

APPLE BLOSSOM • ORCHARD VIEW • SUNRIDGE • TWIN HILLS



**Twin Hills School District**  
SEBASTOPOL, CALIFORNIA

**AB1200**  
**Collective Bargaining**  
**Agreement**

**2024-25**

**Sonoma County Office of Education**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

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

Name of School District:	Twin Hills USD		
Name of Bargaining Unit:	T.H.T.A. & All non represented		
Certificated, Classified, Other:	All employees: Certificated, Classified, Administrators		
Tentative agreement increases Certificated salary by 1.75% from July 1, 2024 through February 28, 2025, and on March 1, 2025, salary increases by 2.75%. Administrators and Classified receive the same increase.			
The proposed agreement covers the period beginning:	July 1, 2024	and ending:	continuous
	(date)		(date)
The Governing Board will act upon this agreement on:	March 13, 2025		
	(date)		

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

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

Compensation	Annual Cost Prior to Proposed Agreement. Current budget @ 2nd Interim 24-25	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		FY 2024-25	FY 2025-26	FY 2026-27
1 <b>Salary Schedule 2024-25</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 8,329,784	\$ 173,259	\$ 233,651	\$ 238,323
		2.08%	2.75%	2.73%
2 <b>Salary Schedule yy-yy</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -
			5.00%	4.25%
<b>Other compensation</b> - Oct 2024 Increase H&W Contribution to \$1,212, for 24-25 this affects 15 employees		\$ 1,609	\$ 1,640	\$ 1,675
3 <b>Statutory Benefits</b> - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 2,135,401	\$ 44,379	\$ 59,898	\$ 61,095
		2.08%	2.75%	2.73%
4 <b>Statutory Benefits Detail</b>	\$ -	\$ -	\$ -	\$ -
5 <b>Total Compensation</b> - Add Items 1 through 4 to equal 5	\$ 10,465,185	\$ 219,247	\$ 295,189	\$ 301,093
		2.10%	2.76%	2.74%
6 <b>Step and Column</b> - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 4,581	\$ 4,672
7 <b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	110.20			
8 <b>Total Compensation Average Cost per FTE</b>	\$ 94,965	\$ 1,990	\$ 2,679	\$ 2,732
		2.10%	2.76%	2.74%

**Sonoma County Office of Education**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

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

Name of School District:	Twin Hills USD
Name of Bargaining Unit:	Twin Hills Teachers Association
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning:	July 1, 2024 (date)	and ending:	continuous (date)
The Governing Board will act upon this agreement on:	March 13, 2025 (date)		

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

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

Compensation	Annual Cost Prior to Proposed Agreement. Current budget @ 2nd Interim 24-25	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2024-25	Year 2 Increase/(Decrease) FY 2025-26	Year 3 Increase/(Decrease) FY 2026-27
1 <b>Salary Schedule 2024-25</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 5,037,870	\$ 104,787	\$ 141,312	\$ 144,138
		2.08%	2.75%	2.73%
2 <b>Salary Schedule yy-yy</b> (This is to include Step and Column, which is also reported separately in Item 6.)			\$ -	\$ -
<b>Other compensation - Oct 2024 Increase H&amp;W Contribution to \$1,212, for 24-25 this affects 9 Teachers</b>		\$ 961	\$ 980	\$ 1,000
3 <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 1,132,875	\$ 23,564	\$ 31,777	\$ 32,413
		2.08%	2.75%	2.73%
4 <b>Statutory Benefits - Detail</b>				
5 <b>Total Compensation - Add Items 1 through 4 to equal 5</b>	\$ 6,170,745	\$ 129,312	\$ 174,069	\$ 177,551
		2.10%	2.76%	2.74%
6 <b>Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.</b>	\$ -	\$ -	\$ 2,771	\$ 2,826
7 <b>Total Number of Represented Employees (Use FTEs if appropriate)</b>	56.80			
8 <b>Total Compensation Average Cost per FTE</b>	\$ 108,640	\$ 2,277	\$ 3,065	\$ 3,126
		2.10%	2.76%	2.74%

