

**SHANDON JOINT UNIFIED SCHOOL DISTRICT**  
**Special Board Meeting Agenda**  
**Wednesday, November 27, 2019**

Time: 8:00 AM. – Closed Session 8:30 AM Open Session;  
Location: Shandon High School- Library

*All persons desiring to address the Board at anytime tonight should complete a "Request to Address the Board of Trustees" card located at the entrance to the board room and provide it to the Board Recording Secretary prior to the start of the meeting.*

Per Government Code 54953.5, this Open Session Meeting of the Board may be recorded with an audio or video recorder, which recording shall be subject to inspection pursuant to the California Public Records Act, at the SJUSD District Office. This recording may be erased or destroyed after 30 days of the recording.

**1.0 OPEN SESSION**

- 1.1 Call to Order and Roll Call  
Marlene Thomason, President  
Kate Twisselman, Clerk  
Jennifer Moe  
Robert Van Parlet  
Nataly Ramirez

**2.0 CLOSED SESSION**

- 2.1 Conference with Labor Negotiators (G.C. 54957.6)- Negotiator: Kristina Benson  
Organization: STA/CTA/NEA, CSEA, and Management /Confidential Employees  
Unrepresented
- 2.2 CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION  
Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d)  
of Government Code section 54956.9)

**3.0 RECONVENE SESSION / PLEDGE OF ALLEGIANCE TO THE FLAG**

**4.0 REPORT ON ACTION FROM CLOSED SESSION**

**5.0 ADOPTION OF THE AGENDA**

**6.0 INFORMATION/PRESENTATION ITEM**

- 6.1 AB1200 Financial Disclosure of Settlement with CSEA
- 6.2 AB1200 Financial Disclosure of Settlement with STA

**7.0 DISCUSSION/ACTION ITEM**

- 7.1 Discussion and Approval of Tentative Agreement between SJUSD and CSEA
- 7.2 Discussion and Approval of Tentative Agreement between SJUSD and STA

**8.0 ANNOUNCEMENTS**

The next regular meeting of the Board of Trustees is scheduled for December 16, 2019 at  
**Shandon High School Library, Closed Session at 6:00 PM, Open/Regular Session at 7:00 PM**

**9.0 ADJOURNMENT**

Any materials required by law to be made available to the public prior to a meeting of the Board of Trustees of the Shandon School District may be inspected at the following address during normal business hours, 7:30 – 4:00:

Shandon Joint Unified School District, 101 South 1<sup>st</sup> Street Box 79, Shandon, CA 93461

These materials are also available on the district's website: [www.shandonschools.org](http://www.shandonschools.org)

In compliance with the Americans with Disabilities Act, if you need special assistance to access or participate in a meeting of the Board of Trustees, including auxiliary aids or services, please contact the District Office at 805-238-0286. Notification of at least 48 hours prior to the meeting will assist the staff in assuring that reasonable accommodations may be made.

# SHANDON JOINT UNIFIED SCHOOL DISTRICT

Special Meeting of the Board of Trustees

MEETING DATE: November 27, 2019

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## AGENDA ITEM TITLE:

AB1200 Disclosure of Collective Bargaining Agreement with CSEA Chapter 225

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## PREPARED BY:

Diana Larsen, SLOCOE Fiscal Advisor to Shandon JUSD



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## AGENDA SECTION:

☐ Reports ☐ Consent ☐ Discussion/Action ☐ First Reading ☒ Information ☐ Resolution

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## SUMMARY:

California State law requires that the District prepare and post a disclosure of the costs and effects of any collective bargaining agreement that is reached by the District's employee bargaining units and the District. This is to ensure that the members of the public, employees, and the Board itself is aware of the costs and other effects of any agreements that have been reached between the parties, and the financial and other outcomes that may be expected from those agreements.

This disclosure must be posted in a visible space open to the public, and the disclosure has been posted at the Shandon High School counter in plain sight.

The disclosure must also be forwarded to the San Luis Obispo County Superintendent of Schools, whose staff will examine the document and the District's budget to make sure that the District can afford any such settlement, not only for the current year, but also so that the District will remain a "going concern," as the State calls it, or a business that will stay in business and financially viable.

This disclosure has been forwarded, along with a Multi-Year Projection (MYP) that covers the fiscal years 19-20, 20-21, and 21-22, and the SLOCOE will provide a written response prior to the Board meeting.

No action is necessary on this Disclosure – it is provided as information only.

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## RECOMMENDED ACTION:

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5

Shandon Joint Unified School District

Name of Bargaining Unit: California School Employees Association (CSEA) Chapter 225

Certificated

Classified X

The proposed agreement covers the period beginning 7/1/2019 and ending 6/30/2020  
 and will be acted upon by the Governing Board at its meeting on : 11/27/2019  
 (Date)

**A. Proposed Change in Compensation**

Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year 2019-20	Year 2 2020-21	Year 3 2021-22
1. <b>Salary Schedule</b>				
19-20 before step and column	\$ 674,537	\$19,217		
20-21 before step and column	\$ 688,644		\$20,668	
21-22 before step and column	\$ 702,089			\$21,047
- Increase (Decrease)		2.9%	3.0%	3.0%
2. <b>Step and Column</b>				
- Increase (Decrease) Due to movement plus any changes due to settlement		\$23,730	\$14,109	\$13,445
		3.5%	2.0%	1.9%
3. <b>Other Compensation</b>		\$924	\$2,939	\$3,086
-Increase (Decrease) (Stipends, Bonuses, etc.)		0.1%	0.4%	0.4%
Description of Other Compensation Sped Para Bilingual Stipends				
4. <b>Statutory Benefits</b>				
= Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (due to above increases)	\$ 206,948	\$ 13,146		
	\$ 231,453		\$ 12,326	
	\$ 245,099			\$ 12,994
		5.4%	5.3%	5.3%
5. <b>Health/Welfare Benefits</b>		\$0	\$0	\$0
Increase (Decrease) Old Cap		0.0%	0.0%	0.0%
6. <b>Total Compensation Increase</b>		\$57,017	\$50,042	\$50,572
2019-20 Total L. 1-5	\$ 881,485	6.5%		
2020-21 Total L. 1-5	\$ 920,097		5.4%	
2021-22 Total L. 1-5	\$ 947,188			5.3%
7. <b>Total Number of Represented Employees</b> (use FTE if appropriate)	19.01	19.01	19.01	19.01
8. <b>Total Compensation Cost for Average Employee</b>		\$2,999	\$2,632	\$2,660

Please include comments and explanations as necessary

3% COLA across the board increase to salary schedules. Bilingual stipends were added for up to 4 Special Ed Para Educators

Paraeducators must qualify after training is offered. Will be prorated after training and qualifications are met.

