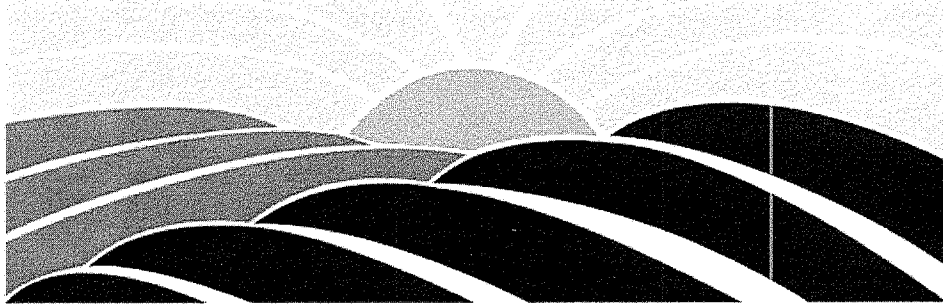


APPLE BLOSSOM • ORCHARD VIEW • SUNRIDGE • TWIN HILLS



Twin Hills School District
SEBASTOPOL, CALIFORNIA

AB1200
Collective Bargaining
Agreement

2022-23

Sonoma County Office of Education

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	Twin Hills USD		
Name of Bargaining Unit:	T.H.T.A. & All non represented		
Certificated, Classified, Other:	All employees: Certificated, Classified, Administrators		
Tentative agreement Certificated (does not include Admin) 7.0% increase (adds 2 contract days), Admin and Classified 6.0% increase for 2022-23 and COLA for 2023-24 (estimated at 5% for this report).			
The proposed agreement covers the period beginning:	July 1, 2022	and ending:	continuous
	(date)		(date)
The Governing Board will act upon this agreement on:	August 24, 2022		
	(date)		

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation - INCLUDES D53 FUNDS 01, 03, 09, AND D21 F09

Compensation		Annual Cost Prior to Proposed Agreement. Current budget 22-23 Adopted 2022-23	Fiscal Impact of Proposed Agreement		
			Year 1	Year 2	Year 3
			Increase/(Decrease) FY 2022-23	Increase/(Decrease) FY 2023-24	Increase/(Decrease) FY 2024-25
1	Salary Schedule 2022-23 (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 7,238,055	\$ 478,460	\$ 488,030	\$ 497,790
			6.61%	6.32%	6.07%
2	Salary Schedule 2023-24 Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ 385,825	\$ 393,542
				5.00%	4.25%
	Other compensation - 22-23 Increase H&W Contribution to \$1,100, 23-24 Increase H&W Contribution to \$1,200		\$ 79,523	\$ 87,475	\$ 89,225
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,847,327	\$ 120,729	\$ 221,545	\$ 225,976
			6.54%	11.26%	10.32%
4	Statutory Benefits - 2020-21 only	\$ -	\$ -	\$ -	\$ -
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 9,085,382	\$ 678,712	\$ 1,182,875	\$ 1,206,533
			7.47%	12.11%	11.02%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 9,570	\$ 17,476
7	Total Number of Represented Employees (Use FTEs if appropriate)	111.20			
8	Total Compensation Average Cost per FTE	\$ 81,703	\$ 6,104	\$ 10,637	\$ 10,850
			7.47%	12.11%	11.02%

Sonoma County Office of Education

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: Twin Hills USD

Name of Bargaining Unit: Twin Hills Teachers Association

Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2022 and ending: continuous
(date) (date)

The Governing Board will act upon this agreement on: August 24, 2022
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation - INCLUDES D53 FUNDS 01, 03, 09, AND D21 F09

Compensation		Annual Cost Prior to Proposed Agreement. Current budget 22-23 Adopted 2022-23	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2022-23	Year 2 Increase/(Decrease) FY 2023-24	Year 3 Increase/(Decrease) FY 2024-25
1	Salary Schedule 2022-23 (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 4,417,503	\$ 309,225	\$ 315,410	\$ 321,718
			7.00%	6.67%	6.38%
2	Salary Schedule 2023-24 (This is to include Step and Column, which is also reported separately in Item 6.)			\$ 236,336	\$ 241,063
				5.00%	
	Other compensation - 22-23 Increase H&W Contribution to \$1,100, 23-24 Increase H&W Contribution to \$1,200		\$ 50,041	\$ 55,045	\$ 56,146
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 988,939	\$ 69,226	\$ 123,518	\$ 125,989
			7.00%	11.67%	10.66%
4	Statutory Benefits - Detail				
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 5,406,442	\$ 428,492	\$ 730,309	\$ 744,916
			7.93%	12.52%	11.35%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 6,185	\$ 11,035
7	Total Number of Represented Employees (Use FTEs if appropriate)	61.70			
8	Total Compensation <u>Average</u> Cost per FTE	\$ 87,625	\$ 6,945	\$ 11,836	\$ 12,073
			7.93%	12.52%	11.35%

Sonoma County Office of Education

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: Twin Hills USD

Name of Bargaining Unit: NONE

Certificated, Classified, Other: Administrators (Superintendent, Directors, Principals and Assistant Principals)

The proposed agreement covers the period beginning: July 1, 2022 and ending: continuous
(date) (date)

The Governing Board will act upon this agreement on: August 24, 2022
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation - INCLUDES D53 FUNDS 01, 03, 09, AND D21 F09

Compensation		Fiscal Impact of Proposed Agreement			
		Annual Cost Prior to Proposed Agreement. Current budget 22-23 Adopted 2022-23	Year 1 Increase/(Decrease) FY 2022-23	Year 2 Increase/(Decrease) FY 2023-24	Year 3 Increase/(Decrease) FY 2024-25
1	Salary Schedule 2022-23 (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 796,045	\$ 47,763	\$ 48,718	\$ 49,692
			6.00%	5.77%	5.57%
2	Salary Schedule 2023-24 (This is to include Step and Column, which is also reported separately in Item 6.)			\$ 42,190	\$ 43,034
				5.00%	4.35%
	Other compensation - 22-23 Increase H&W Contribution to \$1,100, 23-24 Increase H&W Contribution to \$1,200		\$ 9,318	\$ 10,250	\$ 10,455
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 180,695	\$ 10,842	\$ 20,636	\$ 21,048
			6.00%	10.77%	9.92%
4	Statutory Benefits - Detail				
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 976,740	\$ 67,923	\$ 121,794	\$ 124,229
			6.95%	11.66%	10.65%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 955	\$ 1,818
7	Total Number of Represented Employees (Use FTEs if appropriate)	5.00			
8	Total Compensation Average Cost per FTE	\$ 195,348	\$ 13,585	\$ 24,359	\$ 24,846
			6.95%	11.66%	10.65%

Sonoma County Office of Education

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: **Twin Hills USD**

Name of Bargaining Unit: **NONE**

Certificated, Classified, Other: **Classified (including classified admin)**

The proposed agreement covers the period beginning: **July 1, 2022** and ending: **continuous**
(date) (date)

The Governing Board will act upon this agreement on: **August 24, 2022**
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation - INCLUDES D53 FUNDS 01, 03, 09, AND D21 F09

Compensation		Annual Cost Prior to Proposed Agreement. Current budget 22-23 Adopted 2022-23	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2022-23	Year 2 Increase/(Decrease) FY 2023-24	Year 3 Increase/(Decrease) FY 2024-25
1	Salary Schedule 2022-23 (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 2,024,507	\$ 121,472	\$ 123,902	\$ 126,380
			6.00%	5.77%	5.57%
2	Salary Schedule 2023-24 (This is to include Step and Column, which is also reported separately in Item 6.)			\$ 107,299	\$ 109,445
	Other compensation - 22-23 Increase H&W Contribution to \$1,100, 23-24 Increase H&W Contribution to \$1,200		\$ 20,164	\$ 22,180	\$ 22,624
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 677,693	\$ 40,661	\$ 77,391	\$ 78,939
			6.00%	10.77%	9.92%
4	Statutory Benefits - Detail				
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 2,702,200	\$ 182,297	\$ 330,772	\$ 337,388
			6.75%	11.47%	10.49%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 2,430	\$ 4,624
7	Total Number of Represented Employees (Use FTEs if appropriate)	44.50			
8	Total Compensation Average Cost per FTE	\$ 60,724	\$ 4,097	\$ 7,433	\$ 7,582
			6.75%	11.47%	10.49%

Twin Hills USD

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

2022-23 increase salary schedule for Certificated THTA members by 6% and add 2 days for an additional 1%. For 2023-24 salary increase will be based on COLA when state budget is approved in July of 2023, estimate for this report is 5%. Administration and Classified receive a 6% on schedule salary increase for 2022-23 and COLA for 2023-24.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

Certificated Teacher salary schedule will have steps reduced over the next 3 years. See attached tentative agreement for details.

11. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

The attached MYPs are from the adopted budget and include separate lines for the estimated cost for salary increases for both 22-23 and 23-24. These MYPs include years 2022-23, 2023-24 and 2024-25 and these subsequent years include an additional 2% for step/column and employer's costs.

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐

If yes, please describe the cap amount.

2022-23 THTA and district agreed to increase the contribution for medical coverage to \$1,100 per month for a full FTE (was \$853 in 21-22). Monthly amount will increase in 2023-24 to \$1,200 per month. This covers employee only on all plans plus a partial contribution towards family coverage. The cap for dental for 22-23 is based on the comp rate for an annual cost of \$1,380. Cap for vision is \$121.20 annually. Total annual district contribution towards health benefits for a full FTE is \$14,701.20.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate 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, custodial staff, etc.)

Positive impact is to our salary schedule as we strive to be more competitive reflecting the Board's and Administration's support of our teachers and classified staff. We will be making necessary adjustments to staff as needed and reduce supply spending to make sure this district can support this increase at all sites. Part of the agreement for this increase includes staff to student ratio research and continuation of the budget committee that the union participates in. Starting with the fiscal year 2019-20 any schools needing support to maintain the required 17% reserve have BAS funds available as a reserve in Fund 01.

Twin Hills USD

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

Salary and benefit negotiations are completed for 2 years, 2022-23 and 2023-24. Openers for 23-24 are limited to 2 contract items per party. Contract items for 2024-25 include compensation, employee benefits, and 2 articles of each party's choice.

E. Will this agreement create or increase deficit financing in the current or subsequent year(s)?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Yes. The fund balance will be used to pay the increased cost when current year revenue over expenditures is not sufficient. The fund balance is large enough to support this in all years. For the subsequent years if a deficit is expected on the MYP, other expenses may be decreased to avoid large deficit spending. BAS funds may also be transferred to those funds needing additional support.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement:**1. Current Year**

State, Federal, and all other routine funding sources. LCFF Base funding increase, rolling ADA and COLA for 22-23 will cover a large portion of the increased costs.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Salary increase on schedule for this school year (2022-23) are funded by COLA and the increase to the Base LCFF funding, information is provided on the MYPs. These MYPs are from the Adopted Budget 22-23 and since they were prepared the COLA and Base funding have increased. Both these revenue increases are ongoing.

Twin Hills USD

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund: D53 Fund 01, 03, 09 + D21 Fund 09**

Bargaining Unit:

T.H.T.A. + Classified + Administration

	Column 1 Latest Board- Approved Budget Before Settlement (As of 7/1/22)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue Sources (8010-8099)	\$ 10,693,584	\$ -	\$ 787,609	\$ 11,481,193
Remaining Revenues (8100-8799)	\$ 2,523,849	\$ -	\$ 550,327	\$ 3,074,176
TOTAL REVENUES	\$ 13,217,433	\$ -	\$ 1,337,936	\$ 14,555,369
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 5,484,362	\$ 356,988	\$ -	\$ 5,841,350
Classified Salaries (2000-2999)	\$ 2,027,964	\$ 121,472	\$ -	\$ 2,149,436
Employee Benefits (3000-3999)	\$ 3,568,476	\$ 200,252	\$ -	\$ 3,768,728
Books and Supplies (4000-4999)	\$ 388,817	\$ -	\$ -	\$ 388,817
Services, Other Operating Expenses (5000-5999)	\$ 2,127,580	\$ -	\$ -	\$ 2,127,580
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 60,074	\$ -	\$ -	\$ 60,074
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 13,657,273	\$ 678,712	\$ -	\$ 14,335,985
OPERATING SURPLUS (DEFICIT)	\$ (439,840)	\$ (678,712)	\$ 1,337,936	\$ 219,384
Transfer In and Other Sources (8910-8979)	\$ 1,355,348	\$ -	\$ -	\$ 1,355,348
Transfers Out and Other Uses (7610-7699)	\$ (1,300,787)	\$ -	\$ -	\$ (1,300,787)
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (385,279)	\$ (678,712)	\$ 1,337,936	\$ 273,945
BEGINNING BALANCE	\$ 4,115,918		\$ -	\$ 4,115,918
Prior-Year Adjustments/Restatements (9793/9795)	\$ -		\$ -	\$ -
CURRENT-YEAR ENDING BALANCE	\$ 3,730,639	\$ (678,712)	\$ 1,337,936	\$ 4,389,863
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 559,914	\$ 18,001	\$ -	\$ 577,915
Reserved for Economic Uncertainties (9770)	\$ 2,446,980	\$ 97,270	\$ -	\$ 2,544,250
Designated/Assigned Amounts (9775-9780)	\$ 723,745	\$ -	\$ 543,953	\$ 1,267,698
Unappropriated Amount - Unrestricted (9790)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	16.36%			16.27%

Column 1 is the original adopted budget for 22-23 from June. Column 2 is the total cost to fund the salary increase of 7% for 22-23. Column 3 is the increase to LCFF due to the state adopted budget in July and the amount for the Art, Music and Instructional Materials Discretionary Block Grant. The REU increases along with the salary increase costs and the Designed/Assigned amounts is adjusted by this same amount. The Reserve for EU percentage shows 16.30% but actually we have 17%, this report does not deduct the STRS on Behalf of State prior to making this calculation. Please note that Reserved for EU includes amounts for the charter schools equal to the required board policy of 17%. The Disignated/Assinged Amounts include charter negative amounts when they can't meet the 17% reserve, this reserve is assigned in Fund 01. BAS funds will continue to be shared with sites as needed to assist in fund balance management.

