

## ALPINE UNION SCHOOL DISTRICT BOARD AGENDA ITEM SUMMARY

**MEETING DATE:** May 9, 2022

**TITLE:** Approve: Side Letter of Agreement between the Alpine Union School District (District) and Classified School Employees Association (CSEA) and its Chapter #607 Regarding Increase in Classified Salary Schedule

**EXHIBIT:** Attached

**EXPLANATION:** The District and CSEA have identified the Custodian and Grounds/Maintenance Worker positions as hard to fill. In order to attract and retain the highest quality employees, effective January 11, 2022, these job classifications shall be placed on the Classified Salary Schedule Step identified below for the 2021-2022 school year. Step 5 is \$19.46/hour.

- Custodian, starting on Step 5
- Grounds/Maintenance Worker, starting on Step 5

**FISCAL IMPACT:** \$27,723

**RECOMMENDATIONS:** Approve Side Letter of Agreement between the Alpine Union School District (District) and Classified School Employees Association (CSEA) and its Chapter #607 Regarding Increase in Classified Salary Schedule

*Copy to  
Ryan*

**Vote:** Dickie:\_\_\_\_ Guerra:\_\_\_\_ Lyon:\_\_\_\_ Perricone:\_\_\_\_ Wray:\_\_\_\_

Side Letter of Agreement  
By and Between The  
Alpine Union School District and  
California School Employees Association (CSEA) and Its Chapter 607  
January 11, 2022

The Side Letter of Agreement between The Alpine Union School District ("District") and the California School Employees Association ("CSEA") and its Chapter 607 hereby agree to the following:

The District and CSEA have identified the Custodian and Grounds/Maintenance Worker positions as hard to fill. In order to attract and retain the highest quality employees, effective January 11, 2022 these job classifications shall be placed on the Classified Salary Schedule, Step identified below for the 2021-2022 school year.


- Custodian, starting on Step 5
- Grounds/Maintenance Worker, starting on Step 5

  
Yvette Maier, Executive Director of Human Resources  
and Student Services

1-12-22  
Date

  
Matt Busacco, CSEA Chapter 607 President

1-12-22  
Date

  
Joni Collins  
CSEA Labor Relations Representative

1-12-22  
Date



# Disclosure of Collective Bargaining Agreement

Page 1 of 7

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);  
GC § 3547.5 (Statutes of 2004, Chapter 52)

## Alpine USD

Name of Bargaining Unit: CSEA Certificated:                      Classified: YES

The proposed agreement covers the period Beginning: 07.01.2021 Ending: 06.30.2022

This agreement will be acted upon by the Governing Board at its meeting on: 5.11.22  
Date

### A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 21-22		Year 2 22-23		Year 3 23-24	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement	\$2,194,279		0.00%		0.00%		0.00%
2. Salary Schedule - Increase (Decrease)	\$2,194,279		0.00%		0.00%		0.00%
3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.	\$2,194,279	\$9,104	0.41%		0.00%		0.00%
4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$622,647	\$3,040	0.49%		0.00%		0.00%
5. Health/Welfare Benefits - Increase (Decrease)	\$384,905		0.00%		0.00%		0.00%
6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	\$3,201,831	\$12,144.00	0.38%	\$0	0.00%	\$0	0.00%
7. Total Number of Represented Employees	70.85	70.85		70.85		70.85	
8. Total Compensation Cost for Average Employee - Increase (Decrease)	\$45,191.68	\$171.40	0.38%	\$0.00	0.00%	\$0.00	0.00%

Impact on other Funds: None

**A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:**

Increase the starting step to 5 for the following positions:

Custodian

Grounds/Maintenance Worker

For the 2021/22 fiscal year only.

**B. 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/support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.**

A specific impact on the instructional or support programs is that the District will be better able to fill its custodian positions thus having its classrooms more thoroughly cleaned.

Beyond the scope of this question are the non-specific impacts of this salary increase. Of which is an increase in staff morale, improved recruitment and retention of staff, and the opportunity cost of having fewer funds in the future for the purchase of instructional and non-instructional supplies and services.

