

May 20, 2022

Holly McClurg, Ph.D.  
Superintendent  
11232 El Camino Real  
Del Mar Union School District  
San Diego, CA 92130

Dear Dr. McClurg:

We have received the Del Mar Union School District's Disclosure of Collective Bargaining Agreement in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The disclosure indicates that the proposed agreement is effective July 1, 2021 through June 30, 2022 for the Del Mar California Teachers Association (DMCTA) bargaining unit, as well as classified employees on the "me too" clause and management employees. The agreement will be acted upon by the governing board at its meeting on May 25, 2022.

The agreement proposes the following:

- 5% ongoing salary increase, retroactive to July 1, 2021
- Increase in the health and welfare benefits cap from \$11,000 to \$12,500, effective July 1, 2022
- Updated terms for class size, including caseloads and planning time availability, for the DMCTA bargaining unit members

The total increase in compensation, including statutory benefits, is estimated to be \$2,305,700 for the General Fund, \$7,500 for the Cafeteria Fund and \$109,100 for the Enterprise Fund for 2021-22. Beginning in 2022-23, the total ongoing costs for the increase in health and welfare benefits is estimated to be \$223,500.

The district superintendent and chief business official have certified that the collective bargaining agreement can be met during the term of the agreement. Furthermore, E.C. 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. Please forward a copy of the budget revisions and the original signed certification to our office upon board approval of the collective bargaining agreement.

Holly McClurg, Pd.D., Superintendent  
May 20, 2022  
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Questions or concerns may be directed to me at (858) 295-6702, or Natalie Azzam, Business Advisor at (858) 295-6657. 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: NCA: VS

cc: Chris Delehanty, Assistant Superintendent, Business Services, Del Mar Union School District  
Retirement Reporting Unit, San Diego County Office of Education

# Disclosure of Collective Bargaining Agreement

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

## Del Mar Union School District

Name of Bargaining Unit: Del Mar California Teachers Association      Certificated: x      Classified: \_\_\_\_\_

The proposed agreement covers the period:      Beginning: 7/1/2021      Ending: 6/30/2022

This agreement will be acted upon by the Governing Board at its meeting on:      May 25, 2022  
Date

### A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement  (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2021 - 2022		Year 2 2022 - 2023		Year 3 2023 - 2024	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. <b>Step &amp; Column</b> - Increase (Decrease) due to movement plus any changes due to settlement	\$528,120.00	\$0.00	0.00%	\$26,406.00	5.00%	\$26,934.12	4.86%
2. <b>Salary Schedule</b> - Increase (Decrease)	\$26,406,000.00	\$1,320,300.00	5.00%	\$1,320,300.00	4.76%	\$1,320,300.00	4.55%
3. <b>Other Compensation</b> - Increase (Decrease) in Stipends, Bonuses, etc.		\$0.00		\$0.00		\$0.00	
4. <b>Statutory Benefits</b> - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.		\$270,001.35		\$305,432.92		\$300,837.38	
5. <b>Health/Welfare Benefits</b> - Increase (Decrease)	\$2,294,000.00	\$0.00	0.00%	\$165,000.00	7.19%	\$165,000.00	6.71%
6. <b>Total</b> - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	\$29,228,120.00	\$1,590,301.35	5.44%	\$1,817,138.92	5.90%	\$1,813,071.50	5.56%
7. <b>Total Number of Represented Employees</b>	270.80	270.80		270.80		270.80	
8. <b>Total Compensation Cost for Average Employee</b> - Increase (Decrease)	\$107,932.50	\$5,872.60	5.44%	\$6,710.26	5.90%	\$6,695.24	5.56%

**Footnote: 2(b) includes statutory benefits 3(b) Reflects the Retirement Incentive 4(b) Statutory benefits net of STRS on the Retirement Incentive**

**Impact on other Funds:**      Salary and benefits adjustments will impact funds 13 Cafeteria Fund (\$7,500) and 63 Enterprise Fund (\$109,100)

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

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For fiscal year 2021 – 2022: 5% increase to the salary schedule, retroactive to July 1, 2021.

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Beginning July 1, 2022, an increase to the benefit cap from \$11,000 to \$12,500

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**B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

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Reduce Education Specialist caseload from 28 to 26

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Reduce Self Contained caseload from 15 to 13

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Increase itinerant staff planning time from 120 to 150 minutes per week

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Provide 45 minutes of weekly planning time for co-teaching partners

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**C. What are the specific impacts on instructional/support programs.**

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There are no specific impacts on the instructional/support programs

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

Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

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There is no contingency language in the proposed agreement.

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

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The funding source is General Fund Revenues

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

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The proposed agreement will be funded by General Fund Revenues, with the main source of revenue coming from property taxes.

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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)

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The agreement is for fiscal year 2021 – 2022.

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**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)	\$70,105,669
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	3,648.87
d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i>	\$2,103,170

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


a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$2,103,170.00
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$2,829,312.00
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	\$4,932,482.00


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.


5/10/2022  
 District Superintendent Date  
 (Signature)


5/10/2022  
 Chief Business Official Date  
 (Signature)

Contact Person: Chris Delehanty Telephone No.: 858-755-9301

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

Date of governing board approval of budget revisions in Col. 2: May 25, 2022  
 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 March 16, 2022	(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)	56,432,487		199,200	56,631,687
Remaining Revenues (8100-8799)	13,841,393		88,057	13,929,450
<b>TOTAL REVENUES</b>	70,273,880	-	287,257	70,561,137
<b>EXPENDITURES:</b>				
1000 Certificated Salaries	31,687,766	1,448,700		33,136,466
2000 Classified Salaries	8,499,633	420,000		8,919,633
3000 Employee Benefits	16,414,640	437,000		16,851,640
4000 Books and Supplies	2,223,654			2,223,654
5000 Services and Operating Expenses	7,152,099			7,152,099
6000 Capital Outlay	75,000			75,000
7000 Other	347,177		-	347,177
<b>TOTAL EXPENDITURES</b>	66,399,969	2,305,700	-	68,705,669
OPERATING SURPLUS (DEFICIT)	3,873,911	(2,305,700)	287,257	1,855,468
OTHER SOURCES AND TRANSFERS IN				-
OTHER USES AND TRANSFERS OUT	1,400,000			1,400,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	2,473,911	(2,305,700)	287,257	455,468
BEGINNING BALANCE	17,794,396			17,794,396
CURRENT YEAR-ENDING BALANCE	20,268,307	(2,305,700)	287,257	18,249,864
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	25,000			25,000
Restricted (9740)	2,026,532			2,026,532
Committed (9750/9760)	-			-
Assigned (9780)	10,919,995	345,855		11,265,850
Reserve Economic Uncertainties (9789)	2,033,999	69,171		2,103,170
Unassigned/Unappropriated (9790)	5,262,781	(2,720,726)	287,257	2,829,312

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:

The adjustments as a result of the settlement agreement on page 1 only include salary and benefits for certificated staff. The increase in column 2 is due to the inclusion of classified staff based on "Me Too" clause and classified and certificated management.

Total increase beginning in 2022-2023 for health and welfare is projected to be \$223,500.

Column 3 adjustments are projected revenue adjustments to be proposed for approval to estimated actuals at the June 22, 2022 Board Meeting.

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