

Los Angeles County Office of Education
Business Advisory Services

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:	Lawndale Elementary School District
Name of Bargaining Unit:	Lawndale Federation of Classified Employees
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: July 1, 2021 and ending: June 30, 2022
(date) (date)

The Governing Board will act upon this agreement on: January 6, 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

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2021-22	2022-23	2023-24
1. Salary Schedule Including Step and Column	\$ 11,421,723	\$ 571,086			
			5.00%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 97,160	\$ 42,850			
			44.10%	0.00%	0.00%
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 3,248,287	\$ 176,550			
			5.44%	0.00%	0.00%
4. Health/Welfare Plans	\$ 1,175,305				
			0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 15,942,476	\$ 790,487	\$ -	\$ -	
			4.96%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	258.90				
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 61,578	\$ 3,053	\$ -	\$ -	
			4.96%	0.00%	0.00%

Lawndale Elementary School District
Lawndale Federation of Classified Employees

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

5%

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

N/A

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

Classified longevity stipends increased by \$25.00 per increment starting with 15 years of service, including 20 years, 25 years and 30 years of service.

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

The District medical premium cap was increased by \$100,000, for a total of \$3,073,162 which includes all bargaining groups and was reflected in the AB 1200 disclosure for the certificated bargaining group.

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

- 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.)

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

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

F. Source of Funding for Proposed Agreement:

1. Current Year

District available resources

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

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.)

Future State funding revenues

Lawndale Elementary School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/14/2021)	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	\$ 59,545,376		\$ -	\$ 59,545,376
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 953,178		\$ -	\$ 953,178
Other Local Revenue 8600-8799	\$ 1,793,464		\$ -	\$ 1,793,464
TOTAL REVENUES	\$ 62,292,018		\$ -	\$ 62,292,018
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 28,036,617			\$ 28,036,617
Classified Salaries 2000-2999	\$ 7,020,866			\$ 7,020,866
Employee Benefits 3000-3999	\$ 11,261,123			\$ 11,261,123
Books and Supplies 4000-4999	\$ 4,215,461		\$ -	\$ 4,215,461
Services and Other Operating Expenditures 5000-5999	\$ 4,163,912		\$ -	\$ 4,163,912
Capital Outlay 6000-6999	\$ 400,000		\$ -	\$ 400,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (3,996,059)		\$ -	\$ (3,996,059)
TOTAL EXPENDITURES	\$ 51,101,920	\$ -	\$ -	\$ 51,101,920
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 302,252	\$ -	\$ -	\$ 302,252
Transfers Out and Other Uses 7600-7699	\$ 580,125	\$ -	\$ -	\$ 580,125
Contributions 8980-8999	\$ (10,548,290)	\$ -	\$ -	\$ (10,548,290)
OPERATING SURPLUS (DEFICIT)*	\$ 363,935	\$ -	\$ -	\$ 363,935
BEGINNING FUND BALANCE				
9791	\$ 32,335,967			\$ 32,335,967
Audit Adjustments/Other Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 32,699,902	\$ -	\$ -	\$ 32,699,902
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 50,534	\$ -	\$ -	\$ 50,534
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 32,649,369	\$ -	\$ -	\$ 32,649,369
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