**B. What are the Proposed Negotiated Changes in Non-Compensation Items**

(class size adjustments, staff development days, teacher prep time, etc.)

None

**C. What are the specific impacts on instructional and support programs to accommodate the settlement? What is the increase to services if using Supplemental/Concentration dollars**

Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

None

**C1. Were any additional steps, columns, or ranges added to the salary schedules? (if yes, please explain**

No

1

**C2. Does this bargaining unit have a negotiated cap for Health & Welfare benefits.**

(If yes, what is the amount?)

Yes, \$10,608

**D. What contingency language is included in the proposed agreement?**

(reopeners, etc.)

Reopeners for Salary and Benefits and one other article for each year.

**E. Source of Funding for Proposed Agreement**

1. Current Year

General Fund

2. How will the ongoing cost of the proposed agreement be funded in future years?

Same as #1 above.

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

(Remember to include compounding effects in meeting obligations e.g. STRS/PERS increases, Statutory Benefits)

General Fund, current revenues. Increases in PERS have been calculated.

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves****1. State Reserve Standard**

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$5,095,383
b. State Standard Minimum Reserve Percentage for this District (3% or 5%)	5.0%
c. State Standard Minimum Reserve Amount for this District (Line a times Line b)	\$254,769
d. (Line c OR \$50,000 whichever is greater)	\$254,769

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

a. General Fund Budgeted Unrestricted Designated for Economics Uncertainties	\$540,065
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$0
c. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$0
d. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$0
e. Article XIII-B Fund (J-241) - Budgeted Designated for Economic Uncertainties	\$0
f. Article XIII-B Fund (J-241) - Budgeted Unappropriated Amount	\$0
g. Total District Budgeted Unrestricted Reserves	\$540,065

3. Do unrestricted reserves meet the state standard minimum reserve amount ?(Yes or No)

Yes

Actual Reserve amount:

10.60%

**G. Certification Number 1. - District's Ability to Meet the Costs of Collective Bargaining Agreement**


This disclosure document is signed by the District Superintendent and Fiscal Specialist at the time of public disclosure

In accordance with the requirement of Government Code Section 3547.5, the Superintendent and Fiscal Specialist of Shandon Joint Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the CSEA Bargaining Unit, during the term of the agreement from 7/1/19 to 6/30/22.

The budget revisions necessary to meet the cost of the agreement in each year of its term are as follows:

<u>Budget Adjustment Category:</u>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Classified Salaries 2000</u>	<u>\$ 20,141</u>
<u>Benefits 3000</u>	<u>\$ 5,855</u>
<u> </u>	<u>\$</u>
<u> </u>	<u>\$</u>

  (No budget revisions necessary)

  
District Superintendent Kristina Benson  
(signature)

11-22-19  
Date

   
Fiscal Specialist  
(signature)

   
Date

## H. Certification Number 2 - Certification of Superintendent and Board

This disclosure document is 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 in accordance with the requirements of AB 1200 and G.C. 3547.5.

District Superintendent  
(signature)

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on  
November 27, 2019, took action to approve the proposed Agreement with the  
California School Employees Association Bargaining Unit.

President, Governing Board  
(signature)

Date

S.K. Smith

San Luis Obispo County Office of Education

Disclosure of Collective Bargaining Agreement  
Supplement

<b>IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET</b>				
	(Col. 1) Latest Board- Approved Budget Before Settlement 6/30/2019	(Col. 2) Adjustments as a Result of Settlement FOR ALL UNITS	(Col. 3) Other Revisions	(Col. 4) Total Impact on Budget (Cols. 1+2+3)
<b>Based on Adopted Budget for 19-20</b>				
<b>UNRESTRICTED AND RESTRICTED</b>				
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	4,002,891	0		4,002,891
Remaining Revenues (8100-8799)	747,067		0	747,067
<b>TOTAL REVENUES</b>	<b>4,749,958</b>	<b>0</b>	<b>0</b>	<b>4,749,958</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	1,815,671	56,363		1,872,034
2000 Classified Salaries	763,998	21,759		785,757
3000 Employees' Benefits	1,166,283	18,111		1,184,394
4000 Books and Supplies	269,867			269,867
5000 Services and Operating Expenses	762,740			762,740
6000 Capital Outlay	10,000			10,000
7000 Other	210,591			210,591
<b>TOTAL EXPENDITURES</b>	<b>4,999,150</b>	<b>96,233</b>	<b>0</b>	<b>5,095,383</b>
<b>OPERATING SURPLUS(DEFICIT)</b>	<b>(249,192)</b>	<b>(96,233)</b>	<b>0</b>	<b>(345,425)</b>
OTHER SOURCES AND TRANSFERS IN				0
CONTRIBUTIONS				0
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(249,192)</b>	<b>(96,233)</b>	<b>0</b>	<b>(345,425)</b>
BEGINNING BALANCE	1,022,492	N/A	N/A	1,022,492
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>773,300</b>	<b>(96,233)</b>	<b>0</b>	<b>677,067</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Restricted Amounts	35,502			35,502
Reserved for Economic Uncertainties	636,298	(96,233)	0	540,065
Assigned Amounts	101,500			101,500
Unappropriated Amounts	0	0	0	0

\*If the total amount of the Adjustment in Col. 2 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:**

Benefits on Step and Column have already been budgeted in the Adoption Budget, so are not included as changes needed here. These figures include 3% increase for all employees - Certificated Employees (STA), Classified Employees (CSEA) and all management and confidential employees, so will not agree exactly to either one of the disclosures, or to combined disclosures for both union settlements, because of management/confidential inclusion.