**Sonoma County Office of Education**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

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

Name of School District:	Twin Hills USD
Name of Bargaining Unit:	NONE
Certificated, Classified, Other:	Administrators (Superintendent, Directors, Principals and Assistant Principals)

The proposed agreement covers the period beginning:	July 1, 2024	and ending:	continuous
	(date)		(date)
The Governing Board will act upon this agreement on:	March 13, 2025		
	(date)		

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

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

Compensation	Annual Cost Prior to Proposed Agreement. Current budget @ 2nd Interim 24-25	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2024-25	Year 2 Increase/(Decrease) FY 2025-26	Year 3 Increase/(Decrease) FY 2026-27
1 <b>Salary Schedule 2024-25</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 796,605	\$ 16,570	\$ 22,345	\$ 22,792
		2.08%	2.75%	2.73%
2 <b>Salary Schedule yy-yy</b> (This is to include Step and Column, which is also reported separately in Item 6.)				
<b>Other compensation - Oct 2024 Increase H&amp;W Contribution to \$1,212, for 24-25 this affects 4 Admins</b>		\$ 432	\$ 440	\$ 450
3 <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 174,759	\$ 3,634	\$ 4,903	\$ 5,000
		2.08%	2.75%	2.73%
4 <b>Statutory Benefits - Detail</b>				
5 <b>Total Compensation - Add Items 1 through 4 to equal 5</b>	\$ 971,364	\$ 20,636	\$ 27,688	\$ 28,242
		2.12%	2.79%	2.77%
6 <b>Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.</b>	\$ -	\$ -	\$ 438	\$ 447
7 <b>Total Number of Represented Employees (Use FTEs if appropriate)</b>	5.00			
8 <b>Total Compensation Average Cost per FTE</b>	\$ 194,273	\$ 4,127	\$ 5,538	\$ 5,648
		2.12%	2.79%	2.77%

**Sonoma County Office of Education**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

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

Name of School District:	Twin Hills USD
Name of Bargaining Unit:	NONE
Certificated, Classified, Other:	Classified (including classified admin)

The proposed agreement covers the period beginning:	July 1, 2024 (date)	and ending:	continuous (date)
The Governing Board will act upon this agreement on:	March 13, 2025 (date)		

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

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

Compensation	Annual Cost Prior to Proposed Agreement. Current budget @ 2nd Interim 24-25	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2024-25	Year 2 Increase/(Decrease) FY 2025-26	Year 3 Increase/(Decrease) FY 2026-27
1 Salary Schedule 2024-25 (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 2,495,309	\$ 51,902	\$ 69,994	\$ 71,393
		2.08%	2.75%	2.73%
2 Salary Schedule yy-yy (This is to include Step and Column, which is also reported separately in Item 6.)				
Other compensation -Oct 2024 Increase H&W Contribution to \$1,212, for 24-25 this affects 2 classified staff		\$ 216	\$ 220	\$ 225
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 827,767	\$ 17,181	\$ 23,218	\$ 23,682
		2.08%	2.75%	2.73%
4 Statutory Benefits - Detail				
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 3,323,076	\$ 69,299	\$ 93,432	\$ 95,300
		2.09%	2.75%	2.73%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$ -	\$ -	\$ 1,372	\$ 1,399
7 Total Number of Represented Employees (Use FTEs if appropriate)	48.40			
8 Total Compensation Average Cost per FTE	\$ 68,659	\$ 1,432	\$ 1,930	\$ 1,969
		2.09%	2.75%	2.73%

## Twin Hills USD

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

2024-25 increase salary schedule for Certificated THTA members, all Administrators and all Classified staff by 1.75% retroactively to July 1, 2024, ending on February 28, 2025. Beginning March 1, 2025 salary increase is 2.75% for all district employees. Salary increases are on schedule. The Year 1 average annualized increase is calculated at 2.08%.

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

N/A

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

The attached MYPs are from the Second Interim and include separate lines for the estimated cost for salary increases for all three years. These MYPs include years 2024-25, 2025-26 and 2026-27 and these subsequent years include an additional estimated 2% for step/column and employer's costs.

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

If yes, please describe the cap amount.