Public Disclosure of Proposed Collective Bargaining Agreement
Twin Hills USD

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

--- Separate Fund, not included on any of the other pages of this report ---

Cafeteria Fund #13

Bargaining Unit:

NONE

For Fiscal Year 2022-23 Only	Column 1 Latest Board- Approved Budget Before Settlement (As of 7/1/22)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 213,000	\$ -	\$ -	\$ 213,000
TOTAL REVENUES	\$ 213,000	\$ -	\$ -	\$ 213,000
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 43,970	\$ 2,638	\$ -	\$ 46,608
Employee Benefits (3000-3999)	\$ 15,361	\$ 922	\$ -	\$ 16,283
Books and Supplies (4000-4999)	\$ 208,869	\$ -	\$ -	\$ 208,869
Services, Other Operating Expenses (5000-5999)	\$ 5,200	\$ -	\$ -	\$ 5,200
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 273,400	\$ 3,560	\$ -	\$ 276,960
OPERATING SURPLUS (DEFICIT)	\$ (60,400)	\$ (3,560)	\$ -	\$ (63,960)
Transfers In and Other Sources (8910-8979)	\$ 60,400	\$ 2,000	\$ -	\$ 62,400
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ -	\$ (1,560)	\$ -	\$ (1,560)
BEGINNING BALANCE	\$ 6,050			\$ 6,050
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 6,050	\$ (1,560)	\$ -	\$ 4,490
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9713) + Committed	\$ 6,050	\$ (1,560)	\$ -	\$ 4,490
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Board Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ -	\$ -	\$ -	\$ -

Revised June 2005

Public Disclosure of Proposed Collective Bargaining Agreement
Twin Hills USD

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

--- Separate Fund, not included on any of the other pages of this report ---

Child Development Fund #12

Bargaining Unit:

NONE

For Fiscal Year 2022-23 Only	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 7/1/22)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 339,500	\$ -	\$ -	\$ 339,500
TOTAL REVENUES	\$ 339,500	\$ -	\$ -	\$ 339,500
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 217,418	\$ 13,045	\$ -	\$ 230,463
Employee Benefits (3000-3999)	\$ 65,346	\$ 3,232	\$ -	\$ 68,578
Books and Supplies (4000-4999)	\$ 28,450	\$ -	\$ -	\$ 28,450
Services, Other Operating Expenses (5000-5999)	\$ 11,300	\$ -	\$ -	\$ 11,300
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 322,514	\$ 16,277	\$ -	\$ 338,791
OPERATING SURPLUS (DEFICIT)	\$ 16,986	\$ (16,277)	\$ -	\$ 709
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 15,000	\$ -	\$ -	\$ 15,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,986	\$ (16,277)	\$ -	\$ (14,291)
BEGINNING BALANCE	\$ 140,531			\$ 140,531
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			
CURRENT-YEAR ENDING BALANCE	\$ 142,517	\$ (16,277)		\$ 126,240
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9713)	\$ 4,000	\$ -	\$ -	\$ 4,000
Assigned /fee for service (9780)	\$ 138,517	\$ (16,277)		\$ 122,240
Board Designated Amounts (9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ -	\$ -	\$ -	\$ -

Revised June 2005

Twin Hills USD

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit:

NONE

	Current Year	Year 2	Year 3
	Total Current Budget After Settlement 22-23	First Subsequent Year After Settlement 23-24	Second Subsequent Year After Settlement 24-25
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 11,481,193	\$ 11,713,887	\$ 11,913,685
Remaining Revenues (8100-8799)	\$ 3,074,176	\$ 2,261,256	\$ 2,190,962
TOTAL REVENUES	\$ 14,555,369	\$ 13,975,143	\$ 14,104,647
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 5,841,350	\$ 5,677,253	\$ 5,704,281
Classified Salaries (2000-2999)	\$ 2,149,436	\$ 2,192,424	\$ 2,236,272
Employee Benefits (3000-3999)	\$ 3,768,728	\$ 3,705,042	\$ 3,777,663
Salary Increase: 22-23 included above total \$xxxxxx. --- 23-24 plus 5% and 24-25 prior year +2% estimated step.		\$ 484,228	\$ 493,913
Health & Welfare Increase: 22-23 included above total \$xx. --- 23-24 plus 110% and 24-25 prior year +2% estimated increase		\$ 85,288	\$ 86,993
Books and Supplies (4000-4999)	\$ 388,817	\$ 392,316	\$ 399,898
Services, Other Operating Expenses (5000-5999)	\$ 2,127,580	\$ 2,213,177	\$ 2,172,849
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 60,074	\$ 60,074	\$ 50,000
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments-Necessary reductions		\$ (500,000)	\$ (500,000)
TOTAL EXPENDITURES	\$ 14,335,985	\$ 14,309,802	\$ 14,421,869
OPERATING SURPLUS (DEFICIT)	\$ 219,384	\$ (334,659)	\$ (317,222)
Transfers In and Other Sources (8910-8979)	\$ 1,355,348	\$ 1,282,560	\$ 1,251,638
Transfers Out and Other Uses (7610-7699)	\$ (1,300,787)	\$ (1,200,787)	\$ (1,190,400)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 273,945	\$ (252,886)	\$ (255,984)
BEGINNING BALANCE	\$ 4,115,918	\$ 4,389,863	\$ 4,136,977
CURRENT-YEAR ENDING BALANCE	\$ 4,389,863	\$ 4,136,977	\$ 3,880,993
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 577,915	\$ 542,575	\$ 527,068
Reserved for Economic Uncertainties (all sites) - Unr(9770)	\$ 2,544,250	\$ 2,517,230	\$ 2,528,610
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Assigned- Unrestricted (9775-9780)	\$ 1,267,698	\$ 1,077,172	\$ 825,315
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	
Unappropriated Amounts - Unrestricted (9790)	\$ -	\$ -	
Unappropriated Amounts - Restricted (9790)	\$ -		

Please note that Reserved for EU includes amounts for the charter schools to equal the board required 17%. If charters are not able to meet the 17% reserve, an amount is assigned in Fund 01. BAS funds will be shared with sites as needed to assist in fund balance management.

Twin Hills USD

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		Current Year	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 15,636,772	\$ 15,510,589	\$ 15,612,269
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	4.00%	4.00%	4.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 625,471	\$ 620,424	\$ 624,491

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 2,544,250	\$ 2,517,230	\$ 2,528,610
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790) Assigned per GASB54 for Volatile State revenue/funding. Assigned results in funds being unavailable.	\$ 315,278	\$ 318,278	\$ 321,278
e.	Total Available Reserves	\$ 2,544,250	\$ 2,517,230	\$ 2,528,610
f.	Reserve for Economic Uncertainties Percentage	16.27%	16.23%	16.20%

Reserve percentage actually 17%, this calculation does not remove STRS on Behalf of State from total expenditures before calculating reserve percentage.

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

Current Year

Yes

☒

No

☐

Year 2

Yes

☒

No

☐

Year 3

Yes

☒

No

☐

4. If no, how do you plan to restore your reserves?

Twin Hills USD

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or both of the signatures should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the TWIN HILLS UNION SCHOOL District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from JULY 1, 2022 to JUNE 30, 2024.

Board Actions

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

Current Year 2022-23 + 7% or 6% on schedule

Budget Adjustment Categories:

Revenues/Other Financing Sources
Expenditures/Other Financing Uses
Ending Balance(s) Increase (Decrease)

**Budget Adjustment
Increase/(Decrease)**

\$	1,337,936
\$	678,712
\$	659,224

Subsequent Years - see MYPs for changes due to this agreement

Budget Adjustment Categories:

Revenues/Other Financing Sources
Expenditures/Other Financing Uses 23-24*
Ending Balance(s) Increase (Decrease)

**Budget Adjustment
Increase/(Decrease)**

\$	-
\$	569,516
\$	(569,516)

*23-24 Salary & Benefits based on 5% COLA, cost of increase this year only, does not include 22-23 increase.

Budget Revisions

If the district does not adopt all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

☒ I hereby certify ☐ I am unable to certify

Anna-Maria Guzman, Ed.D., District Superintendent
(Signature)

8/12/22
Date

☒ I hereby certify ☐ I am unable to certify

Patty Nosecchi, Chief Business Official
(Signature)

8/12/22
Date

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

THUSD/THTA Tentative Agreement 7/26/2022

ARTICLE 15 COMPENSATION

Effective July 1, 2022, 7% on schedule increase with two professional development days added at the end of the year. These days will be added to the ongoing school calendar with THTA's input on future placement.

Beginning in the 2023/24 school year there will be a minimum of 2 work days at the start of the school year and 1 at the end of the school year. These workdays will not include professional development or other meetings, but are reserved for teachers to prepare for the start and end of the school year.

Decisions on what professional development will be offered will be decided by a committee made up of an equal number of members from the District and THTA.

