

**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 Teachers Association
Certificated, Classified, Other:	Certificated

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: October 7, 2021
(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)		
		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	\$ 27,586,803	\$ 1,379,340		
		5.00%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -			
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 5,738,055	\$ 286,903		
		5.00%	0.00%	0.00%
4. Health/Welfare Plans	\$ 2,991,144	\$ 100,000		
		3.34%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 36,316,002	\$ 1,766,243	\$ -	\$ -
		4.86%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	290.20			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 125,141	\$ 6,086	\$ -	\$ -
		4.86%	0.00%	0.00%

Lawndale Elementary School District
Lawndale Teachers Association

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.)

N/A

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 will increase by \$100,000, for a total of \$3,073,162 which includes all bargaining groups. The full impact of this increase is accounted for on the Certificated AB 1200 disclosure.

- 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.)

Lawndale Elementary School District
Lawndale Teachers Association

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

**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:	Management & Confidential
Certificated, Classified, Other:	Management & Confidential

The proposed agreement covers the period beginning: July 1, 2021 and ending: N/A
(date) (date)

The Governing Board will act upon this agreement on: October 7, 2021
(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)		
		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	\$ 7,870,154	\$ 393,508		
		5.00%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -			
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,912,924	\$ 99,084		
		5.18%	0.00%	0.00%
4. Health/Welfare Plans	\$ 876,309			
		0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 10,659,387	\$ 492,592	\$ -	\$ -
		4.62%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	78.60			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 135,616	\$ 6,267	\$ -	\$ -
		4.62%	0.00%	0.00%

Lawndale Elementary School District
Management & Confidential

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.)

N/A

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 will increase by \$100,000, for a total of \$2,823,162 which includes all bargaining groups. The full impact of this increase is accounted for on the Certificated AB 1200 disclosure.

- 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.)

Lawndale Elementary School District
Management & Confidential

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

**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 Teachers Association, Management & Confidential
Certificated, Classified, Other:	Certificated, Management & Confidential

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: October 7, 2021
(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)		
		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	\$ 35,456,957	\$ 1,772,848		
		5.00%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -			
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 7,650,979	\$ 385,987		
		5.04%	0.00%	0.00%
4. Health/Welfare Plans	\$ 3,867,453	\$ 100,000		
		2.59%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 46,975,389	\$ 2,258,835	\$ -	\$ -
		4.81%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	368.80			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 127,374	\$ 6,125	\$ -	\$ -
		4.81%	0.00%	0.00%

Lawndale Elementary School District
Lawndale Teachers Association, Management & Confidential

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.)

N/A

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 will increase by \$100,000, for a total of \$3,073,162 which includes all bargaining groups. The full impact of this increase is accounted for on the Certificated AB 1200 disclosure.

- 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.)

Lawndale Elementary School District
Lawndale Teachers Association, Management & Confidential

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 Teachers Association, Management & Confidential

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2021)	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	\$ 57,456,054		\$ -	\$ 57,456,054
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 938,951		\$ -	\$ 938,951
Other Local Revenue 8600-8799	\$ 1,784,117		\$ -	\$ 1,784,117
TOTAL REVENUES	\$ 60,179,122		\$ -	\$ 60,179,122
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 26,082,210	\$ 1,257,550		\$ 27,339,760
Classified Salaries 2000-2999	\$ 5,975,704	\$ 23,983		\$ 5,999,687
Employee Benefits 3000-3999	\$ 11,094,766	\$ 272,442		\$ 11,367,208
Books and Supplies 4000-4999	\$ 3,969,899		\$ -	\$ 3,969,899
Services and Other Operating Expenditures 5000-5999	\$ 3,814,057		\$ -	\$ 3,814,057
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (3,268,462)		\$ -	\$ (3,268,462)
TOTAL EXPENDITURES	\$ 47,668,174	\$ 1,553,974	\$ -	\$ 49,222,148
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	\$ (9,999,830)	\$ -	\$ -	\$ (9,999,830)
OPERATING SURPLUS (DEFICIT)*	\$ 2,233,245	\$ (1,553,974)	\$ -	\$ 679,271
BEGINNING FUND BALANCE				
9791	\$ 25,063,702			\$ 25,063,702
Audit Adjustments/Other Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 27,296,947	\$ (1,553,974)	\$ -	\$ 25,742,973
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 101,168	\$ -	\$ -	\$ 101,168
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 27,195,779	\$ (1,553,974)	\$ -	\$ 25,641,805