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

Lawndale Elementary School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/14/2021)	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	\$ 24,061,613		\$ -	\$ 24,061,613
Other State Revenue 8300-8599	\$ 22,311,529		\$ -	\$ 22,311,529
Other Local Revenue 8600-8799	\$ 3,984,667		\$ -	\$ 3,984,667
TOTAL REVENUES	\$ 50,357,809		\$ -	\$ 50,357,809
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 13,633,614		\$ -	\$ 13,633,614
Classified Salaries 2000-2999	\$ 8,742,530		\$ -	\$ 8,742,530
Employee Benefits 3000-3999	\$ 6,961,867		\$ -	\$ 6,961,867
Books and Supplies 4000-4999	\$ 16,251,022		\$ -	\$ 16,251,022
Services and Other Operating Expenditures 5000-5999	\$ 8,288,408		\$ -	\$ 8,288,408
Capital Outlay 6000-6999	\$ 2,297,773		\$ -	\$ 2,297,773
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,475,850		\$ -	\$ 1,475,850
Transfers of Indirect Costs 7300-7399	\$ 3,746,057		\$ -	\$ 3,746,057
TOTAL EXPENDITURES	\$ 61,397,121	\$ -	\$ -	\$ 61,397,121
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 10,548,290	\$ -	\$ -	\$ 10,548,290
OPERATING SURPLUS (DEFICIT)*	\$ (491,022)	\$ -	\$ -	\$ (491,022)
BEGINNING FUND BALANCE				
9791	\$ 9,629,668			\$ 9,629,668
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 9,138,646	\$ -	\$ -	\$ 9,138,646
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 9,138,646	\$ -	\$ -	\$ 9,138,646
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

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

Lawndale Elementary School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/14/2021)	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	\$ 59,545,376		\$ -	\$ 59,545,376
Federal Revenue 8100-8299	\$ 24,061,613		\$ -	\$ 24,061,613
Other State Revenue 8300-8599	\$ 23,264,707		\$ -	\$ 23,264,707
Other Local Revenue 8600-8799	\$ 5,778,131		\$ -	\$ 5,778,131
TOTAL REVENUES	\$ 112,649,827		\$ -	\$ 112,649,827
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 41,670,231	\$ -	\$ -	\$ 41,670,231
Classified Salaries 2000-2999	\$ 15,763,396	\$ -	\$ -	\$ 15,763,396
Employee Benefits 3000-3999	\$ 18,222,990	\$ -	\$ -	\$ 18,222,990
Books and Supplies 4000-4999	\$ 20,466,483		\$ -	\$ 20,466,483
Services and Other Operating Expenditures 5000-5999	\$ 12,452,320		\$ -	\$ 12,452,320
Capital Outlay 6000-6999	\$ 2,697,773		\$ -	\$ 2,697,773
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,475,850		\$ -	\$ 1,475,850
Transfers of Indirect Costs 7300-7399	\$ (250,002)		\$ -	\$ (250,002)
TOTAL EXPENDITURES	\$ 112,499,041	\$ -	\$ -	\$ 112,499,041
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 302,252	\$ -	\$ -	\$ 302,252
Transfers Out and Other Uses 7600-7699	\$ 580,125	\$ -	\$ -	\$ 580,125
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (127,087)	\$ -	\$ -	\$ (127,087)
BEGINNING FUND BALANCE				
9791	\$ 41,965,635			\$ 41,965,635
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 41,838,548	\$ -	\$ -	\$ 41,838,548
COMPONENTS OF ENDING FUND				
Nonspendable 9711-9719	\$ 50,534	\$ -	\$ -	\$ 50,534
Restricted 9740	\$ 9,138,646	\$ -	\$ -	\$ 9,138,646
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 32,649,369	\$ -	\$ -	\$ 32,649,369
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

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

Lawndale Elementary School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development Fund**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/14/2021)	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	\$ 237,547		\$ -	\$ 237,547
Other State Revenue 8300-8599	\$ 1,712,581		\$ -	\$ 1,712,581
Other Local Revenue 8600-8799	\$ 28,000		\$ -	\$ 28,000
TOTAL REVENUES	\$ 1,978,128		\$ -	\$ 1,978,128
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 140,161		\$ -	\$ 140,161
Classified Salaries 2000-2999	\$ 904,375	\$ -	\$ -	\$ 904,375
Employee Benefits 3000-3999	\$ 459,248		\$ -	\$ 459,248
Books and Supplies 4000-4999	\$ 320,167		\$ -	\$ 320,167
Services and Other Operating Expenditures 5000-5999	\$ 38,175		\$ -	\$ 38,175
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 116,002		\$ -	\$ 116,002
TOTAL EXPENDITURES	\$ 1,978,128	\$ -	\$ -	\$ 1,978,128
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE 9791	\$ 498,454			\$ 498,454
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 498,454	\$ -	\$ -	\$ 498,454
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 498,454	\$ -	\$ -	\$ 498,454
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

