

San Diego County Office of Education

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: San Pasqual Union
 Name of Bargaining Unit: SPETA
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2023 and ending: June 30, 2025
 (date) (date)

If this agreement is part of a multi-year agreement, indicate all fiscal years covered by the agreement.
 Enter the on-schedule % increase for each fiscal year. (Do not report off-schedule increases in this section)

Fiscal Year	2023-24	2024-25
% Increase	8.22%	2.96%

The Governing Board will act upon this agreement on: December 12, 2023
 (date)

Budget Revisions to be adopted by: (no later than 45 days after approval) January 26, 2024
 (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

Bargaining Unit Compensation Fund 01- General Fund		Fiscal Impact of Proposed Agreement <small>(Complete Years 2 and 3 for ongoing costs, multiyear and overlapping agreements)</small>			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26
1.	Salary Schedule On-Schedule increase	\$ 2,821,504	231,927.63 8.22%	322,309.21 10.56%	322,309.21 9.55%
2.	Step & Column Increase or decrease in the cost of step & column as a result of the settlement	\$ 79,284	- 0.00%	9,056.89 11.42%	9,056.89 10.25%
3.	Other Compensation Stipends, Off-schedule payments, Longevity, Overtime, Differential, one-time bonuses, etc.	\$ -	- -	10,100.00 -	10,100.00 -
4.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 830,585	\$ 62,667 7.54%	\$ 87,088 9.75%	\$ 87,088 8.88%
5.	Health/Welfare Plans	\$ 269,477	8,980.00 3.33%	42,778.20 15.36%	42,778.20 13.32%
6.	Total Bargaining Unit Compensation Add Items 1 through 5 to equal 6	\$ 4,000,850	303,574 7.59%	\$ 471,332 10.95%	\$ 471,332 9.87%
7.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	31.93			
8.	Total Compensation Average Cost per Bargaining Unit Employee	\$ 125,289	\$ 9,507 7.59%	\$ 14,760 10.95%	\$ 14,760 9.87%

Will this agreement trigger a "Me Too" agreement with another bargaining unit? Yes

Impact on Other Funds

Will this agreement have an impact on any other funds?	Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26
N/A Adult Education Fund				
N/A Child Development Fund				
N/A Cafeteria Fund				
N/A Other Enterprise Fund				
N/A Other Fund				

San Diego County Office of Education

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: San Pasqual Union
 Name of Bargaining Unit: Classified & Unrepresented Management
 Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2023 and ending: June 30, 2025
 (date) (date)

If this agreement is part of a multi-year agreement, indicate all fiscal years covered by the agreement.
 Enter the on-schedule % increase for each fiscal year. (Do not report off-schedule increases in this section)

Fiscal Year	2023-24	2024-25	
% Increase	8.22%	2.96%	

The Governing Board will act upon this agreement on: December 12, 2023
 (date)

Budget Revisions to be input by: (no later than 45 days after approval) January 26, 2024
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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

Bargaining Unit Compensation Fund 01- General Fund		Fiscal Impact of Proposed Agreement <small>(Complete Years 2 and 3 for ongoing costs, multiyear and overlapping agreements)</small>			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26
1.	Salary Schedule On-Schedule increase	\$ 1,081,480	88,897.66 8.22%	123,540.83 10.56%	123,540.83 9.55%
2.	Step & Column Increase or decrease in the cost of step & column as a result of the settlement	\$ 17,196	1,413.47 8.22%	1,922.46 10.33%	1,922.46 9.36%
3.	Other Compensation Stipends, Off-schedule payments, Longevity, Overtime, Differential, one-time bonuses, etc.	\$ -	-	-	-
4.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 298,283	\$ 32,048 10.74%	\$ 44,536	\$ 44,536 11.88%
5.	Health/Welfare Plans	\$ 108,588	4,257.30 3.92%	17,559.00 15.56%	17,559.00 13.47%
6.	Total Bargaining Unit Compensation Add Items 1 through 5 to equal 6	\$ 1,505,547	\$ 126,616 8.41%	\$ 187,559 11.49%	\$ 187,559 10.31%
7.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	26.95			
8.	Total Compensation Average Cost per Bargaining Unit Employee	\$ 55,864	\$ 4,698 8.41%	\$ 6,960 11.49%	\$ 6,960 10.31%