2023-24 THTA and district agreed to increase the contribution for medical coverage to \$1,200 per month for a full FTE (was \$1,100 in prior year). Monthly amount will increase on October 1, 2024 to \$1,212 per month (prior year plus COLA 1.07%). This covers employee only on all plans plus a partial contribution towards family coverage. The cap for dental for 24-25 is based on the comp family rate for an annual cost of \$1,332. Cap for individual employee vision is \$96 annually. Total annual district contribution towards health benefits for a full FTE is \$15,936.

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

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Positive impact is to our salary schedule as we strive to be more competitive reflecting the Board's and Administration's support of our teachers and classified staff. We will be making necessary adjustments to staff as needed and reduce supply spending to make sure this district can support this increase at all sites. Starting several years ago any schools needing support to maintain the required 17% reserve have BAS funds available as a reserve in Fund 01. BAS funds will be shared to support the increased cost of this agreement.

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

Updated contract language includes plans for student toileting, notification dates changed to February 1, several Article 9 changes including TK class sizes, Orchard View case load wording and article numbering. The full contract is open for 2025-26 and THTA and the District have sunshined openers.

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

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

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

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

N/A

**G. Source of Funding for Proposed Agreement:**

1. Current Year

State and all other routine funding sources. LCFF Base funding COLA and increased basic aid supplement funds will cover a large portion of the increased costs.

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

Anticipated COLA, enrollment stability, continued cost reduction work including staff to student ratio will allow this district to afford the increased costs of this contract.

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.)

N/A

Twin Hills USD

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Combined General Fund: D53 Fund 01, 03, 09 + D21 Fund 09**

Bargaining Unit: T.H.T.A. + Classified + Administration

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 1/31/25)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue Sources (8010-8099)	\$ 12,257,584	\$ -	\$ 300,000	\$ 12,557,584
Remaining Revenues (8100-8799)	\$ 2,794,875	\$ -	\$ -	\$ 2,794,875
<b>TOTAL REVENUES</b>	\$ 15,052,459	\$ -	\$ 300,000	\$ 15,352,459
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 6,098,208	\$ 121,357	\$ -	\$ 6,219,565
Classified Salaries (2000-2999)	\$ 2,499,429	\$ 51,902	\$ -	\$ 2,551,331
Employee Benefits (3000-3999)	\$ 3,922,834	\$ 45,988	\$ -	\$ 3,968,822
Books and Supplies (4000-4999)	\$ 947,657	\$ -	\$ -	\$ 947,657
Services, Other Operating Expenses (5000-5999)	\$ 3,345,859	\$ -	\$ -	\$ 3,345,859
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 123,400	\$ -	\$ -	\$ 123,400
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 16,937,387	\$ 219,247	\$ -	\$ 17,156,634
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (1,884,928)	\$ (219,247)	\$ 300,000	\$ (1,804,175)
Transfer In and Other Sources (8910-8979)	\$ 2,046,816	\$ 35,000	\$ -	\$ 2,081,816
Transfers Out and Other Uses (7610-7699)	\$ (1,985,000)	\$ (35,000)	\$ -	\$ (2,020,000)
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (1,823,112)	\$ * (219,247)	\$ 300,000	\$ (1,742,359)
<b>BEGINNING BALANCE</b>	\$ 5,989,046		\$ -	\$ 5,989,046
Prior-Year Adjustments/Restatements (9793/9795)	\$ -		\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 4,165,934	\$ (219,247)	\$ 300,000	\$ 4,246,687
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 941,022	\$ -	\$ -	\$ 941,022
Reserved for Economic Uncertainties (9770)	\$ 3,120,720	\$ 58,335	\$ -	\$ 3,179,055
Designated/Assigned Amounts (9775-9780)	\$ 104,192	\$ 22,418	\$ -	\$ 126,610
Unappropriated Amount - Unrestricted (9790)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	16.49%			16.58%

Column 1 amounts are as of 2nd Interim 2024-25 (January 31, 2025). Column 2 is the total cost to fund the salary increase of 1.75% for 7/1/24-2/28/25 and 2.75% beginning 3/1/25. Column 3 is the increase to Basic Aid Supplement funding based on the 2024-25 1st Principal Apportionment per CDE. The REU increases based on increased salary and employee benefit costs and the Designated/Assigned amounts is adjusted by the balance. The Reserve for EU percentage shows 16.49% but actually we have 17%, this report does not deduct the STRS on Behalf of State prior to making this calculation. Please note that Reserved for EU includes amounts for the charter schools equal to the required board policy of 17%. The Disignated/Assinged Amounts include charter negative amounts when they can't meet the 17% reserve, this reserve difference is assigned in Fund 01. BAS funds will continue to be shared with sites as needed to assist in fund balance management.

