

## COLLECTIVE BARGAINING AGREEMENT PUBLIC DISCLOSURE SUMMARY

Eureka City Schools

Type of Bargaining Unit:

☒

Certificated

☐ Certificated Management

☐

Classified

☐ Classified Management

☐

Confidential

The proposed agreement covers the period beginning

07/01/2021

and ending

06/30/2024

and will be acted upon by the Governing Board at its meeting on

12/09/2021

### A. Proposed Change in Compensation

Compensation		Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
			Current Year Increase/(Decrease) 2021/22	Year 2 Increase/(Decrease) 2022/23	Year 3 Increase/(Decrease) 2023/24
1	Current year salary costs	\$ 14,519,520		14,380,060	14,608,881
2	Step and column increase (Optional- if completed, do not include S & C costs in Line 1)	\$ 235,661		238,675	238,675
3	Total Current year salary costs	\$ 14,755,181		14,618,735	14,847,556
4	Salary schedule increase (decrease) <i>Ongoing 6.25% salary increase effective July 1, 2021</i>		\$ 801,509 6.25%	801,509 6.25%	801,509 6.25%
5	Cost due to salary schedule restructure (i.e., longevity, step and column over prior contract)		\$ 41,552 0.34%	41,552 0.34%	41,552 0.34%
6	One-time compensation (i.e., stipends, bonus, off schedule one time payments)		\$		
7	Reclassification of position(s)		\$		
8	Other compensation		\$ 25,000	25,000	25,000
9	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 3,155,092	\$ 239,839 21.73%	240,494 21.73%	240,494 21.73%
10a	Health & Welfare costs before agreement	\$ 2,484,732		2,266,571	2,266,442.00
10b	Changes in Health & Welfare costs due to the agreement		\$ 125,404	250,807	250,807
10c	Health & Welfare costs after agreement (10a+10b)		\$ 2,610,136	2,517,378	2,517,249
10d	FTE's (impacted by health & welfare change)		243	243	243
10e	Change in discretionary costs - per FTE (line 10b divided by line 10d)		\$ 516	1,032	1,032
11	Total Compensation Increase (decrease) (Total Lines 2, 4 thru 9 and 10b)		1,468,965	1,598,037	1,598,037
12	TOTAL COMPENSATION INCREASE AS A PERCENTAGE OVER PRIOR FISCAL YEAR		% 9.94%	10.81%	10.81%

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### Section A

4. What is the proposed negotiated percentage increase? For example, if the increase in "Current Year" was for less than a full year, what was the percentage increase given, what is the effective date of the increase, and what is the annualized percentage increase for "Year 1"?

- A 6.25% ongoing increase to the Teacher, SLP/School Nurse, and Children's Center salary schedules for 2021/22.

- A 6.25% ongoing increase to the Extra Duty salary schedule.

- A 6.25% ongoing increase to the rate of pay for hourly teachers (adult education and home and hospital teachers).

5. Describe any changes or additions to step, column, or ranges on the salary schedules.

- On Teacher Salary Schedule, remove all A columns and column IB from the salary schedule. Band steps 1-2 together, with Step 1, Class IIIB becoming the average between Step 1, Class IIB and Step 1, Class IVB, and Step 2, Class IIB becoming the average between Step 1, Class IIB and Step 3, Class IIB.

6. Describe any one-time compensation increases.

NOT APPLICABLE

7. Describe any reclassifications of positions.

NOT APPLICABLE

8. Describe any "other compensation". Please include comments and explanations as necessary (if more room is necessary to answer, please attach additional sheet.)

- Increase the Special Education stipend in Article 11.1.D. from \$1,000 to \$2,000.

- Add a DECA stipend to Class III (Appendix B).

- As of July 1, 2021, the Summer School rate and the hourly teacher rate shall be \$35.00 per hour

10. Changes in Health and Welfare costs.

- a. Does the district have a maximum on the employer paid portion of health and welfare?

  X   Yes             No

If yes, please describe the maximum dollar or percentage amount of the employer paid share of the health and welfare costs and any changes due to this proposed bargaining agreement.