(Note: Remember to submit both pages of this form, along with tentative agreement language and an updated Multi-Year Projection to include costs of the agreement, to the COE to arrive at least 10 full working days prior to the Board Meeting with the related ratification agenda item).



Summary of salaries and Benefits on Supplement:

Benefits:

**29.07%**

Classified 3%	\$19,217.00			
Classified Billing Stipends	\$ 924.00			
	<u>\$20,141.00</u>	CSEA	\$	5,855.00 CSEA
Classified Confid 3%	\$ 1,618.00		\$	470.00
Total All Classified 3%	<u>\$21,759.00</u>	Supplement		

**20.91%**

Certificated 3%	\$42,124.00			
Certiicated Stipends	\$ 4,532.00			
	<u>\$46,656.00</u>	STA	\$	9,756.00 STA
Certificated Mgmt 3%	\$ 9,707.00		\$	2,030.00
Total all Certificated 3%	<u>\$56,363.00</u>	Supplement		
			\$	18,111.00 Supplement

Prepared by: D. Larsen  
11/20/2019

*No Raises*

SHANDON JUSD 19/20 SALARIES AND ESTIMATED STEP & COLUMN IN OUT YEARS:

CATEGORIES	19-20 Preliminary Revision Prior to First Interim Report				20-21 Projected				21-22 Projected			
	Unrestricted	Restricted	Combined		Unrestricted	Restricted	Combined		Unrestricted	Restricted	Combined	
LCFF Sources	3,904,164	101,467	4,005,631		3,986,725	107,500	4,094,225		4,054,284	110,510	4,204,794	
8010-8099												
Federal		319,479	319,479		0	174,968	174,968		0	176,636	176,636	
8100-8299												
Other State	55,963	385,621	441,584		56,323	260,821	316,944		56,323	260,621	316,944	
8300-8599												
Local		CTEIG \$125K				removed CTEIG \$125K						
8600-8799	58,436	216,842	275,278		58,605	215,190	273,795		58,764	215,190	273,974	
8000-8199												
Total Revenues	4,018,563	1,023,409	5,041,972		4,101,653	759,300	4,859,953		4,209,391	782,958	4,972,349	
Certificated Salaries	1,563,093	228,967	1,792,060		1,594,355	246,505	1,840,860		1,626,242	221,435	1,847,677	
2000-2099												
Classified Salaries	631,562	124,322	755,884		647,351	127,430	774,781		660,298	129,979	790,277	
3000-3099												
Employee Benefits	819,276	363,473	1,182,749		836,909	373,996	1,210,905		855,070	385,216	1,240,286	
4000-4099												
Books & Supplies	219,224	141,209	360,433		219,224	61,778	281,002		149,224	61,778	211,002	
5000-5099												
Services & Operating	501,011	435,952	936,963		460,485	231,680	692,165		460,485	238,630	699,115	
6000-6099		0	0				0				0	
Capital Outlay												
7100-7299												
Other Outgo		179,348	179,348		0	186,522	186,522		0	193,983	193,983	
7300-7399												
Indirect Cost		29,883	0		-15,000	15,000	0		-15,000	15,000	0	
7600-7629												
Transfers Out/Uses	31,243		31,243		32,805		32,805		34,445		34,445	
Other Adjustments												
Total Expenditures	3,735,726	1,502,954	5,238,680		3,776,129	1,242,911	5,019,040		3,770,764	1,246,021	5,016,785	
Change Fund Balance	-161,206	-35,502	-196,708		-189,087	30,000	-159,087		-105,036	60,600	-44,436	
Transfers In/ Sources	0	0	0		0	0	0		0	0	0	
Contributions	-444,043	444,043	0		-514,611	514,611	0		-543,663	543,663	0	
Other Sources/ Uses												
Estimated Beginning Balance	986,950	35,502	1,022,452		825,784	0	825,784		636,697	30,000	666,697	
Audit Adjustment	0	0	0		0	0	0		0	0	0	
Net Change	-161,206	-35,502	-196,708		-189,087	30,000	-159,087		-105,036	60,600	-44,436	
Ending Balance	825,784	0	825,784		636,697	30,000	666,697		531,661	90,600	622,261	
Other Assignments												
Restricted Legally Reserved	101,500		101,500		101,500		101,500		101,500		101,500	
Fund Balance	724,284	0	724,284		535,197	30,000	565,198		430,161	90,600	520,762	
Available Reserve	13.83%				10.66%				8.57%			
5% Minimum Reserve Required	261,934				250,952				250,839			

\*Large deficit spending in General Fund  
 \*Transfers out Café \$31,243  
 \*Other Assignments \$1,500 Petty Cash & \$100k Special Ed  
 \*Other Assignments \$1,500 Petty Cash & \$100k Special Ed  
 \*\$100k Special Ed

SHANDON JUSD 19/20 SALARIES AND ESTIMATED STEP & COLUMN IN OUT YEARS: INCLUDES 3% COLA TO ALL EMPLOYEES (+ STIPENDS)