Impact on Other Funds

Will this agreement have an impact on any other funds?	Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26
N/A Adult Education Fund				
N/A Child Development Fund				
Yes Cafeteria Fund	91,062	7,485	10,181	10,181
Yes Other Enterprise Fund	85,378	7,018	9,545	9,545
N/A Other Fund				

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

For the 2023-24 school year, all certificated and classified staff, excluding the superintendents, will receive an 8.22% salary adjustment retroactively from July 1, 2023. In the 2024-25 school year, all certificated and classified staff, excluding the superintendents, will receive a salary adjustment equivalent to 75% of the funded Cost of Living Adjustment (COLA) as per the adopted state budget. Additionally, the current health and welfare benefit contribution will rise from \$10,000 annually to \$11,280 starting on January 1, 2024, until December 31, 2024, and then increase further to \$12,130 for the 2025 period. Effective for unit members hired after January 1, 2024, \$10,000 for each teacher/specialist hired into a position deemed "Hard to Fill" by the Superintendent or designee. "Hard to Fill" positions may include but are not limited to special education, math, and science positions. \$5000 to be paid upon contract renewal for Year 2. An additional \$5,000 to be paid upon contract renewal for Year 3. Should a Unit Member be required to make an Involuntary Room Change they shall be entitled to receive two (2) full days of comp-time for use in facilitating the move. If notification of said move occurs is in the summer, the District shall compensate for two (2) full days of comp-time the following school year or two (2) additional days pay at the employee's per diem rate. In addition to parental leave granted pursuant EC 44977.5, upon the birth or adoption of a child, a unit member shall be entitled to 10 days of leave with no loss of salary.

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

There were no additional step, columns or ranges added to the salary schedule.

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

The District will use 50% of the minimum days per year at the discretion of the Superintendent and/or his/her designee. Unit members will use at least 25% of the minimum days for grade level or team planning. The remaining time may be used for individual planning. All minimum days shall be calendared as to District-use or Unit Member-use by mutual agreement prior to the beginning of the school year, subject to change by mutual agreement.

C. What are the specific impacts 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.)

There will be no immediate staff or program reductions for the 2023-24 school year. However, in the subsequent 2024-25 school year, staff reductions, program reductions, and the elimination of other services or programs may take place as a consequence of this multi-year settlement. The specific reductions are yet to be determined.

Will the increase in costs as a result of the agreement necessitate budget reductions in the current or subsequent two fiscal years?

YES NO

If yes, please specify the amount of the budget reductions necessary for each fiscal year

2023-24	2024-25	2025-26
\$ -	\$ -	\$ -

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SPETA

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

The District and Association may reopen negotiations for the 2025-2026 school years, on Article 20, Health and Welfare; Article 21, Salary; and two (2) additional articles each. Per a 2-year agreement, negotiations are closed for 2023-24 and 2024-25 school years.

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

Per the MOU between the District and SPETA dated June 9, 2023 Article 16, Evaluation Procedure, including Appendices E-G, is suspended for the 2023-24 school year. If a renewed MOU or other agreement is not reached by June 30, 2024, Article 16, including Appendices E-G will be reinstated.

F. Source of Funding for Proposed Agreement:

1. Current Year

The combined Unrestricted and Restricted General Fund will be the source of funding for the proposed agreement in the current year.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

This is a multiyear agreement.

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.)

The combined Unrestricted and Restricted General Fund will be the source of funding for the proposed agreement in the current year and subsequent years.

Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Unrestricted General Fund SPETA & CLASSIFIED			
Object Code	SPETA & CLASSIFIED	Column 2	Column 3	Column 4	
	Latest Board- Approved Budget Before Settlement (As of 06/14/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)	
REVENUES					
LCFF Revenue	8010-8099	\$ 5,387,387		\$ 5,387,387	
Federal Revenue	8100-8299	\$ -	\$ -	\$ -	
Other State Revenue	8300-8599	\$ 132,011		\$ 132,011	
Other Local Revenue	8600-8799	\$ 71,000	\$ -	\$ 71,000	
TOTAL REVENUES		\$ 5,590,398	\$ -	\$ 5,590,398	
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 2,200,350	\$ 231,928	\$ 2,432,278	
Classified Salaries	2000-2999	\$ 724,882	\$ 90,311	\$ 815,193	
Employee Benefits	3000-3999	\$ 1,081,276	\$ 107,952	\$ 1,189,228	
Books and Supplies	4000-4999	\$ 230,863		\$ 230,863	
Services and Other Operating Expenditures	5000-5999	\$ 640,786		\$ 640,786	
Capital Outlay	6000-6999	\$ -		\$ -	
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	
TOTAL EXPENDITURES		\$ 4,878,157	\$ 430,191	\$ 5,308,348	
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	
Contributions	8980-8999	\$ (450,304)	\$ -	\$ (450,304)	
OPERATING SURPLUS (DEFICIT)*		\$ 261,937	\$ (430,191)	\$ (168,254)	
BEGINNING FUND BALANCE					
Audit Adjustments/Other Restatements	9791 9793/9795	\$ 1,980,042		\$ 1,980,042	
ENDING FUND BALANCE		\$ 2,241,979	\$ (430,191)	\$ 1,811,788	
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719		\$ -	\$ -	
Restricted	9740				
Committed	9750-9760		\$ -	\$ -	
Assigned	9780	\$ 1,000,000	\$ -	\$ (600,000)	
Reserve for Economic Uncertainties	9789	\$ 344,295	\$ -	\$ 344,295	
Unassigned/Unappropriated Amount	9790	\$ 2,135,131	\$ (430,191)	\$ 600,000	

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

San Pasqual Union

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Restricted General Fund
SPETA**

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 06/14/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 40,487		\$ -	\$ 40,487
Federal Revenue	8100-8299	\$ 238,542		\$ -	\$ 238,542
Other State Revenue	8300-8599	\$ 661,732		\$ -	\$ 661,732
Other Local Revenue	8600-8799	\$ 373,199			\$ 373,199
TOTAL REVENUES		\$ 1,313,960		\$ -	\$ 1,313,960
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 621,154	\$ -	\$ -	\$ 621,154
Classified Salaries	2000-2999	\$ 356,598	\$ -	\$ -	\$ 356,598
Employee Benefits	3000-3999	\$ 625,448	\$ -	\$ -	\$ 625,448
Books and Supplies	4000-4999	\$ 117,338		\$ -	\$ 117,338
Services and Other Operating Expenditures	5000-5999	\$ 275,188			\$ 275,188
Capital Outlay	6000-6999	\$ -			\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 12,010		\$ -	\$ 12,010
	7400-7499				
Transfers of Indirect Costs	7300-7399			\$ -	\$ -
TOTAL EXPENDITURES		\$ 2,007,736	\$ -	\$ -	\$ 2,007,736
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -		\$ -
Contributions	8980-8999	\$ 450,304	\$ -	\$ -	\$ 450,304
OPERATING SURPLUS (DEFICIT)*		\$ (243,472)	\$ -	\$ -	\$ (243,472)
BEGINNING FUND BALANCE					
	9791	\$ 844,631			\$ 844,631
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 601,159	\$ -	\$ -	\$ 601,159
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ -	\$ -	\$ -	\$ -
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 601,159	\$ -	\$ -	\$ 601,159