- Effective January 1, 2022, the monthly District contribution to health benefits increase by \$86 to \$1,100.

**B. Describe any proposed negotiated changes in non-compensation items** (e.g., class size adjustments, staff development days, teacher prep time, etc.)

- Effective January 3, 2022, for the 2021-22, 2022-23, and 2023-24 school years only, the instructional day for all grade levels will increase by 12 minutes/day (60 minutes/week).

- Effective January 3, 2022, common release time in grade levels TK-5, reflecting a decrease in the current instructional day for grades 4-5 of 7 minutes, and an increase in the current instructional day for TK-3 of 18 minutes.

- All elementary classes listed below may have one additional student permitted upon mutual consent of the teacher and principal:

- > 23 students for combination Kindergarten/1st grade.
- > 24 students for single grade or combination Transitional Kindergarten and Kindergarten classes..
- > 26 students for combination 1st, 2nd, or 3rd grade classes.
- > 27 students for single grade 1st, 2nd, or 3rd grade classes.
- > 26 students for combination 3rd/4th grade classes.
- > 30 students for combination 4th, 5th, or 6th grade classes.
- > 31 students for single grade 4th and 5th grade classes.

- All middle school classes listed below may have one additional student permitted upon mutual consent of the teacher and principal:

- > 31 students for multi-subject 6th grade classes.
- > 33 students maximum in 6-8 single subject classes.

- Effective July 1, 2016, high school (excluding continuation high schools) class size is 34 maximum with one additional student permitted upon mutual consent of the teacher and the principal.

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- C. Will there be any specific impacts (positive or negative) to operations related to the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians).

No

- D. What contingency language is included in the proposed agreement (i.e., reopeners, etc.)?**

NOT APPLICABLE

- E. What is the impact of the agreement on deficit spending in the current or future year(s)?**

"Deficit Spending" is defined to exist when a district's expenditures exceed its revenues in a given year.

Due in great part to the influx of one-time funding, the District does not project to deficit spend in the current or two future years.

- F. Are there any other provisions to be disclosed?**

No

- G. What are the source(s) of funding for the proposed agreement?**

1. Current Year

<input checked="" type="checkbox"/> General Fund Revenues	<input type="checkbox"/> Reduction in Expenditures
<input type="checkbox"/> Special Reserve	<input checked="" type="checkbox"/> Other (please explain)

Explanation:

Reduction in Unrestricted Expenditures and a reduction in Ending Fund Balance (Unrestricted Reserves).

2. If this is a single year agreement, how will the ongoing cost, if any, of the proposed agreement be funded in future years? (i.e. COLA, staffing reductions, other sources of revenue)

NOT APPLICABLE

3. If this is a multi-year agreement, what is the source of funding for these obligations in future years? Assumptions should include specifics, i.e., COLA, enrollment patterns. (Remember to include compounding effects in meeting obligations)

General Fund revenues, reduction in Unrestricted Expenditures, and a reduction in Ending Fund Balance (Unrestricted Reserves).

**PUBLIC DISCLOSURE FORM**

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

- X   1. The cost of the proposed agreement is included in the 2021/22 1st Interim budget dated 10/31/2021.  
              a. Copies of the budget transfers are attached (unless proposal was included in the adopted budget); or,  
         X   b. Section H3 below has been completed.
2. Budget has not been updated for the proposal.  
              a. Proposed budget transfers are attached; or,  
              b. Section H3 below has been completed.