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

Lawndale Elementary School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/14/2021)	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	\$ 3,101,400		\$ -	\$ 3,101,400
Other State Revenue 8300-8599	\$ 158,900		\$ -	\$ 158,900
Other Local Revenue 8600-8799	\$ 9,844		\$ -	\$ 9,844
TOTAL REVENUES	\$ 3,270,144		\$ -	\$ 3,270,144
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 1,418,538		\$ -	\$ 1,418,538
Employee Benefits 3000-3999	\$ 537,938		\$ -	\$ 537,938
Books and Supplies 4000-4999	\$ 1,692,158		\$ -	\$ 1,692,158
Services and Other Operating Expenditures 5000-5999	\$ 114,760		\$ -	\$ 114,760
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 134,000		\$ -	\$ 134,000
TOTAL EXPENDITURES	\$ 3,897,394	\$ -	\$ -	\$ 3,897,394
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (627,250)	\$ -	\$ -	\$ (627,250)
BEGINNING FUND BALANCE				
9791	\$ 1,461,147			\$ 1,461,147
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 833,897	\$ -	\$ -	\$ 833,897
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 833,897	\$ -	\$ -	\$ 833,897
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ -	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

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

Los Angeles County Office of Education

Business Advisory Services

Revised 06/11/2021

Lawndale Elementary School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Unrestricted General Fund MYP**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 59,545,376	\$ 53,637,350	\$ 51,635,688
Federal Revenue 8100-8299	\$ -		
Other State Revenue 8300-8599	\$ 953,178	\$ 953,178	\$ 953,178
Other Local Revenue 8600-8799	\$ 1,793,464	\$ 1,718,964	\$ 1,718,964
TOTAL REVENUES	\$ 62,292,018	\$ 56,309,492	\$ 54,307,830
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 28,036,617	\$ 28,399,419	\$ 28,767,446
Classified Salaries 2000-2999	\$ 7,020,866	\$ 7,102,951	\$ 7,186,464
Employee Benefits 3000-3999	\$ 11,261,123	\$ 12,160,242	\$ 12,319,131
Books and Supplies 4000-4999	\$ 4,215,461	\$ 2,933,339	\$ 2,933,339
Services and Other Operating Expenditures 5000-5999	\$ 4,163,912	\$ 4,263,912	\$ 4,263,912
Capital Outlay 6000-6999	\$ 400,000	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (3,996,059)	\$ (3,756,494)	\$ (737,880)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 51,101,920	\$ 51,103,369	\$ 54,732,412
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 302,252	\$ 302,252	\$ 302,252
Transfers Out and Other Uses 7600-7699	\$ 580,125	\$ 580,125	\$ 580,125
Contributions 8980-8999	\$ (10,548,290)	\$ (10,648,290)	\$ (10,748,290)
OPERATING SURPLUS (DEFICIT)*	\$ 363,935	\$ (5,720,040)	\$ (11,450,745)
BEGINNING FUND BALANCE 9791	\$ 32,335,967	\$ 32,699,902	\$ 26,979,862
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 32,699,902	\$ 26,979,862	\$ 15,529,117
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 50,534	\$ 50,534	\$ 50,534
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 32,649,369	\$ 26,929,328	\$ 15,478,583
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ 0	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lawndale Elementary School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -		
Federal Revenue 8100-8299	\$ 24,061,613	\$ 4,078,857	\$ 4,078,857
Other State Revenue 8300-8599	\$ 22,311,529	\$ 14,779,982	\$ 14,779,982
Other Local Revenue 8600-8799	\$ 3,984,667	\$ 3,963,043	\$ 3,963,043
TOTAL REVENUES	\$ 50,357,809	\$ 22,821,882	\$ 22,821,882
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 13,633,614	\$ 10,199,814	\$ 10,324,389
Classified Salaries 2000-2999	\$ 8,742,530	\$ 7,867,370	\$ 7,959,991
Employee Benefits 3000-3999	\$ 6,961,867	\$ 7,449,068	\$ 7,571,370
Books and Supplies 4000-4999	\$ 16,251,022	\$ 3,808,494	\$ 4,758,494
Services and Other Operating Expenditures 5000-5999	\$ 8,288,408	\$ 2,230,666	\$ 2,230,666
Capital Outlay 6000-6999	\$ 2,297,773	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,475,850	\$ 1,475,850	\$ 1,475,850
Transfers of Indirect Costs 7300-7399	\$ 3,746,057	\$ 3,506,492	\$ 487,878
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 61,397,121	\$ 36,537,754	\$ 34,808,638
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 10,548,290	\$ 10,648,290	\$ 10,748,290
OPERATING SURPLUS (DEFICIT)*	\$ (491,022)	\$ (3,067,582)	\$ (1,238,466)
BEGINNING FUND BALANCE 9791	\$ 9,629,668	\$ 9,138,646	\$ 6,071,064
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 9,138,646	\$ 6,071,064	\$ 4,832,598
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 9,138,646	\$ 6,071,064	\$ 4,832,598
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lawndale Elementary School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Combined General Fund MYP**