Effective July 1, 2023, COLA on schedule increase for 2023/24. COLA is to be determined by the California State Enacted Budget in July of 2023.

Agree to 3 year phase-in on restructured salary schedule.

- Effective July 1, 2022, Phase 1 2022-2023: Eliminate Steps 28 through 31, last step is 28 (\$93,958)
- Effective July 1, 2023, Phase 2 2023-2024: Eliminate Steps 24 through 28, the last step is 24 (\$93,958)
- Effective July 1, 2024, Phase 3 2024-2025: Eliminate Steps 20 through 24, last step is 20 (Steps 16-19: Step 16 \$84,751, Step 17: \$86,874, Step 18 \$89,000, Step 19 \$91,125, final step 20 \$93,958)

The restructured salary schedule will have the negotiated increases applied to it so the final step amounts listed above will be different.

Effective July 1, 2022, Eliminate the cap on years of experience for teachers when they come to the district.

ARTICLE 22 MISCELLANEOUS PROVISIONS

Add the following language regarding substitutes:

22.10 When there is not a substitute the District shall do the following:

22.10.1 For self-contained classrooms the District will first attempt to cover the affected class with an administrator. When this is not possible, students will be split into the other classes at their grade level or one grade level above or below. A stipend of \$50/teacher will be paid to the affected teachers.

22.10.2 For departmentalized classrooms the District will ask for volunteers that are willing to substitute teach during their prep time. Teachers who substitute teach during their prep shall be paid at \$40.00 per hour.

ARTICLE 25 EMPLOYEE BENEFITS

25.1.1.1 Effective October 1, 2022, the District contribution for medical benefits shall be \$1,100 per month for a full-time unit member.

Effective October 1, 2023, the District contribution for medical benefits shall be \$1,200 per month for a full-time unit member.

ARTICLE 26 TERM AND COMPLETION OF MEET AND NEGOTIATIONS

26.1 This agreement shall be effective as of July 1, 2022 and continue for a three (3) year period to June 30, 2025.

26.2.1 Reopeners for 2023-24 and ~~2024-25~~ shall be as follows:

~~Article 15 — Compensation~~

~~Article 25 — Employee Benefits~~

Two (2) articles of each party's choice

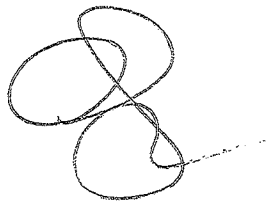
26.2.2 Reopeners for 2024-25 shall be as follows:

Article 15 — Compensation

Article 25 — Employee Benefits

Two (2) articles of each party's choice

We are interested in creating an MOU to address the ventilation and filtration for our classrooms.



7/26/22

7/26/22

Dr. Anna-Maria Guzman

Lulim M. Komahimba
THTA

TWIN HILLS UNION SCHOOL DISTRICT

DISTRICT AND APPLE BLOSSOM - FUND 01: 2022-23 Multi-Year Projection @ Adopted Budget with proposed salary increases

22-23 add 7% teachers +6% admin/class, 23-24 add 5%, 24-25 add 0%. H&W contribution increase. Funded COLA 12.84%. Plus 3 year Rolling ADA	Object Codes	Prior Fiscal Year Budget: 2021-22	Current Fiscal Year Budget: 2022-23	First Subsequent Fiscal Year: 2023-24	Second Subsequent Fiscal Year: 2024-25
		Total	Total	Total	Total
COLA (percentage)		1.70%	6.56%	5.38%	4.02%
Funded COLA		5.07%	12.84%	5.38%	4.02%
ADA for LCFF Funding purposes		377.59	347.71	323.51	304.00
ADA for budget year		304.00	304.00	304.00	304.00
Enrollment		320.00	320.00	320.00	320.00
Revenue					
LCFF Sources: LCFF, EPA, Property Tax	8010-8099	3,701,808	3,865,580	3,792,676	3,714,905
Transportation Funding		95,000	95,000	95,000	95,000
Revenue transfer (Def Maint, F14)	8091	(50,000)	(50,000)	(50,000)	(50,000)
Basic Aid Supplement: Cur & Subq years, estimates only		800,000	800,000	800,000	800,000
Federal Revenues	8100-8299	182,040	175,600	175,600	175,600
COVID19 Federal Funding		194,064	208,327	78,946	-
Other State Revenues	8300-8599	369,230	94,916	95,697	96,147
One time \$675 per PY ADA Art/Music BG			191,637		
Other State: STRS/PERS on Behalf of State		236,033	267,489	280,863	294,906
COVID19 State Funding		97,168	42,500	-	-
Local Revenues	8600-8799	623,305	477,988	478,945	480,000
Total Revenue		6,248,648	6,169,037	5,747,727	5,606,558
Expenditures					
Certificated Salaries	1000-1999	2,035,619	1,946,778	1,964,351	1,978,599
22-23 add 7% / 6%		-	137,970	140,729	143,544
23-24 add 5%		-	-	108,527	110,698
24-25 add 0%		-	-	-	-
COVID19 Certificated Salaries		99,933	183,550		
Classified Salaries	2000-2999	1,138,911	1,098,297	1,120,263	1,142,668
22-23 add 6%		-	65,870	67,187	68,531
23-24 add 5%		-	-	58,185	59,349
24-25 add 0%		-	-	-	-
COVID19 Classified Salaries		33,327	-	-	-
Employee Benefits -- Statutory	3301-3399;				
22-23 add 7% / 6%	3501-3699	177,383	177,419	180,216	183,518
23-24 add 5%		-	52,657	53,710	54,784
24-25 add 0%		-	-	43,562	44,433
COVID19 Employee Benefits		29,510	41,245		
Employee Benefits STRS/PERS on Behalf of State		236,033	267,489	280,863	294,906
Employee Benefits STRS	3101-3199	336,469	359,304	364,300	371,587
Employee Benefits PERS	3201-3299	327,290	260,903	275,505	274,325
Employee & Retiree Benefits -- Health & Welfare	3400-3499;				
	3700-3799	392,972	391,944	399,783	407,779
Increase H&W 22-23 to \$1,100 and 23-24 to \$1,200		-	41,213	45,334	46,241
COVID19 Health & Welfare		10,281	23,431		
Books and Supplies	4000-4999	168,840	95,841	99,606	101,598
COVID19 Books and Supplies		52,710	124		
Services, Other Operating Expenses	5000-5999	1,430,657	1,300,960	1,320,999	1,345,519
COVID19 Services, Other Operating Expenses		186,456	23,735	78,946	-
Restricted Expense Adjustment (clear through unrest)		-	-	-	-
Necessary Expense Reductions - see narrative		-	-	(300,000)	(300,000)
Capital Outlay	6000-6999	-	-	-	-
Other Outgo	7100-7199;				
	7300-7499	-	-	-	-
Other Outgo: BAS & CRSP to D21 Charter	7299	60,059	60,074	60,074	50,000
Total Expenditures		6,626,450	6,528,804	6,362,140	6,378,079
Excess (Deficiency)		(377,802)	(359,767)	(614,413)	(771,521)
Transfers In from OVS	8910-8929	380,000	380,000	380,000	380,000
Transfers In from THCMS	8910-8929	350,000	350,000	350,000	350,000
Transfers In from F20 OPEB for CRSP	8910-8929	55,318	55,392	45,838	45,838
Transfers In from ABASP	8910-8929	15,000	15,000	15,000	15,000
Transfers Out to Cafeteria (enter as negative)	7610-7629	(53,600)	(60,400)	(60,400)	(60,400)
Transfers Out: BAS to Fund 03	7200+7600	(525,000)	(450,000)	(400,000)	(400,000)
Transfers Out: BAS / CRSP to OV		(160,387)	(60,387)	(10,387)	-
Transfers Out: BAS Assist with 20-21 4% Salary Increase		-	-	-	-
Other Sources	8930-8979	-	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-	-
Contribution to Restricted Program	8980-8999	100,000	100,000	100,000	100,000
Total Transfers/Other Uses		161,331	329,605	420,051	430,438
Net Increase (Decrease)		(216,471)	(30,162)	(194,362)	(341,083)
Fund Balance					
Beginning Balance		3,651,675	3,435,204	3,405,042	3,210,680
Audit Adjustment(s)		-	-	-	-
Net Ending Balance		3,435,204	3,405,042	3,210,680	2,869,597
Components of Ending Balance:					
Revolving Cash (nonspendable)	9711	5,000	5,000	5,000	5,000
Stores (nonspendable)	9712	-	-	-	-
Restricted (Res 2000-9999)	9740	209,404	171,028	151,028	151,028
Restricted COVID19 Rev 20-21, Exp 21-22	9740	-	-	-	-
Committed	9750	-	-	-	-
Assigned: West County JPAs- Spec Ed & Transport.		70,000	70,000	70,000	70,000
Assigned - Amount required for THCMS to meet BP3100		385,675	304,748	340,101	348,617
Assigned - Amount required for OV to meet BP3100		360,900	119,378	125,859	58,352
Assigned - Amount required for SR to meet BP3100		408,960	375,223	397,153	368,318
Assigned - Fund Bal Support/Pensions/Tech/Facilities		1,400,000	1,400,000	1,400,000	1,400,000
Assigned - Reduces Above Assignment		(731,435)	(301,835)	(792,361)	(1,044,218)
Assigned - Lottery Res 1100 Unrestricted		-	-	-	-
Assigned - COVID19 Legal: Distance Learning		100,000	100,000	100,000	100,000
Assigned - No Expense Reductions		-	-	300,000	300,000
Reserve for Economic Uncertainties	9789	1,226,700	1,161,500	1,113,900	1,112,500
Unassigned/Unappropriated Ending Bal	9790	-	0	0	0
Net Ending Balance		3,435,204	3,405,042	3,210,680	2,869,597
Reserve percentage is based on Reserve of Economic Uncertainties+Unassigned/Unappropriated Ending Bal divided by Total Expenditures and Transfers Out.		17%	17%	17%	17%