**D. What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

Applicable fiscal years:

none

Contingency language:

none

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

1. Current Year

LCFF Funds

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

One year agreement

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)

One year agreement

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

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## 1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$20,924,121
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	1,379.16
d. State Standard Minimum Reserve Amount for this District (Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)	\$627,724

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$1,733,929.70
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$549,410.85
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	\$2,283,340.55

3. Do unrestricted reserves meet the state standard minimum reserve amount?

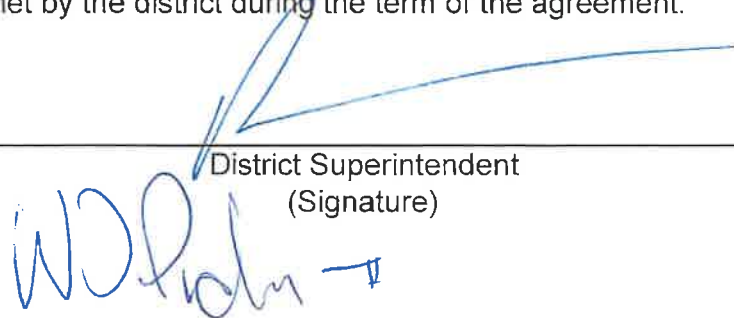
**Yes**

No

**G. Certification**

The information provided in this document summarized 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 Government Code § 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)

4-14-22  
Date

\_\_\_\_\_  
Chief Business Official  
(Signature)

4 14 22  
Date

Contact Person:

William Pickens

Telephone No.:

619 445 3236

## Supplement

### H. Impact of Proposed Agreement on Current Year Operating Budget\*

Date of governing board approval of budget revisions in Col. 2: 5.11.22  
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

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

	(Col. 1) Latest Board- Approved Budget Before Settlement as of 3/15/22	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
<b>REVENUES:</b>				
LCFF Sources (8010-8099)	14,931,384			14,931,384
Remaining Revenues (8100-8799)	7,048,277			7,048,277
<b>TOTAL REVENUES</b>	21,979,661		0	21,979,661
<b>EXPENDITURES:</b>				0
1000 Certificated Salaries	7,526,883			7,526,883
2000 Classified Salaries	3,260,919	9,104	(9,104)	3,260,919
3000 Employee Benefits	4,837,623	3,040	(3,040)	4,837,623
4000 Books and Supplies	782,143			782,143
5000 Services and Operating Expenses	3,747,803			3,747,803
6000 Capital Outlay	0			0
7000 Other	768,750			768,750
<b>TOTAL EXPENDITURES</b>	20,924,121	12,144	(12,144)	20,924,121
OPERATING SURPLUS (DEFICIT)	1,055,540	(12,144)	12,144	1,055,540
8900 OTHER SOURCES & TRANSFERS IN				0
7600 OTHER USES & TRANSFERS OUT	750,000			750,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	305,540	(12,144)	12,144	305,540
BEGINNING BALANCE	3,688,303			3,688,303
CURRENT YEAR-ENDING BALANCE	3,993,842			3,993,842
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	2,500			2,500
Restricted (9740)	1,621,788			1,621,788
Committed (9750/9760)				0
Reserve for Vacancies	86,214			
Reserve Economic Uncertainties (9789)	1,733,930			1,733,930
Unassigned/Unappropriated (9790)	549,411			549,411

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

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\*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

May 5, 2022

Richard Newman, Ed.D.  
Superintendent  
Alpine Union School District  
2001 Tavern Road  
Alpine, CA 91901

Dear Dr. Newman:

We have received the Alpine Union School District's Disclosure of Collective Bargaining Agreements in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The disclosure is for the Classified School Employees Association and its Chapter 607 (CSEA) regarding a side letter of agreement and will be acted upon by the governing board at its meeting on May 9, 2022.

CSEA Side Letter of Agreement dated January 11, 2022

- Reflects the agreement between the district and the association regarding the Custodian and Grounds/Maintenance Worker positions
- Provides unit members in the Custodian and Grounds/Maintenance Worker positions to start on Step 5 of the Classified Salary Schedule for the 2021-22 fiscal year only
- The district estimates expenditure increases in fiscal year 2021-22 due to the agreement to be \$12,144 and will be funded from the Unrestricted General Fund

Education Code 42142 requires school districts to incorporate necessary budget revisions in the current year budget within 45 days of board approval of a collective bargaining agreement. In our review of the disclosure submitted by the district, we understand that costs for this agreement were covered by reallocating current budget amounts; therefore, a budget revision will not be completed by the district. Please forward a copy of the original signed certification to our office upon board approval of the collective bargaining agreement.

Questions or concerns may be directed to me at (858) 295-6702, or Amanda Davis, Business Advisor at (858) 295-6652. This letter can be found on our website at: <https://www.sdcoe.net/administrative-services/business-services/district-financial-services/business-advisory-services>.

Sincerely,



Brent Watson  
Executive Director  
District Financial Services

BW: AD: VS

cc: William Pickering II, Chief Business Officer, Alpine Union School District  
Retirement Reporting Unit, San Diego County Office of Education