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

San Pasqual Union

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit:

SPETA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/14/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 5,427,874		\$ -	\$ 5,427,874
Federal Revenue 8100-8299	\$ 238,542		\$ -	\$ 238,542
Other State Revenue 8300-8599	\$ 793,743		\$ -	\$ 793,743
Other Local Revenue 8600-8799	\$ 444,199		\$ -	\$ 444,199
TOTAL REVENUES	\$ 6,904,358		\$ -	\$ 6,904,358
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 2,821,504	\$ 231,928	\$ -	\$ 3,053,432
Classified Salaries 2000-2999	\$ 1,081,480	\$ 90,311	\$ -	\$ 1,171,791
Employee Benefits 3000-3999	\$ 1,706,724	\$ 107,952	\$ -	\$ 1,814,676
Books and Supplies 4000-4999	\$ 348,201		\$ -	\$ 348,201
Services and Other Operating Expenditures 5000-5999	\$ 915,974		\$ -	\$ 915,974
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 12,010		\$ -	\$ 12,010
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 6,885,893	\$ 430,191	\$ -	\$ 7,316,084
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 18,465	\$ (430,191)	\$ -	\$ (411,726)
BEGINNING FUND BALANCE				
9791	\$ 2,824,673			\$ 2,824,673
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 2,843,138	\$ (430,191)	\$ -	\$ 2,412,947
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,000,000	\$ -	\$ (600,000)	\$ 400,000
Reserve for Economic Uncertainties 9789	\$ 344,295	\$ -	\$ -	\$ 344,295
Unassigned/Unappropriated Amount 9790	\$ 1,498,843	\$ (430,191)	\$ 600,000	\$ 1,668,652

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13 - Cafeteria Fund

SPETA

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 06/14/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 97,000			\$ 97,000
Other State Revenue	8300-8599	\$ 210,000			\$ 210,000
Other Local Revenue	8600-8799	\$ 10,200		\$ -	\$ 10,200
TOTAL REVENUES		\$ 317,200		\$ -	\$ 317,200
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 60,896	\$ 5,006		\$ 65,902
Employee Benefits	3000-3999	\$ 30,166	\$ 2,480		\$ 32,646
Books and Supplies	4000-4999	\$ 169,000		\$ -	\$ 169,000
Services and Other Operating Expenditures	5000-5999	\$ 4,700		\$ -	\$ 4,700
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 264,762	\$ 7,485	\$ -	\$ 272,247
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -		\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 52,438	\$ (7,485)	\$ -	\$ 44,953
BEGINNING FUND BALANCE					
	9791	\$ 350,638			\$ 350,638
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 403,076	\$ (7,485)	\$ -	\$ 395,591
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ -			\$ -
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 403,076	\$ (7,485)	\$ -	\$ 395,591

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

San Pasqual Union

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 63 - Other Enterprise Fund

Bargaining Unit: **SPETA**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/14/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -			\$ -
Other Local Revenues 8600-8799	\$ 99,400		\$ -	\$ 99,400
TOTAL REVENUES	\$ 99,400		\$ -	\$ 99,400
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 63,146	\$ 5,191		\$ 68,337
Employee Benefits 3000-3999	\$ 22,232	\$ 1,827	\$ -	\$ 24,059
Books and Supplies 4000-4999	\$ 2,500		\$ -	\$ 2,500
Services and Other Operating Expenditures 5000-5999	\$ 20,250		\$ -	\$ 20,250
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 108,128	\$ 7,018	\$ -	\$ 115,146
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -		\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (8,728)	\$ (7,018)	\$ -	\$ (15,746)
BEGINNING FUND BALANCE				
9791	\$ 389,320			\$ 389,320
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 380,592	\$ (7,018)	\$ -	\$ 373,574
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 380,592	\$ (7,018)	\$ -	\$ 373,574