CATEGORIES	19-20 Preliminary Revision			20-21 Projected			21-22 Projected		
	Prior to First Interim Report								
	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined
LCFF Sources	3,904,164	101,457	4,005,631	3,988,725	107,500	4,096,225	4,094,284	110,510	4,204,794
Federal	0	319,479	319,479	0	174,988	174,988	0	176,638	176,638
Other State	55,963	385,821	441,584	56,323	280,821	316,944	56,323	280,821	316,944
Local	56,436	New: CTEIG \$125K	275,278	58,905	removed CTEIG \$125K (1-time)	273,795	58,784	215,190	273,974
<b>Total Revenues</b>	<b>4,018,563</b>	<b>1,023,409</b>	<b>5,041,972</b>	<b>4,101,653</b>	<b>758,300</b>	<b>4,859,953</b>	<b>4,209,391</b>	<b>762,958</b>	<b>4,972,349</b>
Certified Salaries	1,593,093	228,967	1,792,060	1,594,355	246,505	1,840,860	1,626,242	221,435	1,847,677
3% COLA to STA	42,124	0	42,124	43,388	0	43,388	44,690	0	44,690
Stipends in STA Tent Agmt	4,532	0	4,532	4,532	0	4,532	4,532	0	4,532
3% to CE Mgmt	9,707	0	9,707	10,192	0	10,192	10,702	0	10,702
Classified Salaries	631,562	124,322	755,884	647,351	127,430	774,781	650,298	129,979	790,277
3% COLA to CSEA	19,217	0	19,217	20,668	0	20,668	21,047	0	21,047
Stipends to CSEA in Tent Agmt	924	0	924	2,939	0	2,939	3,066	0	3,066
3% to CL Centid	1,618	0	1,618	1,618	0	1,618	1,618	0	1,618
Employee Benefits	819,276	383,473	1,182,749	836,909	373,996	1,210,905	855,070	385,216	1,240,286
Benefits on 3% to all employees	18,111	0	18,111	19,017	0	19,017	19,968	0	19,968
Books & Supplies	219,224	141,209	360,433	219,224	61,778	281,002	149,224	61,778	211,002
Services & Operating	501,011	435,952	936,963	480,485	231,680	692,165	460,485	238,630	699,115
Capital Outlay	0	0	0	0	0	0	0	0	0
Other Outgo	0	179,348	179,348	0	186,522	186,522	0	193,983	193,983
Indirect Cost	-25,623	29,883	0	-15,000	15,000	0	-15,000	15,000	0
Transfers Out/Uses	31,243	0	31,243	32,805	0	32,805	34,445	0	34,445
Other Adjustments	Café Contribution			Café Contribution			Café Contribution		
<b>Total Expenditures</b>	<b>3,831,959</b>	<b>1,502,954</b>	<b>5,334,913</b>	<b>3,878,483</b>	<b>1,242,911</b>	<b>5,121,394</b>	<b>3,876,407</b>	<b>1,246,021</b>	<b>5,122,428</b>
Change Fund Balance	-257,439	-35,502	-292,941	-291,441	30,000	-261,441	-210,679	60,600	-150,079
Transfers In/ Sources	0	0	0	0	0	0	0	0	0
Contributions	-444,043	444,043	0	-514,611	514,611	0	-543,663	543,663	0
Other Sources/ Uses	0	0	0	0	0	0	0	0	0
<b>Estimated Beginning Balance</b>	<b>986,990</b>	<b>35,502</b>	<b>1,022,492</b>	<b>729,551</b>	<b>0</b>	<b>729,551</b>	<b>438,110</b>	<b>30,000</b>	<b>468,110</b>
Audit Adjustment	0	0	0	0	0	0	0	0	0
Net Change	-257,439	-35,502	-292,941	-291,441	30,000	-261,441	-210,679	60,600	-150,079
<b>Ending Balance</b>	<b>729,551</b>	<b>0</b>	<b>729,551</b>	<b>438,110</b>	<b>30,000</b>	<b>468,110</b>	<b>227,431</b>	<b>90,600</b>	<b>318,031</b>
Other Assignments	101,500	0	101,500	101,500	0	101,500	101,500	0	101,500
Restricted Legally Reserved	0	0	0	0	0	0	0	0	0
<b>Fund Balance</b>	<b>628,051</b>	<b>0</b>	<b>628,051</b>	<b>336,610</b>	<b>30,000</b>	<b>366,610</b>	<b>125,931</b>	<b>90,600</b>	<b>216,532</b>
Available Reserve	11,77%			6.57%			2.45%		
<b>5% Minimum Reserve Required</b>	<b>266,746</b>			<b>256,070</b>			<b>256,121</b>		

\*Large deficit spending in General Fund  
 \*Transfers out Café \$31,243  
 \* Other Assignments \$1,500 Petty Cash & \$100k Special Ed

\*Large deficit spending in General Fund  
 \*Transfers out Café \$32,805  
 \* Other Assignments \$1,500 Petty Cash & \$100k Special Ed

\*Large deficit spending in General Fund  
 \*Transfers out Café \$34,445  
 \* Other Assignments \$1,500 Petty Cash & \$100k Special Ed

2.45%  
 21-22

# SHANDON JOINT UNIFIED SCHOOL DISTRICT

Special Meeting of the Board of Trustees

MEETING DATE: November 27, 2019

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## AGENDA ITEM TITLE:

AB1200 Disclosure of Collective Bargaining Agreement with Shandon Teachers Association

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## PREPARED BY:

Diana Larsen, SLOCOE Fiscal Advisor to Shandon JUSD



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## AGENDA SECTION:

☐ Reports ☐ Consent ☐ Discussion/Action ☐ First Reading ☒ Information ☐ Resolution

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## SUMMARY:

California State law requires that the District prepare and post a disclosure of the costs and effects of any collective bargaining agreement that is reached by the District's employee bargaining units and the District. This is to ensure that the members of the public, employees, and the Board itself is aware of the costs and other effects of any agreements that have been reached between the parties, and the financial and other outcomes that may be expected from those agreements.

This disclosure must be posted in a visible space open to the public, and the disclosure has been posted at the Shandon High School counter in plain sight.

The disclosure must also be forwarded to the San Luis Obispo County Superintendent of Schools, whose staff will examine the document and the District's budget to make sure that the District can afford any such settlement, not only for the current year, but also so that the District will remain a "going concern," as the State calls it, or a business that will stay in business and financially viable.

This disclosure has been forwarded, along with a Multi-Year Projection (MYP) that covers the fiscal years 19-20, 20-21, and 21-22, and the SLOCOE will provide a written response prior to the Board meeting.

No action is necessary on this Disclosure – it is provided as information only.

