

**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**

**Classified CSEA**

**BARGAINING UNIT**

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

**04/15/21**

**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	<b>4,367,469</b>
2.	Current-Year Costs After Agreement	<b>4,530,900</b>
3.	Total Cost Increase	<b>163,430</b>
4.	Percentage Increase	<b>3.74%</b>
5.	Cost of 1 % Increase	<b>43,675</b>

**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)	<b>2.17%</b>
2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	<b>2.35%</b>
3.	TOTAL ]PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	<b>4.52%</b>

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*Bishop Unified School District*

**SCHOOL DISTRICT**

**D. PERCENTAGE BENEFIT INCREASE FOR AVERAGE REPRESENTED EMPLOYEE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:**

1.	Cost of Benefits Before Agreement	<b>32,168</b>	/employee
2.	Cost of Benefits After Agreement	<b>33,098</b>	/employee
3.	Percentage Increase in Cost	<b>2.89%</b>	

**E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures in the General Fund of:	<b>\$ 25,630,447</b>
2.	Percentage Reserve Level Required for District:	<b>3.00%</b>
3.	Amount of required minimum Reserve:	<b>\$ 768,913</b>

**District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:**

**GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)**

4.	Designated for Economic Uncertainties (Account 9710)	<b>\$ -</b>
5.	Unappropriated Amount (Accounts 9790)	<b>\$ 5,198,249</b>
6.	<b>Total Reserves</b>	<b>\$ 5,198,249</b>
	<b>Board Designated Reserves for Salary/Benefits (9780)</b>	<b>\$ -</b>

**SPECIAL RESERVE FUND 17 (Fund 17 ONLY)**

7.	Unappropriated Amount (Account 9790)	<b>\$ -</b>
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**TOTAL DISTRICT RESERVES**

8.	General Fund & Special Reserve Fund:	<b>\$ 5,198,249</b>
9.	Percentage of General Fund Expenditures/Uses	<b>20.28%</b>
	Difference between District Reserves and Minimum State Requirement	<b>\$ 4,429,336</b>

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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.**

3/26/2021

**District Superintendent**

(signature)

**Date**

3/26/2021

**Chief Business Official/Assistant Superintendent**

(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 tentative agreement with  
The Classified Bargaining Unit CSEA**

**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 Classified CSEA BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on : (enter Date) 04/15/21  
Budget Revisions to be submitted no later than 45 days after approval: (enter Date + 45 days) 04/15/21

#### 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>Settled</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>
<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:

	2020/2021	<i>If Multiyear Agreement, Complete Subsequent Year Information</i>	
	2020/2021	2021/2022	
Current-Year Salary Cost Before Settlement and Step (Based on YTD Actuals Projected through 6/30):	\$ 3,116,606	\$ 3,258,927	\$ -
Step and Column Cost	73,110	65,584	
Current-Year Salary Cost Before Settlement	\$ 3,189,716	\$ 3,324,511	\$ -
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	3,258,927	3,407,624	
Total Cost Increase:	\$ 142,321	\$ 148,697	\$ -
Percentage Increase:	4.57%	4.56%	#DIV/0!

#### SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

	2020/2021	<i>If Multiyear Agreement, Complete Subsequent Year Information</i>	
	2020/2021	2021/2022	
Salary Settlement Increase Per Employee (% increase to existing schedule)	2.17%	2.50%	#DIV/0!
Step & Column Per Employee (average % increase over the prior-year schedule)	2.35%	2.01%	#DIV/0!
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	4.57%	4.56%	#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	<u>If Multiyear Agreement, Complete Subsequent Year Information</u> 2021/2022	0
Statutory benefits: (STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)			
Total Costs:			
Current Costs:	\$ 972,863	\$ 993,973	\$ -
Proposed Costs:	993,973	1,039,325	
Total Cost Increase:	\$ 21,109	\$ 45,353	\$ -
Percentage Increase:	2.17%	4.56%	#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:	\$ 1,068,563	\$ 1,068,563	\$ -
Current Year Proposed Capped Health/Welfare Benefit Amount:	1,068,563	1,068,563	
Total Costs:			
Current Costs:	\$ 32,168	\$ 11,554	\$ -
Proposed Costs:	33,098	11,966	-
Total Cost Increase:	\$ 930	\$ 412	\$ -
<b>TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE</b>	<b>2.89%</b>	<b>3.57%</b>	<b>#DIV/0!</b>

### **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	<u>If Multiyear Agreement, Complete Subsequent Year Information</u> 2021/2022	0
Current Year Cost Before Settlement and Step: (Based on YTD Actuals Projected through 6/30)			
Salaries	\$ 3,116,606	\$ 3,258,927	\$ -
Benefits	1,250,863	1,068,563	-
Total:	\$ 4,367,469	\$ 4,327,490	\$ -