TWIN HILLS UNION SCHOOL DISTRICT
TWIN HILLS CHARTER MIDDLE SCHOOL - FUND 03: 2022-23 Multi-Year Projection @ Adopted Budget June 2022 with proposed salary increases

admin/class, 23-24 add 5%, 24-25 add 0%. H&W Contribution increase. Funded COLA to 12.84%.	Object Codes	Prior Fiscal Year Budget: 2021-22	Current Fiscal Year Budget: 2022-23	First Subsequent Fiscal Year:	Second Subsequent Fiscal Year:
	Unres	Total	Total	Total	Total
COLA (percentage)		1.70%	6.56%	5.38%	4.02%
Funded COLA		5.07%	12.84%	5.38%	4.02%
ADA for LCFF Funding purposes		195.59	193.00	193.00	193.00
Enrollment		207.00	205.00	205.00	205.00
Revenue					
LCFF Sources: LCFF, EPA, In Lieu Property Tax	8010-8099	1,701,296	1,907,672	2,010,638	2,090,439
Federal Revenues	8100-8299	-	-	-	-
COVID19 Federal Funding		27,955	35,427	-	-
Other State Revenues	8300-8599	50,302	49,614	50,226	50,226
One time \$675 per PY ADA Art/Music BG		-	130,450	-	-
Other State: STRS/PERS on Behalf of State		128,795	134,169	140,877	147,921
COVID19 State LLM/PI/ELO Funding		181,646	-	-	-
Local Revenues	8600-8799	7,209	2,000	3,000	3,000
Total Revenue		2,097,203	2,259,332	2,204,741	2,291,586
Expenditures					
Certificated Salaries	1000-1999	1,156,701	1,118,580	1,115,603	1,127,244
22-23 add 7% / 6%		-	72,033	73,474	74,943
23-24 add 5%		-	-	55,959	57,078
24-25 add 0%		-	-	-	-
COVID19 Certificated Salaries		67,533	25,026	-	-
Classified Salaries	2000-2999	232,284	235,276	239,982	244,781
22-23 add 6%		-	14,057	14,338	14,625
23-24 add 5%		-	-	12,417	12,665
24-25 add 0%		-	-	-	-
COVID19 Classified Salaries		10,242	-	-	-
Employee Benefits -- Statutory	3301-3399; 3501-3699	61,281	63,657	64,242	65,526
22-23 add 7% / 6%		-	21,211	21,635	22,068
23-24 add 5%		-	-	16,997	17,337
24-25 add 0%		-	-	-	-
COVID19 Employee Benefits		16,920	5,626	-	-
Employee Benefits STRS/PERS on Behalf of State		128,795	134,169	140,877	147,921
Employee Benefits STRS	3101-3199	177,658	192,453	196,378	200,347
Employee Benefits PERS	3201-3299	62,194	70,112	71,594	71,288
Employee & Retiree Benefits -- Health & Welfare	3400-3499; 3700-3799	175,987	169,905	173,302	176,770
Increase H&W 22-23 to \$1,100 and 23-24 to \$1,200		-	15,797	17,377	17,724
COVID19 Health & Welfare		8,957	4,933	-	-
Books and Supplies	4000-4999	98,783	29,278	29,600	29,930
COVID19 Books and Supplies		47,091	107	-	-
Services, Other Operating Expenses	5000-5999	80,578	75,930	73,880	75,355
COVID19 Services, Other Operating Expenses		27,827	-	-	-
Necessary Expense Reductions - see narrative		-	-	(100,000)	(100,000)
Capital Outlay	6000-6999	-	-	-	-
Other Outgo	7100-7199 7300-7399	-	-	-	-
Total Expenditures		2,352,831	2,248,150	2,217,655	2,255,602
Excess (Deficiency)		(255,628)	11,182	(12,914)	35,984
Transfers In from General Fund 01	8910-8929	569,499	494,569	421,261	410,800
Transfers In from Fund 01 BAS, Sal Inc starting 20-21		-	-	-	-
Transfers Out to General Fund 01	7610-7629	(350,000)	(350,000)	(350,000)	(350,000)
Transfers Out: PG&E Solar Init Funds	7610-7629	-	-	-	-
Other Sources	8930-8979	-	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-	-
Contribution to Restr Pgm (Spec Ed)	8980-8999	(100,000)	(100,000)	(100,000)	(100,000)
Total Transfers/Other Uses		119,499	44,569	(28,739)	(39,200)
Net Increase (Decrease)		(136,129)	55,751	(41,653)	(3,216)
Fund Balance					
Beginning Balance		340,483	204,354	260,105	218,452
Audit Adjustment(s)		-	-	-	-
Net Ending Balance		204,354	260,105	218,452	215,236
Components of Ending Balance:					
Revolving Cash (nonspendable)	9711	-	-	-	-
Stores (nonspendable)	9712	-	-	-	-
Restricted (Res 2000-9999)	9740	153,128	145,953	145,953	145,953
Restricted COVID19 Rev 20-21, Exp 21-22	9740	-	-	-	-
Committed	9750	-	-	-	-
Assigned: See Fund 01 for Assignment to meet 17%		(385,674)	(304,748)	(340,101)	(348,617)
Assigned - Lottery Res 1100 Unrestricted		-	-	-	-
Reserve for Economic Uncertainties	9789	436,900	418,900	412,600	417,900
Unassigned/Unappropriated Ending Balance		0	0	0	0
Net Ending Balance		204,354	260,105	218,452	215,236
Reserve percentage is based on Reserve of Economic Uncertainties+Assigned Fund01 to meet 17% divided by Total Expenditures and Transfers Out.		2%	5%	3%	3%