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## RECOMMENDED ACTION:

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5

Shandon Joint Unified School District

Name of Bargaining Unit: Shandon Teacher Association

Certificated           x          Classified                                 

The proposed agreement covers the period beginning 7/1/2019 and ending 6/30/2022  
 and will be acted upon by the Governing Board at its meeting on : 11/27/2019 .  
 (Date)

**A. Proposed Change in Compensation**

Compensation		Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
			Current Year 2019-20	Year 2 2020-21	Year 3 2021-22
1.	<b>Salary Schedule</b>				
	19-20 before step and column	\$ 1,372,676	\$42,124		
	20-21 before step and column	\$ 1,453,122			
	21-22 before step and column	\$ 1,479,594			
	- Increase (Decrease)		3.0%	0.0%	0.0%
2.	<b>Step and Column</b>				
	- Increase (Decrease) Due to movement plus any changes due to settlement		\$38,385	\$26,235	\$29,127
			2.8%	1.8%	2.0%
3.	<b>Other Compensation</b>		\$4,532	\$4,532	\$4,532
	-Increase (Decrease) (Stipends, Bonuses, etc.)	\$ 5,468	0.3%	0.3%	0.3%
	Increases to and new stipends				
4.	<b>Statutory Benefits</b>				
	= Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (due to above increases)				
		\$ 289,843	\$ 9,756		
		\$ 315,209		\$ 9,396	
		\$ 317,004			\$ 9,096
			3.1%	3.0%	2.9%
5.	<b>Health/Welfare Benefits</b>		\$0	\$0	\$0
	Increase (Decrease) new cap negotiated 5/2019	\$222,420	0.0%	0.0%	0.0%
6.	<b>Total Compensation Increase</b>		\$94,797	\$40,163	\$42,755
	2019-20 Total L. 1-5	\$ 1,884,939	5.0%		
	2020-21 Total L. 1-5	\$ 1,990,751		2.0%	
	2021-22 Total L. 1-5	\$ 2,019,018			2.1%
7.	<b>Total Number of Represented Employees</b> (use FTE if appropriate)	22.00	22.00	22.00	22.00
8.	<b>Total Compensation Cost for Average Employee</b>		\$4,309	\$1,826	\$1,943

Please include comments and explanations as necessary

3% COLA across the board increase to salary schedules; stipend schedule for misc stipends was increased for two stipends and several more added

**B. What are the Proposed Negotiated Changes in Non-Compensation Items**

(class size adjustments, staff development days, teacher prep time, etc.)

None

**C. What are the specific impacts on instructional and support programs to accommodate the settlement? What is the increase to services if using Supplemental/Concentration dollars**

Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

None

**C1. Were any additional steps, columns, or ranges added to the salary schedules? (if yes, please explain**

No

**C2. Does this bargaining unit have a negotiated cap for Health & Welfare benefits.**

(If yes, what is the amount?)

Yes, \$10,110

**D. What contingency language is included in the proposed agreement?**

(reopeners, etc.)

Reopeners for Salary and Benefits and one other article for each year for each party.

**E. Source of Funding for Proposed Agreement**

**1. Current Year**

General Fund ongoing revenues LCFF

**2. How will the ongoing cost of the proposed agreement be funded in future years?**

Same as #1 above.

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

(Remember to include compounding effects in meeting obligations e.g. STRS/PERS increases, Statutory Benefits)

General Fund, current revenues. Increases in STRS have been calculated.

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves****1. State Reserve Standard**

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$5,095,383
b. State Standard Minimum Reserve Percentage for this District (3% or 5%)	5.0%
c. State Standard Minimum Reserve Amount for this District (Line a times Line b)	\$254,769
d. (Line c OR \$50,000 whichever is greater)	\$254,769

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

a. General Fund Budgeted Unrestricted Designated for Economics Uncertainties	\$540,065
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$0
c. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$0
d. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$0
e. Article XIII-B Fund (J-241) - Budgeted Designated for Economic Uncertainties	\$0
f. Article XIII-B Fund (J-241) - Budgeted Unappropriated Amount	\$0
g. Total District Budgeted Unrestricted Reserves	\$540,065

3. Do unrestricted reserves meet the state standard minimum reserve amount?(Yes or No)

Yes

Actual Reserve amount:

10.60%

**G. Certification Number 1. - District's Ability to Meet the Costs of Collective Bargaining Agreement**


This disclosure document is signed by the District Superintendent and Fiscal Specialist at the time of public disclosure

In accordance with the requirement of Government Code Section 3547.5, the Superintendent and Fiscal Specialist of Shandon Joint Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the CSEA Bargaining Unit, during the term of the agreement from 7/1/19 to 6/30/22.

The budget revisions necessary to meet the cost of the agreement in each year of its term are as follows:

<u>Budget Adjustment Category:</u>	<u>Budget Adjustment Increase (Decrease)</u>
Certificated Salaries 1000	\$46,656
Benefits 3000	\$9,707
	\$
	\$

\_\_\_\_ (No budget revisions necessary)

  
\_\_\_\_\_  
District Superintendent Kristina Benson  
(signature)

11-22-19  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Fiscal Specialist  
(signature)

\_\_\_\_\_  
Date



## H. Certification Number 2 - Certification of Superintendent and Board

This disclosure document is 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 in accordance with the requirements of AB 1200 and G.C. 3547.5.

\_\_\_\_\_  
District Superintendent  
(signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on  
November 27, 2019, took action to approve the proposed Agreement with the  
SHANDON TEACHERS' ASSOCIATION Bargaining Unit.

\_\_\_\_\_  
President, Governing Board  
(signature)