Bargaining Unit:

Lawndale Federation of Classified Employees

Object Code	2021-22	2022-23	2023-24
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 59,545,376	\$ 53,637,350	\$ 51,635,688
Federal Revenue 8100-8299	\$ 24,061,613	\$ 4,078,857	\$ 4,078,857
Other State Revenue 8300-8599	\$ 23,264,707	\$ 15,733,160	\$ 15,733,160
Other Local Revenue 8600-8799	\$ 5,778,131	\$ 5,682,007	\$ 5,682,007
TOTAL REVENUES	\$ 112,649,827	\$ 79,131,374	\$ 77,129,712
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 41,670,231	\$ 38,599,233	\$ 39,091,835
Classified Salaries 2000-2999	\$ 15,763,396	\$ 14,970,321	\$ 15,146,455
Employee Benefits 3000-3999	\$ 18,222,990	\$ 19,609,310	\$ 19,890,501
Books and Supplies 4000-4999	\$ 20,466,483	\$ 6,741,833	\$ 7,691,833
Services and Other Operating Expenditures 5000-5999	\$ 12,452,320	\$ 6,494,578	\$ 6,494,578
Capital Outlay 6000-6999	\$ 2,697,773	\$ -	\$ -
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 1,475,850	\$ 1,475,850	\$ 1,475,850
Transfers of Indirect Costs 7300-7399	\$ (250,002)	\$ (250,002)	\$ (250,002)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 112,499,041	\$ 87,641,123	\$ 89,541,050
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 302,252	\$ 302,252	\$ 302,252
Transfers Out and Other Uses 7600-7699	\$ 580,125	\$ 580,125	\$ 580,125
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (127,087)	\$ (8,787,622)	\$ (12,689,211)
BEGINNING FUND BALANCE 9791	\$ 41,965,635	\$ 41,838,548	\$ 33,050,926
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 41,838,548	\$ 33,050,926	\$ 20,361,715
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 50,534	\$ 50,534	\$ 50,534
Restricted 9740	\$ 9,138,646	\$ 6,071,064	\$ 4,832,598
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 32,649,369	\$ 26,929,328	\$ 15,478,583
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ 0	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lawndale Elementary School District
Lawndale Federation of Classified Employees

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

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

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

Additional Comments:

Lawndale Elementary School District
Lawndale Federation of Classified Employees

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$	790,487
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	-
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	-
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	-
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	-

Variance \$ 790,487

Variance Explanation:

The variance represents an increase of \$100,000 to the health benefits cap.