*Net Increase (Decrease) in Fund Balance

Public Disclosure of Proposed Collective Bargaining Agreement

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues		
Expenditures	\$ -	
Ending Fund Balance	\$ -	\$1,000,000 Assigned in Adopted Budget. Reduced to \$400,000 at 1st Interim to mitigate Impacts of Agreement
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Fund 63 - Other Enterprise Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:



Public Disclosure of Proposed Collective Bargaining Agreement

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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit:

SPETA

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 5,387,387	\$ 5,662,361	\$ 5,843,365
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 132,011	\$ 135,460	\$ 136,554
Other Local Revenue 8600-8799	\$ 71,000	\$ 71,000	\$ 71,000
TOTAL REVENUES	\$ 5,590,398	\$ 5,868,821	\$ 6,050,919
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 2,432,278	\$ 2,734,176	\$ 2,862,461
Classified Salaries 2000-2999	\$ 815,193	\$ 861,974	\$ 907,152
Employee Benefits 3000-3999	\$ 1,189,228	\$ 1,337,172	\$ 1,364,926
Books and Supplies 4000-4999	\$ 230,863	\$ 240,081	\$ 246,419
Services and Other Operating Expenditures 5000-5999	\$ 640,786	\$ 660,735	\$ 678,702
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -	\$ -	\$ -
7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 5,308,348	\$ 5,834,138	\$ 6,059,660
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (450,304)	\$ (489,604)	\$ (504,378)
OPERATING SURPLUS (DEFICIT)*	\$ (168,254)	\$ (454,921)	\$ (513,119)
BEGINNING FUND BALANCE			
9791	\$ 1,980,042	\$ 1,811,788	\$ 1,356,867
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 1,811,788	\$ 1,356,867	\$ 843,748
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 400,000	\$ 400,000	\$ 400,000
Reserve for Economic Uncertainties 9789	\$ 344,295	\$ 303,810	\$ 314,320
Unassigned/Unappropriated Amount 9790	\$ 1,067,493	\$ 653,057	\$ 129,428

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

San Pasqual Union

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit:

SPETA

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 40,487	\$ 40,487	\$ 40,487
Federal Revenue 8100-8299	\$ 238,542	\$ 238,542	\$ 238,542
Other State Revenue 8300-8599	\$ 661,732	\$ 629,998	\$ 639,484
Other Local Revenue 8600-8799	\$ 373,199	\$ 373,199	\$ 373,199
TOTAL REVENUES	\$ 1,313,960	\$ 1,282,226	\$ 1,291,712
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 621,154	\$ 491,370	\$ 427,163
Classified Salaries 2000-2999	\$ 356,598	\$ 360,717	\$ 331,729
Employee Benefits 3000-3999	\$ 625,448	\$ 600,675	\$ 608,272
Books and Supplies 4000-4999	\$ 117,338	\$ 122,023	\$ 125,244
Services and Other Operating Expenditures 5000-5999	\$ 275,188	\$ 283,499	\$ 290,982
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 12,010	\$ 12,373	\$ 12,700
Transfers of Indirect Costs 7300-7399	\$ -	\$ -	\$ -
Other Adjustments			
TOTAL EXPENDITURES	\$ 2,007,736	\$ 1,870,657	\$ 1,796,090
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 450,304	\$ 489,604	\$ 504,378
OPERATING SURPLUS (DEFICIT)*	\$ (243,472)	\$ (98,827)	\$ -
BEGINNING FUND BALANCE			
9791	\$ 844,631	\$ 601,159	\$ 502,332
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 601,159	\$ 502,332	\$ 502,332
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ -		
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 601,159	\$ 502,332	\$ 502,332

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

San Pasqual Union

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit:

