PUBLIC DISCLOSURE OF SALARY AND BENEFIT NEGOTIATIONS
TENTATIVE SETTLEMENT

_____
School District

Bargaining Unit(s) / Employee Groups: _____

Fiscal Year: _____

Period Covered By the Agreement: _____

Date of Public Disclosure Board Meeting: _____

Attach itemized budget revisions necessary to fulfill the terms of tentative settlement. *(Govt. Code 3547-3547.5)*

	Settlement Year	Subsequent Year 1	Subsequent Year 2
Cost of 1% Raise *(Should tie to Criteria Standards Review):*			
Negotiated Percentage Change:			
Cost of Salary Increase:			
Cost of Statutory Benefit Increase: *(STRS, PERS, OASDI, Medicare, UI, W/C)*			
Cost of Health and Welfare Benefit Increase: *(Medical, Dental, Vision, Life, etc.)*			
Other Cost Impact:			
Funding Sources: _____ _____ _____			
Total Cost:			

Other Explanations:

_____

_____

I certify that the costs incurred under this agreement can be met by the district during the term of the agreement:

Superintendent	*Date*	*Chief Business Official (if any)*	*Date*

After Approval by Governing Board at Public Disclosure Board Meeting:

Board President/Clerk	*Date*

1. Purpose: Compliance with Government Code Section 3547-3547.5. To inform the public "of the issues that are being negotiated upon and have full opportunity to express their views to the public school employer, and to know the positions of their elected representatives". After the public has had the opportunity to express itself, the public school employer shall, at a meeting that is open to the public, adopt its initial proposal. The disclosure must include the following components: salaries, benefits, other compensation, other non-compensation costs, the percent increase of the total compensation for the average employee, the approximate cost to the LEA, the proposed source(s) of funding and any other major provisions not directly affecting costs, such as binding arbitration, grievance procedures, etc.
2. Costs: Include additional costs (difference between old salaries and new salaries for each year. Include longevity, overtime, differential, one-time only and extra duty increases.
3. Who Must File: Districts providing additional salary/benefit over and above step and column, even if formal bargaining units are not established.
4. When to Make Available:
   Siskiyou County Superintendent of Schools: Minimum of 5 days (10 days if qualified or negative certification) prior to public disclosure meetings/board date. Include Superintendent and Chief Business Official (if any) certification.
   Public: Prior to the day of the public meeting (per Management Advisory 92-01), the number of days is determined locally.
5. Public Disclosure Outline:
   - Negotiation meeting held
   - Tentative Agreement reached
   - Complete Public Disclosure of Salary and Benefit Negotiations document (SCOE Business website) to disclose all new costs (Superintendent and CBO (if any) signature)
   - Post at school site
   - Send to SCOE at least 5 days before the board meeting it will be acted upon
   - SCOE provides memo with comments
   - Board adopts at public meeting
   - Board president signs
   - Send fully signed document to SCOE
   - Implement salary changes based on board approved agreement