*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 Teachers Association, Management & Confidential

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2021)	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	\$ 4,417,523		\$ -	\$ 4,417,523
Other State Revenue 8300-8599	\$ 18,898,623		\$ -	\$ 18,898,623
Other Local Revenue 8600-8799	\$ 3,671,395		\$ -	\$ 3,671,395
TOTAL REVENUES	\$ 26,987,541		\$ -	\$ 26,987,541
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 11,040,185	\$ 364,014	\$ -	\$ 11,404,199
Classified Salaries 2000-2999	\$ 7,841,753	\$ 111,653	\$ -	\$ 7,953,406
Employee Benefits 3000-3999	\$ 5,982,734	\$ 109,208	\$ -	\$ 6,091,942
Books and Supplies 4000-4999	\$ 2,167,969		\$ -	\$ 2,167,969
Services and Other Operating Expenditures 5000-5999	\$ 5,747,024		\$ -	\$ 5,747,024
Capital Outlay 6000-6999	\$ 71,356		\$ -	\$ 71,356
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 975,640		\$ -	\$ 975,640
Transfers of Indirect Costs 7300-7399	\$ 3,160,710		\$ -	\$ 3,160,710
TOTAL EXPENDITURES	\$ 36,987,371	\$ 584,875	\$ -	\$ 37,572,246
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 9,999,830	\$ -	\$ -	\$ 9,999,830
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ (584,875)	\$ -	\$ (584,875)
BEGINNING FUND BALANCE				
9791	\$ 5,394,708			\$ 5,394,708
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 5,394,708	\$ (584,875)	\$ -	\$ 4,809,833
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 5,745,027	\$ -	\$ -	\$ 5,745,027
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (350,319)	\$ (584,875)	\$ -	\$ (935,194)

*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 Teachers Association, Management & Confidential

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2021)	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	\$ 57,456,054		\$ -	\$ 57,456,054
Federal Revenue 8100-8299	\$ 4,417,523		\$ -	\$ 4,417,523
Other State Revenue 8300-8599	\$ 19,837,574		\$ -	\$ 19,837,574
Other Local Revenue 8600-8799	\$ 5,455,512		\$ -	\$ 5,455,512
TOTAL REVENUES	\$ 87,166,663		\$ -	\$ 87,166,663
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 37,122,395	\$ 1,621,564	\$ -	\$ 38,743,959
Classified Salaries 2000-2999	\$ 13,817,457	\$ 135,636	\$ -	\$ 13,953,093
Employee Benefits 3000-3999	\$ 17,077,500	\$ 381,650	\$ -	\$ 17,459,150
Books and Supplies 4000-4999	\$ 6,137,868		\$ -	\$ 6,137,868
Services and Other Operating Expenditures 5000-5999	\$ 9,561,081		\$ -	\$ 9,561,081
Capital Outlay 6000-6999	\$ 71,356		\$ -	\$ 71,356
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 975,640		\$ -	\$ 975,640
Transfers of Indirect Costs 7300-7399	\$ (107,752)		\$ -	\$ (107,752)
TOTAL EXPENDITURES	\$ 84,655,545	\$ 2,138,849	\$ -	\$ 86,794,394
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)*	\$ 2,233,245	\$ (2,138,849)	\$ -	\$ 94,396
BEGINNING FUND BALANCE				
9791	\$ 30,458,410			\$ 30,458,410
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 32,691,655	\$ (2,138,849)	\$ -	\$ 30,552,806
COMPONENTS OF ENDING FUND				
Nonspendable 9711-9719	\$ 101,168	\$ -	\$ -	\$ 101,168
Restricted 9740	\$ 5,745,027	\$ -	\$ -	\$ 5,745,027
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 26,845,460	\$ (2,138,849)	\$ -	\$ 24,706,611