**Public Disclosure of Proposed Collective Bargaining Agreement  
Twin Hills USD**

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

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

**Cafeteria Fund #13**

Bargaining Unit: **NONE**

For Fiscal Year 2024-25 Only	Column 1 Latest Board- Approved Budget Before Settlement (As of 1/31/25)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 342,736	\$ -	\$ -	\$ 342,736
<b>TOTAL REVENUES</b>	\$ 342,736	\$ -	\$ -	\$ 342,736
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 56,155	\$ 1,150	\$ -	\$ 57,305
Employee Benefits (3000-3999)	\$ 32,829	\$ 415	\$ -	\$ 33,244
Books and Supplies (4000-4999)	\$ 227,000	\$ -	\$ -	\$ 227,000
Services, Other Operating Expenses (5000-5999)	\$ 114,632	\$ -	\$ -	\$ 114,632
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 430,616	\$ 1,565	\$ -	\$ 432,181
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (87,880)	\$ (1,565)	\$ -	\$ (89,445)
Transfers In and Other Sources (8910-8979)	\$ 90,000	\$ -	\$ -	\$ 90,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 2,120	\$ *	\$ -	\$ 555
<b>BEGINNING BALANCE</b>	\$ 14,909			\$ 14,909
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 17,029	\$ (1,565)	\$ -	\$ 15,464
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9713) + Committed	\$ 4,457	\$ -	\$ -	\$ 4,457
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Board Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 12,572	\$ (1,565)	\$ -	\$ 11,007

**Public Disclosure of Proposed Collective Bargaining Agreement  
Twin Hills USD**

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

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

**Child Development Fund #12**

Bargaining Unit: **NONE**

For Fiscal Year 2024-25 Only	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 1/31/25)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 386,980	\$ -	\$ -	\$ 386,980
<b>TOTAL REVENUES</b>	\$ 386,980	\$ -	\$ -	\$ 386,980
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 228,783	\$ 4,759	\$ -	\$ 233,542
Employee Benefits (3000-3999)	\$ 68,581	\$ 1,144	\$ -	\$ 69,725
Books and Supplies (4000-4999)	\$ 28,258	\$ -	\$ -	\$ 28,258
Services, Other Operating Expenses (5000-5999)	\$ 26,018	\$ -	\$ -	\$ 26,018
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 351,640	\$ 5,903	\$ -	\$ 357,543
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 35,340	\$ (5,903)	\$ -	\$ 29,437
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 29,000	\$ -	\$ -	\$ 29,000
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 6,340	\$ *	\$ -	\$ 437
<b>BEGINNING BALANCE</b>	\$ 113,691			\$ 113,691
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 120,031	\$ (5,903)		\$ 114,128
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9713)	\$ 4,000	\$ -	\$ -	\$ 4,000
Assigned /fee for service (9780)	\$ 116,031	\$ (5,903)		\$ 110,128
Board Designated Amounts (9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ -	\$ -	\$ -	\$ -

## Twin Hills USD

## I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

## Combined General Fund

Bargaining Unit:

NONE

	Current Year	Year 2	Year 3
	Total Current Budget After Settlement 24-25	First Subsequent Year After Settlement 25-26	Second Subsequent Year After Settlement 26-27
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 12,557,584	\$ 12,824,574	\$ 13,202,311
Remaining Revenues (8100-8799)	\$ 2,794,875	\$ 2,996,358	\$ 3,272,387
<b>TOTAL REVENUES</b>	\$ 15,352,459	\$ 15,820,932	\$ 16,474,698
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 6,219,565	\$ 6,087,183	\$ 6,176,211
Classified Salaries (2000-2999)	\$ 2,551,331	\$ 2,458,028	\$ 2,507,006
Employee Benefits (3000-3999)	\$ 3,968,822	\$ 3,964,391	\$ 4,059,078
Salary Increase: 24-25 included above total \$173,259 25-26 and 26-27 plus 2.75% +2% estimated step.	---	\$ 293,549	\$ 299,418
Health & Welfare Increase: 24-25 included above total \$1,609 --- 24-25 plus 1.07% and subs years +2% estimated increase		\$ 1,640	\$ 1,675
Books and Supplies (4000-4999)	\$ 947,657	\$ 465,408	\$ 412,509
Services, Other Operating Expenses (5000-5999)	\$ 3,345,859	\$ 3,179,547	\$ 3,147,683
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 123,400	\$ 123,400	\$ 123,400
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments-Necessary reductions		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 17,156,634	\$ 16,573,146	\$ 16,726,980
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (1,804,175)	\$ (752,214)	\$ (252,282)
Transfers In and Other Sources (8910-8979)	\$ 2,081,816	\$ 2,105,706	\$ 2,054,000
Transfers Out and Other Uses (7610-7699)	\$ (2,020,000)	\$ (2,055,000)	\$ (2,015,000)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (1,742,359)	\$ (701,508)	\$ (213,282)
<b>BEGINNING BALANCE</b>	\$ 5,989,046	\$ 4,246,687	\$ 3,545,179
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 4,246,687	\$ 3,545,179	\$ 3,331,897
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$ 941,022	\$ 766,810	\$ 788,554
Reserved for Economic Uncertainties (all sites) - Unr(9770)	\$ 3,179,055	\$ 2,778,369	\$ 2,543,343
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Assigned- Unrestricted (9775-9780)	\$ 126,610	\$ -	\$ -
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ -	\$ -	\$ -
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

Please note that Reserved for EU includes amounts for the charter schools to reach the board required 17%. If charters are not able to meet the 17% reserve, an amount is assigned in Fund 01. For 25-26 and 26-27 this district does not meet the 17% board reserve and plans to reduce expenses are already in process. BAS funds will be shared with sites as needed to assist with fund balance management and cost of this salary increase.

**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		Current Year	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 19,176,634	\$ 18,628,146	\$ 18,741,980
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	4.00%	4.00%	4.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 767,065	\$ 745,126	\$ 749,679

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 3,179,055	\$ 2,778,369	\$ 2,543,343
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790) Assigned per GASB54 for Volatile State revenue/funding. Assignment results in funds being unavailable.	\$ 332,175	\$ 341,175	\$ 350,175
e.	Total Available Reserves	\$ 3,179,055	\$ 2,778,369	\$ 2,543,343
f.	Reserve for Economic Uncertainties Percentage	16.58%	14.91%	13.57%

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

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

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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



**ARTICLE 12**  
**TEACHING CONDITIONS**

- 12.1 The District shall make available in each school an adequate lunch room and faculty lounge, which may be one and the same, for adult use during the school day. Adequate restroom facilities for adult use shall be provided.
- 12.2 Telephone facilities for private local calls shall be made available to Association members for their use. No long distance calls shall be made without the District's prior approval.
- 12.3 The District shall provide the teachers with safe conditions of employment as required by existing State and Federal legislation.
- 12.4 In all cases, when a school official or teacher is advised of a bomb threat, he/she shall immediately notify the Superintendent, who shall in turn promptly contact the proper law enforcement agency. The Superintendent shall evacuate all students until such time as a search reveals the bomb or lack thereof. No teacher shall be required to search for a bomb.
- 12.5 The District shall maintain adequate first aid supplies on hand at each school for the proper treatment of employees and students.
- 12.6 The District shall comply with provisions of the California Occupational Safety and Health Act in regulations relating thereto.
- 12.7 For involuntary transfers/reassignments or construction related reasons the District, upon request, shall provide assistance in transporting materials from the present work location to the new work location. The affected unit member will be paid \$150 per day for a maximum of two (2) days based on mutual agreement between the affected unit member and principal to move and set up his or her new classroom. This monetary provision shall not apply to teachers at SunRidge Charter School for movement of classroom unless it is an involuntary transfer.