Twin Hills Union School District - Orchard View Charter
2022-23 Multi-Year Projection @ Adopted Budget, June 2022 with proposed salary increases

22-23 add 7% teachers+6% admin/class, 23-24 add 5%, 24-25 add 0%. H&W increase contrib. Funded COLA 22-23=12.84%	Prior Year Budget Fiscal Year: 2021-22	Current Budget Fiscal Year: 2022-23	First Subsequent Fiscal Year: 2023-24	Second Subsequent Fiscal Year: 2024-25
COLA (percentage)	1.70%	6.56%	5.38%	4.02%
Funded COLA	5.07%	12.84%	5.38%	4.02%
ADA: Current Year / LCFF Funding	215.00	213.00	213.00	213.00
Enrollment Estimate	222.00	222.00	222.00	222.00
Object Codes				
Revenue				
LCFF Sources: LCFF, Education Protection				
Account, In Lieu Property Tax 8010-8099	2,038,021	2,277,553	2,393,473	2,489,710
Federal Revenues 8100-8299				
COVID19 Federal Funding	63,308			
State Revenues 8300-8599	58,331	57,366	57,692	57,976
COVID19 State LLM/ELO Funding	44,837	-	-	-
Add \$675 per PY ADA Art/Music BG		141,962		
State Revenues: STRS/PERS on Behalf of State	149,127	140,923	147,969	155,368
Local Revenues 8600-8799	3,000	2,000	2,000	2,000
Total Revenue	2,356,624	2,619,804	2,601,134	2,705,054
Expenditures				
Certificated Salaries 1000-1999	1,225,982	1,098,024	1,119,984	1,132,118
Add 7% THTA/6% Admin 22-23		73,155	74,618	76,110
Add 5.0% 23-24			56,781	57,917
Add 0.0% 24-25			-	-
COVID19 Certificated Salaries	62,996	-	-	-
Classified Salaries 2000-2999	142,762	142,279	145,125	148,028
Add 6% 22-23		8,537	8,708	8,882
Add 5.0% 23-24			7,541	7,692
Add 0.0% 24-25			-	-
COVID19 Classified Salaries	13,087	-	-	-
Employee Benefits -- Statutory 3300-3399; 3500-3699	82,583	50,406	51,414	52,113
Add 6% 22-23		19,409	19,797	20,193
Add 5.0% 23-24			15,383	15,691
Add 0.0% 24-25			-	-
COVID19 Employee Benefits	13,833	-	-	-
Employee Benefits -- STRS/PERS on Behalf of State 310x	149,127	140,923	147,969	155,368
Employee Benefits -- STRS 3100-3199	172,892	207,765	213,917	216,235
Employee Benefits -- PERS 3200-3299	32,252	36,098	36,572	36,415
Employee & Retiree Benefits -- Health & Welfare 3400-3499; 3700-3799	204,828	193,484	197,354	201,301
Increase H&W 22-23 to \$1,100 and 23-24 to \$1,200		6,601	7,262	7,406
COVID19 Health & Welfare	9,530	-	-	-
Books and Supplies 4000-4999	76,102	68,716	70,090	71,490
COVID19 Books and Supplies	-	-	-	-
Services, Other Operating Expenses 5000-5999	56,377	52,200	53,247	54,315
COVID19 Services, Other Operating Expenses	43,712	-	-	-
Capital Outlay 6000-6999	-	-	-	-
Other Outgo 7100-7199 7300-7399				
Total Expenditures	2,286,063	2,097,597	2,225,762	2,261,274
Excess (Deficiency)	70,561	522,207	375,371	443,780
Transfers In Basic Aid Supp from F01 8910-8929	150,000	50,000		
Transfers In CRSP from Fund 01 8910-8929	10,387	10,387	10,387	
Transfers Out (enter as negative) 7610-7629	(380,000)	(380,000)	(380,000)	(380,000)
Other Sources 8930-8979				
Other Uses (enter as negative) 7630-7699				
Contribution to Restricted Program 8980-8999				
Total Transfers/Other Uses	(219,613)	(319,613)	(369,613)	(380,000)
Net Increase (Decrease)	(149,052)	202,594	5,758	63,780
Fund Balance				
Beginning Balance	301,889	152,837	355,431	361,190
Beginning Fund Balance Transfers (restricted program carryovers)				
Net Ending Balance	152,837	355,431	361,190	424,970
Components of Ending Balance:				
Revolving Cash (nonspendable) 9711				
Stores (nonspendable) 9712				
Restricted (Res 2000-9999) 9740	85,735	77,559	69,219	60,712
Restricted COVID19 Rev 20-21, Exp 21-22 9740		-	-	-
Committed 9750				
Assigned - 1 Time Discr. Funds: 2015-16 thru 2018-19	-	-	-	-
Assigned - Common Core IM + Technology	-	-	-	-
Assigned - STRS/PERS 20% by 2020-21	-	-	-	-
Assigned - Per Board Policy 3100 (17%) 9780	428,000	397,250	417,830	422,610
Assigned - Balance After Above GASB54 -*See Note Below	(360,898)	(119,378)	(125,859)	(58,352)
Unasn/Unappr Amt (not for charters) 9790				
Net Ending Balance	152,837	355,431	361,190	424,970
Beginning 2011-12: Charter Schools were no longer allowed. Unassigned/Unappropriated Ending Amounts and the ending balance must be assigned (see Assigned Balance After Above (GASB54)).				
*Note: This Assigned Balance for years 20-21 going forward are negative amounts and will reduce the amount towards the 17% Reserve, reducing the reserve to the percentages shown on the line below. See Fund 01 for an Assigned amount to cover this difference. 20-21 STRS on Behalf deducted from 17% Reserve requirement. If expense reductions are not made in 2022-23 the reserve percentage will decrease.				
Actual Reserve percentage based on Assigned Balance divided by Total Expenditures and Transfers Out:	2%	11%	11%	14%

Twin Hills Union School District - SunRidge Charter
2022-23 Multi-Year Projection @ Adopted Budget, June 2022 with proposed salary increases