SPETA

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 5,427,874	\$ 5,702,848	\$ 5,883,852
Federal Revenue 8100-8299	\$ 238,542	\$ 238,542	\$ 238,542
Other State Revenue 8300-8599	\$ 793,743	\$ 765,458	\$ 776,038
Other Local Revenue 8600-8799	\$ 444,199	\$ 444,199	\$ 444,199
TOTAL REVENUES	\$ 6,904,358	\$ 7,151,047	\$ 7,342,631
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 3,053,432	\$ 3,225,546	\$ 3,289,624
Classified Salaries 2000-2999	\$ 1,171,791	\$ 1,222,691	\$ 1,238,881
Employee Benefits 3000-3999	\$ 1,814,676	\$ 1,937,847	\$ 1,973,198
Books and Supplies 4000-4999	\$ 348,201	\$ 362,104	\$ 371,663
Services and Other Operating Expenditures 5000-5999	\$ 915,974	\$ 944,234	\$ 969,684
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 12,010	\$ 12,373	\$ 12,700
Transfers of Indirect Costs 7300-7399	\$ -	\$ -	\$ -
Other Adjustments	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 7,316,084	\$ 7,704,795	\$ 7,855,750
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (411,726)	\$ (553,748)	\$ (513,119)
BEGINNING FUND BALANCE			
9791	\$ 2,824,673	\$ 2,412,947	\$ 1,859,199
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 2,412,947	\$ 1,859,199	\$ 1,346,080
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 400,000	\$ 400,000	\$ 400,000
Reserve for Economic Uncertainties 9789	\$ 344,295	\$ 303,810	\$ 314,320
Unassigned/Unappropriated Amount 9790	\$ 1,668,652	\$ 1,155,389	\$ 631,760

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

San Pasqual Union
SPETA

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

	2023-24	2024-25	2025-26
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 7,316,084	\$ 7,704,795	\$ 7,855,750
b. Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c. Net Expenditures, Transfers Out, and Uses	\$ 7,316,084	\$ 7,704,795	\$ 7,855,750
d. Projected P-2 ADA	501	501	501
e. State Standard Minimum Reserve Percentage for this District	4.00%	4.00%	4.00%
f. 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 e, or \$69,000)	\$ 292,643	\$ 308,192	\$ 314,230

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

a. General Fund Budgeted Unrestricted for Economic Uncertainties (9789)	\$ 344,295	\$ 303,810	\$ 314,320
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 1,067,493	\$ 653,057	\$ 129,428
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ 200,000	\$ 200,000
d. Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e. Total Available Reserves	\$ 1,411,788	\$ 1,156,867	\$ 643,748
f. Reserve for Economic Uncertainties Percentage	19.30%	15.01%	8.19%

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

2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2025-26	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

State Minimum reserves met.

Public Disclosure of Proposed Collective Bargaining Agreement

J. CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and 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. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

Board Actions

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

Current Year-All Funds

Budget Adjustment Categories:

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

	Budget Adjustment Increase/(Decrease)
\$	-
\$	444,694
\$	(444,694)

Subsequent 2 Years- All Funds

Budget Adjustment Categories:

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

	Budget Adjustment Increase/(Decrease)
\$	1,357,234
\$	(1,357,234)

Budget Revisions

If the district does not adopt and submit within 45 days 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.

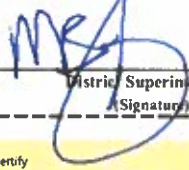
Certifications

I hereby certify

I am unable to certify

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

The costs incurred by the school district as a result of this agreement can be met by the district during the term of the agreement.



District Superintendent
(Signature)

12/9/2023

Date

I hereby certify

I am unable to certify

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

The costs incurred by the school district as a result of this agreement can be met by the district during the term of the agreement.



Chief Business Official
(Signature)

12/9/2023

Date

Contact Person

Kristin DiNofia

Telephone Number:

760-745-4931

Parent/Teacher Organization Contact Information (attach additional page if more space is needed)

Any Eddo - PTO President

E-mail address

sanosqueipito@gmail.com