<b>H3. RECAP OF PROPOSED BUDGET ADJUSTMENTS</b>				
	Column 1	Column 2	Column 3	Column 4
Bargaining Unit(s):	Latest Board-Approved Budget Before Settlement Date: December 9, 2021	Unrestricted Budget Adjustment Increase (Decrease)	Restricted Budget Adjustment Increase (Decrease)	Total Proposed Budget  (Columns 1+2+3)
<b>A. REVENUES</b>				
1. LCFF Sources (8010-8099)	39,765,817			39,765,817
2. Remaining Revenues (8100-8799)	21,757,520			21,757,520
<b>B. TOTAL REVENUES</b>	61,523,337	0	0	61,523,337
<b>C. EXPENDITURES</b>				
1. Certificated Salaries (1000-1999)	18,329,018			18,329,018
2. Classified Salaries (2000-2999)	8,925,189			8,925,189
3. Employee Benefits (3000-3999)	15,087,840			15,087,840
4. Books and Supplies (4000-4999)	3,130,979			3,130,979
5. Services, Other Operating Expense (5000-5999)	10,231,490			10,231,490
6. Capital Outlay (6000-6599)	1,124,228			1,124,228
7. Other Outgo (7100-7299) (7400-7499)	2,642,749			2,642,749
8. Direct Support/Indirect Costs (7300-7399)	(129,288)			(129,288)
9. Other Adjustments	0			0
<b>D. TOTAL EXPENDITURES (C1:C9)</b>	59,342,205	0	0	59,342,205
<b>E. OPERATING SURPLUS (DEFICIT) (B-D)</b>	2,181,132	0	0	2,181,132
<b>F. TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	0			0
<b>G. TRANSFER OUT &amp; OTHER USES (7610-7699)</b>	(543,526)			(543,526)
<b>H. CONTRIBUTIONS (8980-8998)</b>	0			0
<b>I. INCREASE (DECREASE) IN FUND BALANCE (E+F+G+H)</b>	1,637,606	0	0	1,637,606
<b>J. BEGINNING BALANCE</b>	15,102,509			15,102,509
<b>K. ADJUSTMENT TO BEGINNING BALANCE (J+I)</b>	0			0
<b>L. CURRENT YEAR ENDING BALANCE (J+I)</b>	16,740,115	0	0	16,740,115



## PUBLIC DISCLOSURE FORM

## IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

## I. VERIFICATION OF ACCEPTABLE MINIMUM RESERVE LEVEL

1. STATE-RECOMMENDED MINIMUM RESERVE LEVEL (after implementation of all proposed agreements)				
	2021/22	2022/23	2023/24	
a. Total expenditures, Transfers Out, and Uses per 2021/22 1st interim budget plus total cost increases for all bargaining agreements	59,885,731	55,884,957	55,838,267	
b. Recommended minimum reserve percentage from table below	3.00%	3.00%	3.00%	
c. Recommended minimum reserve amount for this district (I1a times I1b) for districts with less than 1001 ADA, this is the greater of calculation or \$50,000	1,796,572	1,676,549	1,675,148	

## J. IMPACT OF PROPOSED AGREEMENT TO THE BUDGET

1. GENERAL FUND (Fund 01) Unrestricted/Undesignated Only (Resource 0000)				
a.	Board approved 2021/22 1st Interim budgeted ending balance prior to proposed compensation agreements (including both Certificated Agreement and proposed compensation action for Management, Confidentials, and Non-represented)	1,380,336	1,180,297	1,177,963
b.	Changes to budgeted ending balance for all bargaining agreements	(1,051,535)	(1,156,167)	(1,156,167)
c.	Other adjustments (Excess Salary Increase Reserve)	472,848	472,848	472,848
d.	Estimated budgeted ending balance (line J1a plus J1b)	801,649	496,978	494,644
2. SPECIAL RESERVE FUND (Fund 17)				
a.	Board approved budgeted ending balance	1,611,329	1,611,329	1,611,329
b.	Changes to budgeted ending balance for all bargaining agreements			
c.	Estimated budgeted ending balance (line J2a plus J2b)	1,611,329	1,611,329	1,611,329
3. TOTAL DISTRICT RESERVES FOR THE YEAR OF AGREEMENT (Line J1c and J2c) (must be greater than I1c)		2,412,978	2,108,307	2,105,973

## TABLE OF STATE RECOMMENDED MINIMUM RESERVE PERCENTAGES

Percentage Level For Districts with ADA ranging from:				
5% or \$50,000 (Greater of)	0	to	300	
4% or \$50,000 (Greater of)	301	to	1,000	
3%	1,001	to	30,000	
2%	30,001	to	400,000	
1%	400,001	and	Over	