22-23 add 7% teachers+6% admin/class, 23-24 +5%, 24-25 +0%. COLA updated, H&W increase	Prior Year Budget Fiscal Year: 2021-22	Current Budget Fiscal Year: 2022-23	First Subsequent Fiscal Year: 2023-24	Second Subsequent Fiscal Year: 2024-25
COLA (percentage)	1.70%	6.56%	5.38%	4.02%
Funded COLA	5.07%	12.84%	5.38%	4.02%
ADA: Current Year / LCFF Funding	197.00	244.00	244.00	244.00
Enrollment Estimate	215.00	259.00	259.00	259.00
Object Codes				
Revenue				
LCFF Sources: LCFF, Education Protection				
Account, In Lieu Property Tax 8010-8099	1,791,315	2,540,388	2,672,100	2,773,631
Federal Revenues 22-23 Meal Program Reimb 8100-8299		75,000	75,000	75,000
COVID19 Federal Funding	1,900	35,475	35,315	-
State Revenues 22-23 Meal Program Reimb 8300-8599		25,000	25,000	25,000
State Revenues: Lottery & Block Grants 8300-8599	51,514	61,753	62,857	63,047
COVID19 State LLM/IP/ELO Funding	139,683	40,000	-	-
One time Art/Music BG \$675 per 21-22 P2		131,278	-	-
State Revenues: STRS/PERS on Behalf of State	118,238	128,228	134,639	141,371
Local Revenues: Interest, Cafeteria + Other 8600-8799	62,616	6,000	6,000	6,000
Local Revenues: Parent Pledges 8699	245,000	248,000	252,950	258,000
Local Revenues: After Care Program	75,000	84,000	85,680	87,400
Local Revenues: Special Ed 8792	72,000	72,000	72,000	72,000
Total Revenue	2,557,266	3,447,122	3,421,541	3,501,449
Expenditures				
Certificated Salaries 1000-1999	1,006,161	1,061,948	1,083,187	1,094,910
add 7%/6% 22-23		73,830	75,307	76,813
add 5% 23-24	-	-	57,259	58,404
add 0% 24-25	-	-	-	-
COVID19 Certificated Salaries	48,777	50,456	30,000	-
Classified Salaries 2000-2999	533,142	552,112	563,154	574,417
add 6% 22-23		33,007	33,667	34,340
add 5% 23-24	-	-	29,156	29,739
add 0% 24-25	-	-	-	-
COVID19 Classified Salaries	12,098		-	-
Employee Benefits-Statutory: Social Security, Medicare, State Unemployment, Workers Comp 3301-3399;				
3501-3699	81,739	88,916	90,694	92,174
add 7%/ 6% 22-23		27,452	28,001	28,561
add 5% 23-24	-	-	22,461	22,910
add 0% 24-25	-	-	-	-
COVID19 Employee Benefits	13,723	11,340	5,315	-
Employee Benefits-Statutory: STRS on Behalf of State 310x	118,238	128,228	134,639	141,371
Employee Benefits-Statutory: STRS 3101-3199	166,043	200,973	206,889	209,128
Employee Benefits-Statutory: PERS 3201-3299	109,127	128,639	133,832	133,416
3400-3499;				
3700-3799	197,192	212,004	216,244	220,569
Increase H&W 22-23 to \$1,100 and 23-24 to \$1,200		13,923	15,315	15,622
COVID19 Employee H & W	5,855	8,633	-	-
Books and Supplies 4000-4999	138,449	189,239	193,020	196,880
COVID19 Books and Supplies	16,500	5,512	-	-
Services, Other Operating Expenses 5000-5999	467,775	460,375	469,580	478,970
COVID19 Services, Other Operating Expenses	27,143	-	-	-
Services, Other Op Exps: Pine Crest Rent	212,256	214,380	216,525	218,690
Necessary reductions	-	-	(100,000)	(100,000)
Capital Outlay 6000-6999	-	-	-	-
Other Outgo 7100-7199	-	-	-	-
7300-7399	-	-	-	-
Total Expenditures	3,154,218	3,460,967	3,504,245	3,526,914
Excess (Deficiency)	(596,952)	(13,845)	(82,704)	(25,465)
Transfers In BAS from D53 87,8910-8929	50,000	50,000	50,000	50,000
Transfers In CRSP from D53 87,8910-8929	10,059	10,074	10,074	-
Transfers Out (enter as negative) 7610-7629				
Other Sources 8930-8979				
Other Uses (enter as negative) 7630-7699				
Contribution to Restricted Program 8980-8999				
Total Transfers/Other Uses	60,059	60,074	60,074	50,000
Net Increase (Decrease)	(536,893)	46,229	(22,630)	24,535
Fund Balance				
Beginning Balance	860,416	323,523	369,752	347,122
Beginning Fund Balance Transfers (restricted program carryovers)				
Net Ending Balance	323,523	369,752	347,122	371,657
Components of Ending Balance:				
Revolving Cash (nonspendable) 9711	4,000	4,000	4,000	4,000
Stores (nonspendable) 9712				
Restricted (Res 2000-9999) 9740	163,375	156,375	149,375	142,375
Restricted COVID19 Rev 20-21, Exp 21-22 9740	-	-	-	-
Committed 9760				
Assigned: 9780				
Assigned - RESIG deductible, 8th grade field trip	18,000	18,000	18,000	18,000
Assigned - Per Board Policy 3100 (17%)	516,200	566,600	572,900	575,600
Assigned - Balance After Above: GASB54 - *See Notes Below	(378,052)	(375,223)	(397,153)	(368,318)
Unasn/Unappr Amount (not for charters) 9790				
Net Ending Balance	323,523	369,752	347,122	371,657
Beginning 2011-12 Charter Schools were no longer allowed. Unassigned/Unappropriated Ending Amounts and the ending balance must be assigned (see Assigned Balance After Above (GASB54)).				
Pledge issue beginning 20-21. For 21-22 and subsequent years if pledge revenue is below estimates, the fund balance and Actual Reserve percentage below will decrease. *Beginning 2021-22 the Assigned Balance After Above are negative amounts and will reduce the amount available for the Assigned BP3100 17% Reserve. Please see Fund 01 for an Assigned amount that equals the negative amount each year.				
Actual Reserve percentage based on Assigned Balance divided by Total Expenditures and Transfers Out:	5%	6%	5%	6%

TWIN HILLS UNION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2022-23

STEP	I A.B. & CREDENTIAL	II A.B. & 15 UNITS	III A.B. & 30 UNITS	IV A.B. & 45 UNITS	V M.A. OR 60 UNITS	STEP
1	54,653	55,411	56,171	56,927	57,683	1
2	55,411	56,171	56,927	57,683	59,114	2
3	56,171	56,927	57,683	59,114	61,365	3
4	56,927	57,683	59,114	61,365	63,619	4
5	57,683	59,114	61,365	63,619	65,872	5
6	59,114	61,365	63,619	65,872	68,127	6
7	61,365	63,619	65,872	68,127	70,380	7
8	63,619	65,872	68,127	70,380	72,636	8
9		68,127	70,380	72,636	74,889	9
10			72,636	74,889	77,141	10
11				77,141	79,392	11
12				79,392	81,647	12
13				81,647	83,905	13
14					86,155	14
15					88,409	15
16					89,166	16
17					89,923	17
18					90,684	18
19					91,439	19
20					92,198	20
21					92,955	21
22					93,606	22
23					94,472	23
24					95,230	24
25					95,989	25
26					96,745	26
27					97,504	27
28					100,535	28

Teacher contract days for 1.0 FTE = 186 days

District Superintendent has discretion on setting step. Column based on units.

Salary to be paid in ten (10) equal payments, September through June annually.

TWIN HILLS UNION SCHOOL DISTRICT

Principal/Director Salary Schedule

2022-2023 School Year

<u>Step</u>	<u>Salary</u>
1	\$114,645
2	\$117,510
3	\$120,450
4	\$123,450
5	\$126,540
6	\$129,070
7	\$131,650
8	\$134,280
9	\$136,975
10	\$139,715

Annual Stipend: Masters Degree \$1000
Doctorate Degree \$1000

Health/Other Benefits: Administrators may select a medical, dental and vision insurance benefit plan from any of the plans offered other certificated employees with a total dollar allowance equal to the total of the certificated employee health plans as agreed in the collective bargaining contract.

Work Year: School Principals/Directors work year is 205 days per contract year.

Vacation: Shall be planned for the summer months and holiday periods. Vacation requests during the school year shall be submitted to the Superintendent for review and action.

Sick Leave: Shall accrue at one day per month (11 days per contract year).

TWIN HILLS UNION SCHOOL DISTRICT

Instruction Support Coordinator with Admin Credential

Assistant Principal

Salary Schedule

2022-2023 School Year

<u>Step</u>	<u>Salary</u>
1	\$83,100
2	\$85,595
3	\$88,165
4	\$90,810
5	\$93,540
6	\$96,345
7	\$99,230
8	\$102,205

Annual Stipend: Masters Degree \$1000

Health/Other Benefits: 1.0 FTE Administrators may select a medical, dental and vision insurance benefit plan from any of the plans offered other certificated employees with a total dollar allowance equal to the total of the certificated employee health plans as agreed in the collective bargaining contract.