*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 Teachers Association, Management & Confidential

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2021)	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	\$ 109,147		\$ -	\$ 109,147
Other State Revenue 8300-8599	\$ 1,538,689		\$ -	\$ 1,538,689
Other Local Revenue 8600-8799	\$ -		\$ -	\$ -
TOTAL REVENUES	\$ 1,647,836		\$ -	\$ 1,647,836
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 133,487	\$ 6,531	\$ -	\$ 140,018
Classified Salaries 2000-2999	\$ 810,400	\$ -	\$ -	\$ 810,400
Employee Benefits 3000-3999	\$ 414,250	\$ 1,358	\$ -	\$ 415,608
Books and Supplies 4000-4999	\$ 144,147		\$ -	\$ 144,147
Services and Other Operating Expenditures 5000-5999	\$ 37,800		\$ -	\$ 37,800
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 107,752		\$ -	\$ 107,752
TOTAL EXPENDITURES	\$ 1,647,836	\$ 7,889	\$ -	\$ 1,655,725
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ (7,889)	\$ -	\$ (7,889)
BEGINNING FUND BALANCE 9791	\$ (40,619)			\$ (40,619)
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ (40,619)	\$ (7,889)	\$ -	\$ (48,509)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 24,274	\$ -	\$ -	\$ 24,274
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (64,893)	\$ (7,889)	\$ -	\$ (72,783)

*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 Teachers Association, Management & Confidential

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/24/2021)	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	\$ 3,086,000		\$ -	\$ 3,086,000
Other State Revenue 8300-8599	\$ 151,400		\$ -	\$ 151,400
Other Local Revenue 8600-8799	\$ 8,700		\$ -	\$ 8,700
TOTAL REVENUES	\$ 3,246,100		\$ -	\$ 3,246,100
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 1,286,759	\$ 9,117	\$ -	\$ 1,295,876
Employee Benefits 3000-3999	\$ 496,242	\$ 2,979	\$ -	\$ 499,221
Books and Supplies 4000-4999	\$ 1,349,715		\$ -	\$ 1,349,715
Services and Other Operating Expenditures 5000-5999	\$ 97,560		\$ -	\$ 97,560
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 3,230,276	\$ 12,096	\$ -	\$ 3,242,372
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 15,824	\$ (12,096)	\$ -	\$ 3,728
BEGINNING FUND BALANCE				
9791	\$ 642,296			\$ 642,296
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 658,120	\$ (12,096)	\$ -	\$ 646,024
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 658,120	\$ -	\$ -	\$ 658,120
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ (12,096)	\$ -	\$ (12,096)

*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 Teachers Association, Management & Confidential

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	\$ 57,456,054	\$ 52,555,904	\$ 50,346,798
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 938,951	\$ 938,951	\$ 938,951
Other Local Revenue 8600-8799	\$ 1,784,117	\$ 1,784,117	\$ 1,784,117
TOTAL REVENUES	\$ 60,179,122	\$ 55,278,972	\$ 53,069,866
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 27,339,760	\$ 27,654,248	\$ 27,972,650
Classified Salaries 2000-2999	\$ 5,999,687	\$ 6,059,492	\$ 6,120,224
Employee Benefits 3000-3999	\$ 11,367,208	\$ 11,720,884	\$ 11,860,869
Books and Supplies 4000-4999	\$ 3,969,899	\$ 3,969,899	\$ 3,969,899
Services and Other Operating Expenditures 5000-5999	\$ 3,814,057	\$ 3,814,057	\$ 3,814,057
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (3,268,462)	\$ (3,268,462)	\$ (871,152)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 49,222,148	\$ 49,950,118	\$ 52,866,547
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	\$ (9,999,830)	\$ (10,099,830)	\$ (10,199,830)
OPERATING SURPLUS (DEFICIT)*	\$ 679,271	\$ (5,048,849)	\$ (10,274,384)
BEGINNING FUND BALANCE			
9791	\$ 25,063,702	\$ 25,742,973	\$ 20,694,124
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 25,742,973	\$ 20,694,124	\$ 10,419,740
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 101,168	\$ 101,168	\$ 101,168
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 25,641,805	\$ 20,592,956	\$ 10,318,572