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

Salaries	\$ 3,258,927	\$ 3,407,624	\$ -
Benefits	1,271,973	1,317,325	-
Total:	\$ 4,530,900	\$ 4,724,949	\$ -
<b>TOTAL COST INCREASE</b>	<b>\$ 163,430</b>	<b>\$ 397,459</b>	<b>\$ -</b>
<b>PERCENTAGE INCREASE:</b>	<b>3.74%</b>	<b>9.18%</b>	<b>#DIV/0!</b>
<b>COST OF 1% INCREASE:</b>	<b>\$ 43,675</b>	<b>\$ 43,275</b>	<b>\$ -</b>

# 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:

### If Multiyear Agreement, Complete Subsequent Year Information

	2020/2021	2021/2022	0
Total Expenditures and Other Uses:	\$ 25,630,447	\$ 25,993,807	
Minimum State Reserve Percentage	3.00%	3.00%	
Minimum State Reserve Requirement	\$ 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**

04/15/21

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 3/12/2021	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)
<b>OPERATING REVENUES:</b>				
Revenue Limit Sources (8010-8099)	19,619,462			19,619,462
Remaining Revenues (8100-8799)	6,220,915			6,220,915
<b>TOTAL</b>	<b>25,840,377</b>	<b>-</b>	<b>-</b>	<b>25,840,377</b>

### OPERATING EXPENDITURES

1000 Certificated Salaries	10,409,755		(25,990)	10,383,765
2000 Classified Salaries	3,784,186	42,828	(4,040)	3,822,974
3000 Benefits	6,520,831	19,216	(6,553)	6,533,494
4000 Instructional Supplies	1,732,353		3,259	1,735,612
5000 Contracted Services	2,726,042		4,645	2,730,687
6000 Capital Outlay	47,163			47,163
7000 Other				-
<b>TOTAL</b>	<b>25,220,330</b>	<b>62,044</b>	<b>(28,679)</b>	<b>25,253,695</b>

### OPERATING SURPLUS (DEFICIT)

	<b>620,047</b>	<b>(62,044)</b>	<b>28,679</b>	<b>586,682</b>
Other Sources and Transfers In				-
Other Uses and Transfers Out	350,000			350,000

### CURRENT YEAR INCREASE

(DECREASE) TO FUND BALANCE	<b>270,047</b>	<b>(62,044)</b>	<b>28,679</b>	<b>236,682</b>
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### BEGINNING BALANCE 9701

Prior-Year Adjustments 9702-9703	4,957,567			4,957,567
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### NET BEGINNING BALANCE

	<b>4,957,567</b>	<b>-</b>	<b>-</b>	<b>4,957,567</b>
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### CURRENT-YEAR ENDING BALANCE

(EST) ACCOUNT 9704	<b>270,047</b>	<b>(62,044)</b>	<b>28,679</b>	<b>236,682</b>
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### COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	4,000		4,000	8,000
Legally Restricted 9740/9780				
Board Designated-Unrestr 9780				-
Economic Uncertainties 9770				-
Unappropriated Amounts 9790	<b>5,231,614</b>	<b>(62,044)</b>	<b>28,679</b>	<b>5,198,249</b>
<b>% of State Required Reserves</b>	<b>20.46%</b>	<b>Meets</b>		<b>20.30%</b>
	<b>Not in Agreement</b>			<b>Not in Agreement</b>
	<b>(4,965,567)</b>	<b>Undesignated Amount</b>		<b>(4,969,567)</b>
<b>FUND 17 RESERVES</b>	<b>9790</b>	<b>0.00</b>		<b>0.00</b>

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)*	<span style="border: 1px solid black; padding: 2px 10px;">\$ 9,831.00</span>
(b)	- Prior-Year Base Revenue Limit per ADA: (Form RL, Line 5 x Actual Deficit Factor)*	<span style="border: 1px solid black; padding: 2px 10px;">\$ 9,818.68</span>
(c)	= Amount of Current-Year Increase: (a) minus (b)	<span style="border: 1px solid black; padding: 2px 10px;">\$ 12.32</span>
(d)	= Percentage Increase in BRL per ADA: (c) divided by (b)	<span style="border: 1px solid black; padding: 2px 10px;">0.13%</span>
(e)	Indicate Total Settlement % Increase from Section 5	<span style="border: 1px solid black; padding: 2px 10px;">3.74%</span>

**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)**



3/26/2021

**Date**

**Chief Business Official  
(signature)**

3/26/2021

**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 Classified Bargaining Unit - CSEA**

**President, Governing Board  
(signature)**

**Date**