\_\_\_\_\_  
Date

S.K. Smith

San Luis Obispo County Office of Education

Disclosure of Collective Bargaining Agreement  
Supplement

<b>IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET</b>				
Reflects both STA and CSEA settlements	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
BASED ON UNAUDITED ACTUALS UNRESTRICTED AND RESTRICTED	Latest Board- Approved Budget Before Settlement 6/30/2019	Adjustments as a Result of Settlement STA/CSEA	Other Revisions CSI/CTEIG	Total Impact on Budget (Cols. 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	4,002,891	0		4,002,891
Remaining Revenues (8100-8799)	747,067			747,067
<b>TOTAL REVENUES</b>	<b>4,749,958</b>	<b>0</b>	<b>0</b>	<b>4,749,958</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries/Stipends	1,815,671	56,363		1,872,034
2000 Classified Salaries/Stipends	763,998	21,759		785,757
3000 Employees' Benefits	1,166,283	18,111		1,184,394
4000 Books and Supplies	269,867			269,867
5000 Services and Operating Expenses	762,740			762,740
6000 Capital Outlay	10,000			10,000
7000 Other	210,591			210,591
<b>TOTAL EXPENDITURES</b>	<b>4,999,150</b>	<b>96,233</b>	<b>0</b>	<b>5,095,383</b>
<b>OPERATING SURPLUS(DEFICIT)</b>	<b>(249,192)</b>	<b>(96,233)</b>	<b>0</b>	<b>(345,425)</b>
OTHER SOURCES AND TRANSFERS IN				0
CONTRIBUTIONS				0
<b>CURRENT YEAR INCREASE (DECREASE)-IN FUND BALANCE</b>	<b>(249,192)</b>	<b>(96,233)</b>	<b>0</b>	<b>(345,425)</b>
BEGINNING BALANCE	1,022,492	N/A	N/A	1,022,492
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>773,300</b>	<b>(96,233)</b>	<b>0</b>	<b>677,067</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Restricted Amounts	35,502			35,502
Reserved for Economic Uncertainties	636,298	(96,233)		540,065
Assigned Amounts	101,500			101,500
Unappropriated Amounts	0	0	0	0

\*If the total amount of the Adjustment in Col. 2 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:**

Benefits on Step and Column have already been budgeted in the Adoption Budget, so are not included as changes needed here. These figures includes 3% increases for ALL employees - Certificated Employees (STA), Classified Employees (CSEA), and all manaeame and confidential employees, so will not agree exactly to either one of the disclosures, or to combined disclosures for both union settlements because of management/confidential inclusion.

(Note: Remember to submit both pages of this form, along with tentative agreement language and an updated Multi-Year Projection to include costs of the agreement, to the COE to arrive at least 10 full working days prior to the Board Meeting with the related ratification agenda item).

Summary of salaries and Benefits on Supplement:

Benefits:

**29.07%**

Classified 3%	\$19,217.00		
Classified Biling Stipends	\$ 924.00		
	<u>\$20,141.00</u>	CSEA	\$ 5,855.00 CSEA
Classified Confid 3%	\$ 1,618.00		\$ 470.00
Total All Classified 3%	<u>\$21,759.00</u>	Supplement	

**20.91%**

Certificated 3%	\$42,124.00		
Certiicated Stipends	\$ 4,532.00		
	<u>\$46,656.00</u>	STA	\$ 9,756.00 STA
Certificated Mgmt 3%	\$ 9,707.00		\$ 2,030.00
Total all Certificated 3%	<u>\$56,363.00</u>	Supplement	
			\$ 18,111.00 Supplement

No Raises

SHANDON JUSD 19/20 SALARIES AND ESTIMATED STEP & COLUMN IN OUT YEARS:

CATEGORIES	19-20 Preliminary Revision Prior to First Interim Report				20-21 Projected				21-22 Projected			
	Unrestricted	Restricted	Combined		Unrestricted	Restricted	Combined		Unrestricted	Restricted	Combined	
LCCF Sources	3,904,164	101,467	4,005,631		3,985,725	107,500	4,094,225		4,094,284	110,510	4,204,794	
Federal	0	319,479	319,479		0	174,988	174,988		0	176,636	176,636	
Other State	55,963	385,621	441,584		58,323	260,621	316,944		56,323	260,621	316,944	
Local	58,436	216,842	275,278		58,605	215,190	273,795		58,784	215,190	273,974	
Total Revenues	4,018,563	1,023,409	5,041,972		4,101,653	750,300	4,859,953		4,209,391	762,958	4,972,349	
Certificated Salaries	1,563,093	228,967	1,792,060		1,594,355	246,505	1,840,860		1,626,242	221,435	1,847,677	
Classified Salaries	631,562	124,322	755,884		647,351	127,430	774,781		660,298	129,979	790,277	
Employee Benefits	819,276	363,473	1,182,749		836,909	373,996	1,210,905		855,070	385,216	1,240,286	
Books & Supplies	219,224	141,209	360,433		219,224	61,778	281,002		149,224	61,778	211,002	
Services & Operating	501,011	435,952	936,963		460,485	231,680	692,165		460,485	238,630	699,115	
Capital Outlay	0	0	0		0	0	0		0	0	0	
Other Outgo	179,348	179,348	179,348		0	186,522	186,522		0	193,983	193,983	
Indirect Cost	-23,683	29,683	0		-15,000	15,000	0		-15,000	15,000	0	
Transfers Out/Uses	31,243		31,243		32,805		32,805		34,445		34,445	
Other Adjustments					Café Contribution				Café Contribution			
Total Expenditures	3,735,726	1,502,954	5,238,680		3,776,129	1,242,911	5,019,040		3,770,764	1,246,021	5,016,785	
Change Fund Balance	-161,206	-35,502	-196,708		-189,087	30,000	-159,087		-105,036	60,600	-44,436	
Transfers In/ Sources	0	0	0		0	0	0		0	0	0	
Contributions	-444,043	444,043	0		-514,611	514,611	0		-543,663	543,663	0	
Other Sources/ Uses												
Estimated Beginning Balance	986,990	35,502	1,022,492		825,784	0	825,784		636,697	30,000	666,697	
Audit Adjustment	0	0	0		0	0	0		0	0	0	
Net Change	-161,206	-35,502	-196,708		-189,087	30,000	-159,087		-105,036	60,600	-44,436	
Ending Balance	825,784	0	825,784		636,697	30,000	666,697		531,661	90,600	622,261	
Other Assignments	101,500		101,500		101,500		101,500		101,500		101,500	
Restricted Legally Reserved												
Fund Balance	774,284	0	774,284		635,197	30,000	665,198		430,161	90,600	520,762	
Available Reserve	261,934				106,665				250,839			

\*Large deficit spending in General Fund  
 \*Transfers out Café \$31,243  
 \* Other Assignments \$1,500 Petty Cash & \$100k Special Ed

\*Large deficit spending in General Fund  
 \*Transfers out Café \$32,805  
 \* Other Assignments \$1,500 Petty Cash & \$100k Special Ed

\*Large deficit spending in General Fund  
 \*Transfers out Café \$34,445  
 \* Other Assignments \$1,500 Petty Cash & \$100k Special Ed