*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 Teachers Association, Management & Confidential

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	\$ 4,417,523	\$ 4,119,090	\$ 4,119,090
Other State Revenue 8300-8599	\$ 18,898,623	\$ 13,703,731	\$ 13,703,731
Other Local Revenue 8600-8799	\$ 3,671,395	\$ 3,671,395	\$ 3,671,395
TOTAL REVENUES	\$ 26,987,541	\$ 21,494,216	\$ 21,494,216
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 11,404,199	\$ 11,483,453	\$ 11,563,698
Classified Salaries 2000-2999	\$ 7,953,406	\$ 8,027,655	\$ 8,103,055
Employee Benefits 3000-3999	\$ 6,091,942	\$ 6,320,227	\$ 6,422,183
Books and Supplies 4000-4999	\$ 2,167,969	\$ 1,491,984	\$ 1,491,984
Services and Other Operating Expenditures 5000-5999	\$ 5,747,024	\$ 2,274,057	\$ 2,274,057
Capital Outlay 6000-6999	\$ 71,356	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 975,640	\$ 975,640	\$ 975,640
Transfers of Indirect Costs 7300-7399	\$ 3,160,710	\$ 3,160,710	\$ 763,400
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 37,572,246	\$ 33,733,726	\$ 31,594,017
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 9,999,830	\$ 10,099,830	\$ 10,199,830
OPERATING SURPLUS (DEFICIT)*	\$ (584,875)	\$ (2,139,680)	\$ 100,029
BEGINNING FUND BALANCE			
9791	\$ 5,394,708	\$ 4,809,833	\$ 2,670,153
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 4,809,833	\$ 2,670,153	\$ 2,770,182
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 5,745,027	\$ 3,839,903	\$ 4,524,807
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (935,194)	\$ (1,169,750)	\$ (1,754,625)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts 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**Combined General Fund MYP**

Bargaining Unit: Lawndale Teachers Association, Management & Confidential

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	\$ 57,456,054	\$ 52,555,904	\$ 50,346,798
Federal Revenue 8100-8299	\$ 4,417,523	\$ 4,119,090	\$ 4,119,090
Other State Revenue 8300-8599	\$ 19,837,574	\$ 14,642,682	\$ 14,642,682
Other Local Revenue 8600-8799	\$ 5,455,512	\$ 5,455,512	\$ 5,455,512
TOTAL REVENUES	\$ 87,166,663	\$ 76,773,188	\$ 74,564,082
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 38,743,959	\$ 39,137,701	\$ 39,536,348
Classified Salaries 2000-2999	\$ 13,953,093	\$ 14,087,147	\$ 14,223,279
Employee Benefits 3000-3999	\$ 17,459,150	\$ 18,041,111	\$ 18,283,052
Books and Supplies 4000-4999	\$ 6,137,868	\$ 5,461,883	\$ 5,461,883
Services and Other Operating Expenditures 5000-5999	\$ 9,561,081	\$ 6,088,114	\$ 6,088,114
Capital Outlay 6000-6999	\$ 71,356	\$ -	\$ -
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 975,640	\$ 975,640	\$ 975,640
Transfers of Indirect Costs 7300-7399	\$ (107,752)	\$ (107,752)	\$ (107,752)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 86,794,394	\$ 83,683,844	\$ 84,460,564
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)*	\$ 94,396	\$ (7,188,529)	\$ (10,174,355)
BEGINNING FUND BALANCE			
9791	\$ 30,458,410	\$ 30,552,806	\$ 23,364,277
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 30,552,806	\$ 23,364,277	\$ 13,189,922
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 101,168	\$ 101,168	\$ 101,168
Restricted 9740	\$ 5,745,027	\$ 3,839,903	\$ 4,524,807
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 24,706,611	\$ 19,423,206	\$ 8,563,947

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lawndale Elementary School District

Lawndale Teachers Association, Management & Confidential

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 Teachers Association, Management & Confidential

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	\$ 2,258,835
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (2,138,849)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (7,889)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (12,096)
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)	\$ (2,158,835)