12.8. Prior to the start of each school year each site administrator will develop a toileting coverage plan.

Teachers are not expected to manage toileting for students, except when faced with emergency circumstances when no instructional aide, administrator, or appropriate other additional staff are available.

TA 1/7/25  
Julie M. Komalika

 1/7/25

ARTICLE 10, 18, 19

Date change to February 1

TA 1/7/25  
Zuli M. Komalimba

 1/7/25

**ARTICLE 9  
CLASS SIZE**

AMK 1/30/25

9.1 Except in traditional large group instruction or experimental classes where the Association has agreed in writing, the class size maximum shall be:

<u>Elementary</u>	<u>Maximum</u>
Transitional Kindergarten	20
Kindergarten – Third	24
Fourth – Fifth	28
Sixth – Eighth	28
Combination Class 4/5	26

**9.1.1** The Sixth-Eighth grade maximum is determined by the total pupil contact per day (e.g. 5 periods x 28 students per day = 140) excluding specialty classes listed under 9.5 and activity classes.

**9.1.2** For Kindergarten through Third grade, Primary class size numbers may increase or decrease pursuant to Local Control Funding Formula (LCFF) regulations. If the District needs to change class size ratios, it will consult with THTA. If LCFF regulations change, all affected items in this Article will be reopened for the following year.

**9.1.3** The TK maximum is based on the presence of a full day assistant in each TK classroom to bring the ratio to one adult for every ten 10 students.

**9.2** At SunRidge Charter School the case load for grades 1 – 8 shall be a maximum of 28 students.

**9.3** At Orchard View School the case load shall be a maximum of 22 students and one enrichment class (1.5 hours/week). If no enrichment class is taught the case load is 25.

**Teachers teaching a K-12 enrichment class:**

- 22 students + 1 class = 100%
- 18 students + 1 class = 80%
- 13 students + 1 class = 60%
- 11 students + 1 class = 50%

**Teachers teaching more than one class:**

K-12 ~~enrichment~~ class = 3.00 students

**9.4** The District will pay a class size overage of \$4.50 per student per day for classes over the maximum class size stated above. Payment shall be made at the conclusion of the school year and shall be based upon actual enrollment on a prorata basis for that period of time during the school year that the student maximums are exceeded. Orchard View School

Tentative Agreement  
January 30, 2025

teachers will not be required to carry more than the case load maximum listed in 9.3 (pro rated for part-time teachers).

9.5 For the purpose of this Article, traditional large group instruction includes the following:

9.5.1 Study Hall

9.5.2 Physical Education and related games

9.5.3 Band

9.5.4 Chorus

9.5.5 Drama

9.5.6 Library

9.5.7 Arts and Crafts

9.5.8 Other large group instructional classes that have the mutual agreement between teacher and principal

9.6 The goal of the District is to have small group instruction in special day classes. When Special Education capacity exceeds the current District policy (current Resolution 2021-535 – Appendix M), the teacher and principal will meet to discuss methods to address the needs of the class and the teacher.

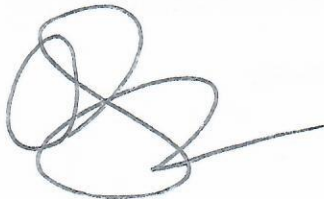
For THTA:

Date:

For the District:

Date:

*Zeski M. Kennalmban* 1/30/25



1/30/25

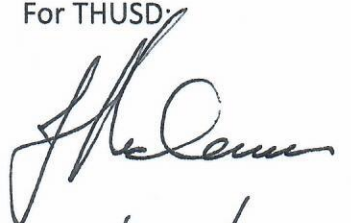
Tentative Agreement

February 27, 2025

To close negotiations for 2024-25:


1. Salary schedule for 24-25 shall be increased by 2.75% effective March 1, 2025. All bargaining unit members will receive a retroactive payment equal to 1.75% of their 23-24 salary schedule base, retroactive to July 1, 2024.
2. Effective October 1, 2024, the District contribution for medical benefits shall be \$1,212 per month for a full-time unit member.