5% Minimum Reserve Required

SHANDON JUSD 19/20 SALARIES AND ESTIMATED STEP & COLUMN IN OUT YEARS: INCLUDES 3% COLA TO ALL EMPLOYEES (+ STIPENDS)

CATEGORIES	19-20 Preliminary Revision				20-21 Projected				21-22 Projected			
	Prior to First Interim Report											
	Unrestricted	Restricted	Combined		Unrestricted	Restricted	Combined		Unrestricted	Restricted	Combined	
LCFF Sources	8010-8099	3,904,164	101,487	4,005,651	3,986,725	107,500	4,094,225		4,094,284	110,510	4,204,794	
Federal	8100-8299	0	319,479	319,479	0	174,988	174,988		0	176,636	176,636	
Other State	8300-8599	55,963	385,621	441,584	56,323	260,621	316,944		56,323	260,621	316,944	
Local	8600-8799	58,436	218,842	275,278	58,605	215,190	273,795		58,784	215,190	273,974	
<b>Total Revenues</b>		<b>4,018,563</b>	<b>1,023,409</b>	<b>5,041,972</b>	<b>4,101,653</b>	<b>750,300</b>	<b>4,859,953</b>		<b>4,209,391</b>	<b>762,958</b>	<b>4,972,349</b>	
Certificated Salaries	1000-1999	1,563,093	228,967	1,792,060	1,594,356	246,505	1,840,860		1,626,242	221,435	1,847,677	
3% COLA to STA		42,124	0	42,124	43,388	0	43,388		44,650	0	44,650	
Stipends in STA Tent Agmt		4,532	0	4,532	4,532	0	4,532		4,532	0	4,532	
3% to CE Mgmt		9,707	0	9,707	10,192	0	10,192		10,702	0	10,702	
Classified Salaries	2000-2999	631,562	124,322	755,884	647,351	127,430	774,781		660,298	129,978	790,277	
3% COLA to GSEA		19,217	0	19,217	20,666	0	20,666		21,047	0	21,047	
Stipends to CSEA in Tent Agmt		924	0	924	2,939	0	2,939		3,086	0	3,086	
3% to CL Comid		1,618	0	1,618	1,618	0	1,618		1,618	0	1,618	
Employee Benefits	3000-3999	819,276	363,473	1,182,749	836,909	373,996	1,210,905		855,070	385,216	1,240,286	
Benefits on 3% to all employees		16,111	0	16,111	19,817	0	19,817		19,968	0	19,968	
Books & Supplies	4000-4999	219,224	141,209	360,433	219,224	61,778	281,002		149,224	61,778	211,002	
Services & Operating	5000-5999	501,011	435,952	936,963	480,485	231,680	692,165		460,485	236,630	696,115	
Capital Outlay	6000-6999	0	0	0	0	0	0		0	0	0	
Other Outgo	7100-7299 7400-7499	179,346	179,346	179,346	0	188,522	188,522		0	193,983	193,983	
Indirect Cost	7300-7399	-29,683	29,683	0	-15,000	15,000	0		-15,000	15,000	0	
Transfers Out/Uses	7600-7629	31,243	0	31,243	32,805	0	32,805		34,445	0	34,445	
Other Adjustments		0	0	0	0	0	0		0	0	0	
<b>Total Expenditures</b>		<b>3,831,959</b>	<b>1,502,954</b>	<b>5,334,913</b>	<b>3,878,483</b>	<b>1,242,911</b>	<b>5,121,394</b>		<b>3,876,407</b>	<b>1,246,021</b>	<b>5,122,428</b>	
Change Fund Balance		-257,439	-35,502	-292,941	-291,441	30,000	-261,441		-210,679	60,600	-150,079	
Transfers In/ Sources		0	0	0	0	0	0		0	0	0	
Contributions		-444,043	444,043	0	-514,611	514,611	0		-543,663	543,663	0	
Other Sources/ Uses		0	0	0	0	0	0		0	0	0	
<b>Estimated Beginning Balance</b>		<b>986,990</b>	<b>35,502</b>	<b>1,022,492</b>	<b>729,551</b>	<b>0</b>	<b>729,551</b>		<b>438,110</b>	<b>30,000</b>	<b>468,110</b>	
Audit Adjustment		0	0	0	0	0	0		0	0	0	
Net Change		-257,439	-35,502	-292,941	-291,441	30,000	-261,441		-210,679	60,600	-150,079	
<b>Ending Balance</b>		<b>729,551</b>	<b>0</b>	<b>729,551</b>	<b>438,110</b>	<b>30,000</b>	<b>468,110</b>		<b>227,431</b>	<b>90,600</b>	<b>318,031</b>	
Other Assignments		101,500	101,500	101,500	101,500	0	101,500		101,500	0	101,500	
Restricted Legally Reserved		0	0	0	0	0	0		0	0	0	
<b>Fund Balance</b>		<b>628,051</b>	<b>0</b>	<b>628,051</b>	<b>336,610</b>	<b>30,000</b>	<b>366,610</b>		<b>125,931</b>	<b>90,600</b>	<b>216,531</b>	
Available Reserve		11,779	0	11,779	6,579	0	6,579		2,469	0	2,469	
<b>5% Minimum Reserve Required</b>		<b>266,746</b>	<b>0</b>	<b>266,746</b>	<b>256,070</b>	<b>0</b>	<b>256,070</b>		<b>256,121</b>	<b>0</b>	<b>256,121</b>	

\*Large deficit spending in General Fund  
 \*Transfers out Cate \$34,445  
 \*Other Assignments \$1,500 Petty Cash  
 \* \$100K Special Ed

2.46%  
 21-22

# SHANDON JOINT UNIFIED SCHOOL DISTRICT

Special Meeting of the Board of Trustees

MEETING DATE: November 27, 2019

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## AGENDA ITEM TITLE:

Approval of Tentative Agreement for Collective Bargaining Agreement with CSEA Chapter 225

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## PREPARED BY:

Kristina Benson, Superintendent

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## AGENDA SECTION:

☐ Reports   ☐ Consent   ☒ Discussion/Action   ☐ First Reading   ☐ Information   ☐ Resolution

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## SUMMARY:

The District and CSEA engaged in several sessions of negotiations over the summer months, and reached a Tentative Agreement. This agreement called for several changes to the prior agreement:

- :: A salary schedule increase of 2% added retroactive to 7/1/19
- :: A "me,too" clause that if any other bargaining unit received an increase larger than 2%, so would CSEA be entitled to that larger amount
- :: An agreement to add up to four (4) new bilingual stipends for Special Education Paraeducators only, which are conditioned upon testing, and training for specific kinds of duties

The STA (teachers' bargaining unit) settled for a 3% salary schedule increase, and so CSEA would be eligible for that same 3% salary schedule increase.