FTE of less than .5 are not eligible for health/other benefits.

Work Year: Work year is 195 days for 1.0 FTE per contract year, 8 hours per day.

Vacation: Shall be planned for the summer months and holiday periods. Vacation requests during the school year shall be submitted to the Superintendent for review and action.

Sick Leave: Shall accrue at one day per month based on FTE (11 days per contract year).

TWIN HILLS UNION SCHOOL DISTRICT

CLASSIFIED SITE SALARY SCHEDULE 2022-2023

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	RANGE
S-1	15.00	15.00	15.00	15.00	15.00	15.00	S-1
1/1/23	15.50	15.50	15.50	15.50	15.50	15.50	
S-2	16.00	16.00	16.50	17.00	18.00	19.00	S-2
A	15.90	16.40	17.30	18.00	19.00	19.95	A
B	15.90	16.40	17.30	18.00	19.00	19.95	B
C	15.90	16.65	17.55	18.45	19.30	20.25	C
D	16.20	16.95	17.85	18.80	19.65	20.65	D
E	16.85	17.75	18.65	19.55	20.50	21.50	E
F	17.15	18.00	19.00	19.90	20.85	21.95	F
G	17.55	18.45	19.30	20.25	21.30	22.35	G
H	17.85	18.80	19.65	20.65	21.85	22.80	H
I	18.50	19.40	20.45	21.45	22.45	23.60	I
J	18.85	19.80	20.80	21.95	23.00	24.15	J
K	19.20	20.15	21.20	22.25	23.30	24.55	K
L	20.90	21.95	23.00	24.20	25.35	26.50	L

Longevity: Year 8 = 2.5%; Year 10 = 5%; Year 15 = 10%; Year 20 = 15%

S-1 Minimum wage effective 1/1/21 \$14.00 per hour

S-1 & S-2 Minimum wage effective 1/1/23 \$15.50 per hour

S-2 Substitutes

District will grant up to three (3) years for full-time work related experience for employees new to the district, subject to verification.

TWIN HILLS UNION SCHOOL DISTRICT

CLASSIFIED SITE EMPLOYEES CLASSIFICATION AND CORRESPONDING SALARY RANGE

CLASSIFICATION (listed alphabetically)	RANGE
Childcare Assistant	D
Childcare Substitute	S-2 / 3
Childcare Teacher	K
Computer Lab Assistant: Grades 6-8	F
Computer Lab Coordinator: Grades K-5	J
Custodian: Beginning (0 to 12 months)	H
Custodian: Experienced (after 12 months)	J
Custodian Substitute	S-2 / 5
ELL Program Coordinator	J
High School Student Supporting Current Staff	S-1
High School/College Student Tutor	S-1 / 4
Instructional Assistant:	
Full Inclusion	D
School Improvement	A
SDC & RSP	G
Student Supervision, Yard or Campus	A
Instructional Assistant Substitute	S-2 / 3
Library Assistant: Grades K-5	B
Library/Media Assistant	F
School Manager: Beginning (0 to 12 months)	K
School Manager: Experienced (after 12 months)	L
School Office Assistant	E
School Office Asst or School Mgr Substitute	S-2 / 5

Longevity Increment: Employees entering their 8th, 10th, 15th and 20th year of service in a classified position from this list by October 1st shall have the following applicable percent added to their placement on the salary schedule:

Year 8 = 2.5%; Year 10 = 5%; Year 15 = 10%; Year 20 = 15%

District will grant up to three (3) years for full-time work related experience for employees new to the district, subject to verification.

TWIN HILLS UNION SCHOOL DISTRICT

DISTRICT STAFF

CLASSIFIED SALARY SCHEDULE 2022-2023

RANGE	1	2	3	4	5	6	7	8	RANGE
P-1	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	P-1
1/1/23	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.50	
D-A	15.90	16.75	17.55	18.45	19.35	20.40	20.90	21.40	D-A
D-B	17.90	18.75	19.65	20.80	21.85	22.85	23.45	24.05	D-B
D-C	19.90	20.90	21.95	23.05	24.15	25.45	26.70	28.00	D-C
D-D	23.85	24.95	26.25	27.55	28.90	30.50	31.95	33.65	D-D
D-E	25.10	26.35	27.70	29.05	30.55	32.05	33.75	35.35	D-E
D-F	26.35	27.45	28.75	30.05	31.40	33.00	34.45	36.15	D-F

Longevity: Year 10 = 5%; Year 15 = 10%; Year 20 = 15%
 School Year positions, vacation paid in check monthly Sept-June
 Longevity: Year 10 = 3%; Year 15 = 4%; Year 20 = 5%
 Year-round positions, vacation accrued

RANGE:	POSITION
P-1	Minimum Wage: effective 1/1/23
D-A	Cafeteria Assistant
D-B	Cafeteria Program Coordinator
D-C	District Office Assistant
D-C	Technology Technician
D-D	Site Coordinator Grounds & Maintenance
D-D	District Technology Coordinator
D-E*	District Administrative Assistant
D-E*	District Payroll/Personnel Technician
D-F	District Technology Coordinator+AERIES Support

Note: *D-E positions are confidential

Longevity is based on time in position on this salary schedule, not years of service

12 Month Employees

Vacation days:

- 1-4 years = 10 days
- 5-9 years = 15 days
- 10-14 years = 18 days
- 15-+ years = 21 days

School Year Employees (10 Month) - See Board Policy

TWIN HILLS UNION SCHOOL DISTRICT

**SunRidge Daycare Coordinator
Salary Schedule
2022-2023 School Year**

STEP	Hourly Rate
1	\$24.30
2	\$25.00
3	\$25.75
4	\$26.60
5	\$27.35

TWIN HILLS UNION SCHOOL DISTRICT

**Charter Classified Specialty Instructor Positions
Hourly Pay Schedule
2022-2023**

	Step 1	Step 2	Step 3	Step 4	Step 5
Range 1	\$ 38.85	\$ 40.80	\$ 42.80	\$ 45.00	\$ 47.20
Range 2	\$ 42.90	\$ 46.60	\$ 49.10	\$ 51.60	\$ 55.30

Starting pay will be based on previous experience in the specialty area in Waldorf methods schools, up to Step 3 placement maximum.

Substitutes for classified Specialty Instructors will be paid at Step 1.
Range 2 for Classified Nurse

TWIN HILLS UNION SCHOOL DISTRICT

Child Care Director Salary Schedule

2022-2023 School Year

<u>Step</u>	<u>Annual Salary</u>
1	55,185
2	56,840
3	58,545
4	60,305
5	62,110
6	63,970
7	65,895
8	65,895
9	65,895
10	68,530
11	68,530
12	68,530
13	71,270
14	71,270
15	71,270
16	74,115

Work Year: 12 months

Vacation: (based on BP 4262)

Years 1-4	10 days
Years 5-9	15 days
Years 10-14	18 days
Years 15+	21 days

Health/Other Benefits:

Classified employees working seven hours or more per day may select benefit plans from those offered to certificated employees.

Classification:

This position is classified as a confidential employee.

TWIN HILLS UNION SCHOOL DISTRICT

District Maintenance Director Salary Schedule 2022-2023

<u>STEP</u>	<u>Hourly Rate</u>
1	\$32.50
2	\$34.00
3	\$35.80
4	\$37.60
5	\$39.40
6	\$41.50
7	\$43.50
8	\$45.60

Longevity:

3% at 11th year of service in position

4% at 15th year of service in position

5% at 20th year of service in position

Work Year: 12 months

Vacation: (based on BP4262)

Years 1-4 10 days

Years 5-9 15 days

Years 10-14 18 days

Years 15+ 21 days

Health/Other Benefits:

Classified employees working seven hours or more per day may select benefit plans from those offered to certificated employees.