amounts)

Complete the following for the current fiscal year. In addition, please provide an updated MYP that includes any revisions necessary due to the settlement.

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement As of 3/1/2021	Adjustments as a Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES:				
Revenue Limit Sources (8010-8099)	19,619,462			19,619,462
Remaining Revenues (8100-8799)	5,998,906		216,231	6,215,137
TOTAL	25,618,368	-	216,231	25,834,599

OPERATING EXPENDITURES

1000 Certificated Salaries	10,221,414	18,000	157,715	10,397,129
2000 Classified Salaries	3,777,026	7,160	-	3,784,186
3000 Benefits	6,501,849	(9,928)	26,139	6,518,060
4000 Instructional Supplies	1,735,062		(1,109)	1,733,953
5000 Contracted Services	1,735,062		(14,423)	1,720,639
6000 Capital Outlay	47,163			47,163
7000 Other				-
TOTAL	24,017,576	15,232	168,322	24,201,130

OPERATING SURPLUS (DEFICIT)

	1,600,792	(15,232)	47,909	1,633,469
Other Sources and Transfers In				-
Other Uses and Transfers Out	350,000			350,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	1,250,792	(15,232)	47,909	1,283,469
BEGINNING BALANCE 9701	4,957,567			4,957,567
Prior-Year Adjustments 9702-9703				-
NET BEGINNING BALANCE	4,957,567	-	-	4,957,567
CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704	1,250,792	(15,232)	47,909	1,283,469

COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	4,000			4,000
Legally Restricted 9740/9780				-
Board Designated-Unrestr 9780				-
Economic Uncertainties 9770				-
Unappropriated Amounts 9790	4,239,224	(15,232)	47,909	4,271,901
% of State Required Reserves	17.40%	Meets		17.40%
	Not in Agreement	Undesignated Amount		Not in Agreement
	(2,992,432)			(2,992,432)
FUND 17 RESERVES 9790	0.00			0.00

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain:

Step & Column costs already in the approved budget (column A).

Note: If transfers in from another fund are being used to cover deficit financing, please provide a multi-year projection for the fund from which the transfers in are originating.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Bishop Unified School District SCHOOL DISTRICT

Section 10: **MULTI-YEAR CONTRACT:** The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows:

21/22 COLA of 3.8% to the LCFF funding formula. This amount as well as staffing reductions will allow the District to support the 2% and 2.5% in 20/21 and 21/22 respectively.

Section 11: **IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS:** The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

Revenue calculations provided through the LCFF Calculator provided by FCMAT and verified by ICSOS.

Section 12: **NARRATIVE OF AGREEMENT:** Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations.

Salary schedule and related stipends to increase 2.0% for 2020/2021 and 2.5% for 21/22.

Section 13: **NARRATIVE OF FUNDING AVAILABLE FOR PROPOSED AGREEMENT:** Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement:

Revenue limit calculations based on state estimates.

SB-1777 TEACHER SALARY NOTIFICATION REQUIREMENT

The following section should be completed and is applicable only when Teacher Salary Benefit Negotiations are settled after the District's Final budget has been adopted. [Note: When the cost of settlement is more than the District's change in Base Revenue Limit per ADA, the State must be notified by the County Superintendent's Office.]

Section 14: **COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT (BRL)**

(a)	Current-year Base Revenue Limit per ADA: (Form RL, Line 5 x Estimated Deficit Factor)*	\$ 9,831.00
(b)	- Prior-Year Base Revenue Limit per ADA: (Form RL, Line 5 x Actual Deficit Factor)*	\$ 9,818.68
(c)	= Amount of Current-Year Increase: (a) minus (b)	\$ 12.32
(d)	= Percentage Increase in BRL per ADA: (c) divided by (b)	0.13%
(e)	Indicate Total Settlement % Increase from Section 5	4.07%

If proposed agreement % on Line e is greater than Line d, please provide explanation:

Hold harmless numbers and reduced spending are allowing the district and next year's COLA of 3.84 are allowing the District to offer this 2 year package. Personnel reductions are already in place to offset the balance of the increase.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Bishop Unified School District

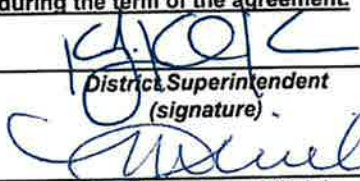
SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official upon submission to the Governing Board and by the Board President upon 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 "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB-1200 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.


District Superintendent
(signature)

2/22/2021

Date


Chief Business Official
(signature)

2/22/2021

Date

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

March 11, 2021, took action to approve the proposed Agreement with

The Administrative and Confidential Employees

President, Governing Board
(signature)

Date