Prior to this action item, the Board has received and reviewed the AB1200 Disclosure of Collective Bargaining Agreement, showing the costs and other effects of this agreement. The SLOCOE should have prepared and transmitted a letter regarding this, as well.

The parties bargained in good faith and this Tentative Agreement should be ratified at this time.

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## RECOMMENDED ACTION:

Approval of the Tentative Agreement with CSEA

**MEMORANDUM OF UNDERSTANDING**  
**Between the**  
**SHANDON JOINT UNIFIED SCHOOL DISTRICT**  
**And the**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**AND ITS SHANDON CHAPTER 225**

September 30, 2019

The following reflects the full and complete agreement of the California School Employees Association and its Shandon Chapter 225 (hereinafter "Association") and the Shandon Joint Unified School district (hereinafter "District" regarding salary increase for the 2019-20 school year.

All classified Bargaining Unit Members' salary shall be increased by 2% effective July 1, 2019. If any other Bargaining Unit receives more in total compensation, CSEA Bargaining Unit shall receive the equitable %.  
(me too)


Bilingual Stipend: Up to four(4) – A Bilingual Stipend of 3% annually shall be added to up to four(4) eligible Paraeducators who use a second language in the course of their work day with students. Eligibility shall be determined by a mutually agreed upon proficiency exam. After training, Bilingual Educators all be required to assist in 504, IEP, SST, and parent teacher conferences. Each year stipends will commence and be prorated tenthly upon passage of a proficiency exam and completion of training or proof thereof. The anticipated completion date of the above in 2019-20 shall be March 31, 2020 or extended by mutual agreement.

The District agrees to reopen negotiations by May 1, 2020 on the District's contribution towards the health benefits package for the 2020-21 school year.

Tentatively agreed to on the 30<sup>th</sup> of September 2019 This Memorandum of Understanding will become final and binding upon the parties with ratification by the membership of the Association (pursuant to Association Policy 610 if required by that policy) and adoption by the Shandon Joint Unified School District.



CSEA

  
CSEA

9-30-19

Date

9.30.19

Phyllis Comstock

Phyllis Comstock, CSEA Labor Relations Representative

9/30/19

Date

Kristina Benson

Kristina Benson, Superintendent.

9/30/19

Date



# SHANDON JOINT UNIFIED SCHOOL DISTRICT

Special Meeting of the Board of Trustees

MEETING DATE: November 27, 2019

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## AGENDA ITEM TITLE:

Approval of Tentative Agreement for Collective Bargaining Agreement with STA

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## PREPARED BY:

Kristina Benson, Superintendent

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## AGENDA SECTION:

☐ Reports   ☐ Consent   ☒ Discussion/Action   ☐ First Reading   ☐ Information   ☐ Resolution

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## SUMMARY:

The District and STA engaged in several sessions of negotiations over the summer months, and reached a Tentative Agreement. This agreement called for several changes to the prior agreement:

- :: A salary schedule increase of 3% added retroactive to 7/1/19
- :: An agreement to change two stipends and add several more stipends for class advisors

Prior to this action item, the Board has received and reviewed the AB1200 Disclosure of Collective Bargaining Agreement, showing the costs and other effects of this agreement. The SLOCOE should have prepared and transmitted a letter regarding this, as well.

The parties bargained in good faith and this Tentative Agreement should be ratified at this time.

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## RECOMMENDED ACTION:

Approval of the Tentative Agreement with STA

SHANDON JT UNIFIED SCHOOL DISTRICT

October 2, 2019

TENTATIVE BARGAINING UNIT AGREEMENT

The Shandon Jt Unified School District and the Shandon Teachers Association (STA) do agree to the following regarding the Bargaining Unit Contract between the parties:

**Article III, Salary:**

- A. For the 2019-20 school year, a THREE PERCENT (3.0%) increase shall be applied to the 2018-19 salary schedule, retroactive to July 1, 2019 for all employees of record as of this date.

In addition, stipended amounts shall be adjusted upward per the attached schedule attached to this agreement.



**Article IV: Health and Welfare Benefits:**

- A. For the 2019-20 Fiscal Year, the District and Association have previously agreed to increase the District's contribution by \$492.00 to \$10,110.00 effective September 1, 2019 towards the health benefits package, consisting of medical, dental, and vision insurance, on behalf of each eligible full-time employee. This reflects the District's contribution of 50% of the 2019=20 SISC premium increase for the 2<sup>nd</sup> level SISC plan. This is just to memorialize that previous ratified agreement from June of 2019.

The parties both agree that this concludes formal negotiations for the 2019-20 fiscal year on all bargaining unit contract matters.

This Agreement shall be in full force and effect from the date of ratification by the parties to June 30, 2022, and shall automatically remain in effect for each succeeding 12 months or until completion of a subsequent binding written agreement by the parties, which shall supersede this Agreement. For the 2020-21 school year, the parties agree to re-open salary, benefits, and one additional article per party. For the 2021-22 school year, the parties agree to re-open salary, benefits, and one additional article per party.

FOR THE STA:

FOR THE DISTRICT:

  
Kristina Benson, Superintendent/Principal

Stipend Schedule Changes for STA CBA 2019 -2022

<u>Stipend</u>	<u>Amount</u>
8th Grade Class Advisor	\$ 500
9 <sup>th</sup> Grade Class Advisor	500
10 <sup>th</sup> Grade Class Advisor	500
11 <sup>th</sup> Grade Class Advisor	1,000
12 <sup>th</sup> Grade Class Advisor	1,500
Middle School ASB Advisor	1,000
High School ASB Advisor	5,000