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (127,087)	(0.1%)	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (127,087)	(0.1%)	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (8,787,622)	(10.0%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (12,689,211)	(14.1%)	

Deficit Reduction Plan (as necessary):

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

Lawndale Elementary School District
Lawndale Federation of Classified Employees

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2021-22	2022-23	2023-24
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 113,079,166	\$ 88,221,248	\$ 90,121,175
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 113,079,166	\$ 88,221,248	\$ 90,121,175
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
e.	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)	\$ 3,392,375	\$ 2,646,637	\$ 2,703,635

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 32,649,369	\$ 26,929,328	\$ 15,478,583
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ (0)	\$ 0	\$ 0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 32,649,369	\$ 26,929,328	\$ 15,478,583
f.	Reserve for Economic Uncertainties Percentage	28.87%	30.52%	17.18%

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

2021-22

Yes

☒

No

☐

2022-23

Yes

☒

No

☐

2023-24

Yes

☒

No

☐

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

J. CERTIFICATION NO. 1: 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.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the ___Lawndale Elementary 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, 2021___ to ___June 30, 2022___.

Board Actions

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

Current Year

Budget Adjustment Categories:

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

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Subsequent Years

Budget Adjustment Categories:

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

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

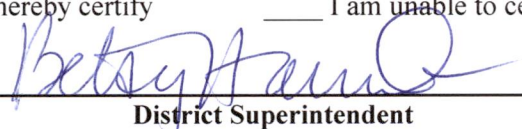
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

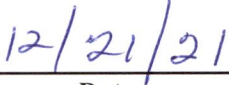
See attached page for a list of the assumptions upon which this certification is based.

Certifications

☒ I hereby certify ☐ I am unable to certify



District Superintendent
(Signature)

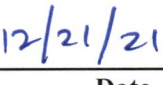


Date

☒ I hereby certify ☐ I am unable to certify



Chief Business Official
(Signature)



Date

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

Lawndale Elementary School District
Lawndale Federation of Classified Employees**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

This certification is based on the following assumptions and information known at this time. Unanticipated changes in enrollment, reductions in state/federal funding, new state or federal mandates, or subsequent legislative or regulatory actions that would alter the financial status of the district are not contemplated in this certification. The multi-year projections upon which this certification is based upon School Services of California projections which are subject to revisions.

Assumptions:

The state does not reduce the local control funding formula and/or deficit fund the State adopted budget for 2018-2019 and future years. The state does not reduce or rescind COLA on categorical programs either during 2018-19 or future years. The state fully funds on an ongoing basis non-LCFF programs through appropriations that support rates included in the adopted budget. Actual enrollment decline in the elementary district does not exceed the projections. Actual workers' compensation claims do not result in a change to the most recent actuarial which assumes no rate increase is needed. There are no major claims or litigation costs imposed on the district that are not already anticipated and reserved.

All budget adjustments were included in the First Interim Budget Report which was approved by the Governing Board on December 14, 2021

Concerns regarding affordability of agreement in subsequent years (if any):

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

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.

Lawndale Elementary School District

District Name

District Superintendent
(Signature)

Monique Benjamin

Contact Person

Date

310-973-1300 Ext 50013

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 6, 2022, took action to approve the proposed agreement with the Lawndale Federation of Classified Employees Bargaining Unit(s).

President (or Clerk), Governing Board
(Signature)

Date

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



LAWNDALE ELEMENTARY SCHOOL DISTRICT (District)

And

LAWNDALE FEDERATION OF CLASSIFIED EMPLOYEES (Federation)

2020-2021 Classified Negotiations

October 25, 2021

The District and the Federation have completed negotiations for the 2020-2021 and 2021-2022 school years and have agreed to maintain the current classified collective bargaining agreement, except as provided below:

Article 6: COMPENSATION AND BENEFITS

6.1 Unit members will receive wages and fringe benefits according to the attached Appendix B.

5.0% salary increase effective July 1, 2021.