Variance \$ 100,000

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)?	\$ 2,233,245	2.6%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ 94,396	0.1%	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (5,049,679)	(6.1%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (8,035,505)	(9.7%)	

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 Teachers Association, Management & Confidential

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)	\$ 87,374,519	\$ 82,125,119	\$ 82,901,839
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 87,374,519	\$ 82,125,119	\$ 82,901,839
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)	\$ 2,621,236	\$ 2,463,754	\$ 2,487,055

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 25,641,805	\$ 22,146,931	\$ 13,426,522
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	\$ 25,641,805	\$ 22,146,931	\$ 13,426,522
f.	Reserve for Economic Uncertainties Percentage	29.35%	26.97%	16.20%

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

2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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, 2021.

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)

\$	-
\$	2,158,835
\$	(2,158,835)

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

Betsy Han
District Superintendent
(Signature)

9/22/21
Date

☒ I hereby certify ☐ I am unable to certify

C. Hansen
Chief Business Official
(Signature)

9/22/21
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 Teachers Association, Management & Confidential

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 will be included in the First Interim Budget Report after the AB 1200/2756 report is approved by the Governing Board on October 7, 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 October 7, 2021, took action to approve the proposed agreement with the Lawndale Teachers Association, Management & Confidential 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.

**2021-2022 Collective Bargaining
Between Lawndale Elementary School District and
Lawndale Teachers Association
June 21, 2021**

The Lawndale Elementary School District ("District") and the Lawndale Teachers Association ("Association") agree to the following modifications to the certificated collective bargaining agreement:

Article 1: RECOGNITION

Maintain current contract language, except as follows:

Resource ~~Teacher~~ *Specialist*
Librarian
Nurse
Psychologist
Language Arts Specialist
Speech and Language Specialist
Adapted Physical Education Specialist (board approved title change 7-21-15)
Technology Teacher
Teachers on Special Assignment (TOSAs)
Itinerant Specialists

Article 5: EMPLOYEES RIGHTS

Maintain current contract language, except as follows:

~~5.5 Unit members may request partnership teaching pursuant to District Board Policy 4128.~~

Article 7: COMPENSATION AND BENEFITS

Maintain current contract language, except as follows:

7.1 All bargaining unit salary schedules (Appendix A) shall be increased by **5.0%** effective July 1, 2021.

7.8 Effective June 1, 2021, the Summer School rate of pay is \$250 per day.

Appendix B: HEALTH BENEFITS

Update current health benefits language to reflect current practices.

Article 8: HOURS

Maintain current contract language.

Article 9: LEAVES PROVISIONS

Maintain current contract language.

Article 12: EVALUATION PROCEDURES

Maintain current contract language.

Article 13: SUMMER SCHOOL PROVISIONS

Maintain current contract language, except as follows:

13.1 The District shall make summer school teaching assignments as follows:

13.1.1 Announcements listing summer school employment and the subjects offered shall be posted on **LESD's website/EdJoin and sent in a District email.** ~~bulletin boards in every school as soon as practical after the Board of Education decides to implement a summer school program.~~

~~13.2 The current Summer School Salary schedule is located on HR's webpage on LESD's website. It shall be tied to future salary schedule percentage increases.~~

Article 14: PRE-RETIREMENT/PART-TIME EMPLOYMENT

Maintain current contract language.

Article 20: TERM

Maintain current contract language, except as follows:

20.1 Unless otherwise stated, this Agreement shall be effective beginning July 1, ~~2021~~ 2018 through June 30, ~~2024~~ 2021.

Thereafter, this contract shall continue in effect until such time as a new Agreement is reached.

20.2 The parties agree to the following negotiation re-openers:

~~2022-2023~~ ~~2019-20~~: Article 7 (Compensation and Benefits), Work Year Calendar and two articles selected by each party.

~~2023-2024~~ ~~2020-21~~: Article 7 (Compensation and Benefits), Work Year Calendar and two articles selected by each party.

DATED: 7/1/2021

DATED: 6/29/21

BY: [Signature]
FOR THE DISTRICT

BY: [Signature]
FOR THE ASSOCIATION

Ratified on 7/27/21 by LTA members
[Signature]