Effective July 1, 2021, the District shall increase its contribution to the total aggregate pool towards medical health benefits for eligible District employees under Appendix C by \$50,000. Effective January 1, 2022, the District shall increase its contribution to the total aggregate pool towards medical health benefits for eligible District employees under Appendix C by \$100,000.

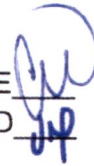
6.5 Unit members shall receive a longevity increment of \$125.00 per month upon the completion of 15, 20, 25 and 30 full years of service, effective July 1, 2021. This effective date in this provision shall not create a past practice or precedent.

Article 7: HOURS

7.11 Effective July, 1, 2022, the District will provide 10 and 11-month unit members the opportunity to complete up to 10 hours of mandated training, staff development training and/or assigned duties as determined by the supervisor. The hours will be scheduled prior to the start of the work year or during pupil free parent conferences each year.

Article 8: LEAVES

- 8.1.2 After all earned leave as set forth in 8.1.1 above and all accumulated sick leave as described in 8.1.3 below is exhausted, including compensating time, vacation or other paid leave, additional non-accumulated leave shall be available for a period, not to exceed five (5) calendar months, provided that the provisions of 8.1.4 below are met. The five (5) month period shall begin on **the** tenth (10) day of absence due to illness or injury if consistent with existing law. The amount deducted for leave purposes from the unit member's salary shall be the amount actually paid a substitute employee employed to fill the position during the leave.
- 8.1.6 Deduction from accumulated leave due to absence shall be computed on an hourly time basis.
- 8.3.2 For purposes of this provision an immediate family member shall be mother, father, stepmother, stepfather, mother-in-law, father-in-law, grandmother, grandfather, or a grandchild of the employee or of the spouse or registered domestic partner of the employee, and the spouse, parent of dependent minor, son, son-in-law, daughter, daughter-in-law, stepchild, brother or sister of the employee or any relative living in the immediate household of the employee.
- 8.4.1 Unit members are entitled to use accumulated sick leave as set forth in 8.1.1 and 8.1.2 for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and related medical conditions. Such leave shall not be used for childcare, child rearing, or preparation for childbearing, but shall be limited to those disabilities as set forth above. The length of such disability leave, including the date on which the leave shall commence and the date on which the duties are to be resumed, shall be determined by the unit member and the unit member's physician.
- 8.5.6 Parental leave must be used within 12 months following the birth or placement of the child. Parental leave must be taken in increments of at least 2 weeks' duration; however, the unit member may take parental leave in increments of less than 2 weeks on up to two occasions.



- 8.6.7 The District shall notify unit members of their right to predesignate a physician in cases of an industrial accident and provide a form for such pre designation. Unit members may change or modify their physician designation annually.
- 8.9.1 Vacation time shall accumulate at a rate of one day for each calendar month for each year for the first four (4) years of continuous employment in which an employee is on paid status for 1/2 or more workdays in that month, subject to paragraph 2 below. A day shall correspond to the length of the workday assigned to the unit member during the month in which it is accumulated. -
- 8.9.2 Assistants, Clerks, and Food Service employees with an equivalent of nine (9) months of service shall receive a maximum of nine (9) vacation days for each year for the first four (4) years of continuous employment.
- 8.9.3 Unit members shall be granted an additional three (3) working days of vacation with pay after completing their fourth year of continuous employment with the District. For each additional full year of continuous employment up to a maximum of five (5) years thereafter, one (1) additional day shall be granted. Unit members shall be granted an additional five (5) working days of vacation with pay after completing the twenty-fourth (24th) year of continuous employment with the District.
- 8.9.4 **Except for extenuating circumstances and with the approval of the Superintendent or designee, employees working ten (10) or less calendar months shall take vacation during winter or spring recess during the year vacation is being accrued. During this time such employees may opt to take non-paid days in lieu of available vacation and be paid for such unused vacation days accrued at the end of their school year. All other employees shall take vacation within twelve (12) months from the end of the fiscal year in which the vacation is earned.
- 8.9.4.1 **Unit members working less than twelve (12) months may use up to three (3) accrued vacation days anytime during the year for extenuating circumstances, provided they submit their request in writing at least ten (10) days in advance of the date requested to their immediate supervisor and the request is approved by the Superintendent or designee.

- 8.9.5 Unearned vacation days will be deducted from final paycheck upon termination of service whenever more days of vacation with pay have been taken than entitled to receive under the provisions of paragraphs 8.9.1 and 8.9.2 above.
- 8.9.6 Upon termination of service, employees will be paid for unused vacation to which they are entitled.
- 8.9.7 **Vacations shall be taken with the approval of the unit member's immediate supervisor and at the convenience of the District. In cases where two (2) or more unit members have opted to take the same vacation period, preference shall be given to seniority, unless personal emergency exists.
- If a unit member's vacation becomes due during an illness or injury leave period, the unit member may request that the vacation date be changed to available vacation dates.
- 8.9.8 Vacation time may be granted to coincide with commitment to hospital bed or convalescent period when such commitment is substantiated in advance with a signed certification from a doctor. Such time granted is not to exceed the vacation earned at the time of the request.
- 8.9.9 **Vacation may, with the approval of the employer, be taken at any time during the school year. If the employee is not permitted to take his full annual vacation, the amount not taken shall accumulate for use in the next year or be paid for in cash at the option of the Governing Board.

****For the period of July 1, 2021 – June 30, 2022, the above provisions marked with double asterisks (8.9.4, 8.9.4.1, 8.9.7 and 8.9.9), are preempted by a memorandum of understanding, that will be in place for 1 year only, ending on June 30, 2022 notwithstanding any extension of this collective bargaining contract, between the District and LFCE, as attached in Appendix E. With quarterly review September, December, March, and June.**

Article 9: FEDERATION RIGHTS

- 9.14 In consultation with the District, the Federation shall be given the opportunity to select one (1) unit member to serve on the district interview panels that fill vacant bargaining unit positions. The Federation shall select one (1) unit member to serve on the district interview panels for management positions that will oversee unit members.

Article 10: ASSIGNMENTS, TRANSFER AND FILLING VACANCIES

10.5.1 Transfers of bargaining unit members may be initiated by the District management at any time whenever such transfer is in the best interest of the District as defined by the District management. A unit member affected by such transfer shall be given written notice, unless extenuating circumstances exist, ten (10) working days prior to the transfer. Upon employee request, a conference prior to the transfer may be scheduled by the District, which may include Federation representation in order to discuss the reason(s) for the transfer. The employee may request and shall be provided the reason(s) in writing.

10.6 Summer School

10.6.1 Unit members applying for Summer School general education, special education, and/or extended day program positions shall be selected by the District based on the following non-prioritized considerations:

- Seniority within classifications
- Individual student needs
- Training and experience within the applicable classification
- Ability to perform the job functions

10.6.2 The final selection is within the sole discretion of the District management. Unit members not selected for a summer school assignment may request a meeting to discuss the reasons.


Article 19: TERM

This agreement shall be effective through June 30, 2022. Thereafter, this agreement shall continue in effect unless either party requests to modify, amend, or terminate said agreement for until such time as a new agreement is reached. Should such a request to modify, amend, or terminate this agreement be made, the parties agree to commence negotiations, unless extenuating circumstances exist, by March 15th of each year.

LFCE
LESD

Signatures:

 (LFCE) Date: 10/26/21 Hour: 1:00pm

 (LFCE) Date: 10-26-2021 Hour: 1:00PM

 (LESD) Date: 10/26/2021 Hour: 1:00 PM