For THUSD:



2/27/25

For THTA:



2/27/25

**TWIN HILLS UNION SCHOOL DISTRICT:  
DISTRICT AND APPLE BLOSSOM - FUND 01  
2024-25 Multi-Year Projection @ Second Interim  
Tentative Agreement 1.75% 7/1/24 and 2.75% 3/1/25**

	Object Codes	Prior Fiscal Year Actual: 2023-24	Current Fiscal Year Budget: 2024-25	First Subsequent Fiscal Year: 2025-26	Second Subsequent Fiscal Year: 2026-27
		Total	Total	Total	Total
<b>COLA (percentage)</b>		8.22%	1.07%	2.43%	3.52%
<b>Funded COLA</b>		8.22%	1.07%	2.43%	3.52%
<b>ADA for LCFF Funding purposes</b>		320.63			
<b>ADA for budget year</b>		269.57	292.00	292.00	292.00
<b>Enrollment</b>		290.50	306.00	306.00	306.00
<b>Revenue</b>					
LCFF Sources: LCFF, EPA, Property Tax	8010-8099	4,001,413	3,773,753	3,862,181	3,979,934
Transportation Funding		102,809	103,909	106,434	110,180
Revenue transfer (Def Maint, F14)	8091	(50,000)	(50,000)	(50,000)	(50,000)
Basic Aid Supplement: Cur & Subq years, estimates only		1,030,008	1,200,000	1,200,000	1,200,000
Basic Aid Supplement: Prior year adjustment at P-1 (February)		319,117	-	-	-
Federal Revenues	8100-8299	174,536	157,558	157,558	157,558
Federal Funding: COVID19 (Unearned - record as expensed)		126,033	73,008	-	-
Other State Revenues: Mandated, Lottery, Transportation	8300-8599	164,426	154,802	154,127	155,723
State Funding: IPI, Universal PreK (Unearned-see Fed)		33,269	69,181	-	-
State Funding: ELO-P, Educator Effectiveness, Mental Health, Art Music IM BG, Learning Recovery ER BG, Kitchen Infrastructure, Prop 28 AMIS		188,914	174,843	58,980	58,980
ELOP funding recaptured by the State for 21-22 & 22-23		-	(210,725)	-	-
Other State: STRS/PERS on Behalf of State		190,162	211,689	222,273	233,387
Local Revenues	8600-8799	1,005,890	838,887	1,005,160	1,236,440
<b>Total Revenue</b>		<b>7,286,577</b>	<b>6,496,905</b>	<b>6,716,713</b>	<b>7,082,202</b>
<b>Expenditures</b>					
Certificated Salaries	1000-1999	2,151,929	2,228,645	2,175,110	2,207,009
Certificated Salaries One Time Grant Funds		142,633	19,261	11,700	-
Salary Increase 2024-25 1.75% / 2.75%		-	44,926	60,585	61,797
Classified Salaries	2000-2999	1,298,941	1,258,642	1,319,235	1,345,619
Classified Salaries One Time Grant Funds		41,542	43,769	9,000	9,000
Salary Increase 2024-25 1.75% / 2.75%		-	27,075	36,513	37,243
Employee Benefits -- Statutory	3301-3399;	178,440	183,724	187,803	191,561
Employee Benefits One Time Grant Funds	3501-3699	46,088	19,964	5,820	3,250
Salary Increase 2024-25 1.75% / 2.75%		-	19,443	26,221	26,745
Employee Benefits STRS/PERS on Behalf of State		190,162	211,689	222,273	233,387
Employee Benefits STRS	3101-3199	393,541	436,848	406,388	414,515
Employee Benefits PERS	3201-3299	324,849	311,461	341,181	349,275
Employee & Retiree Benefits -- Health & Welfare	3400-3499;	430,464	479,310	477,075	486,617
	3700-3799	9,487	-	-	-
EE Benefits-H&W One Time Grant Funds		-	756	771	787
24-25 H&W Increase 10/1/24 add COLA 1.07%		-	-	-	-
Books and Supplies	4000-4999	138,289	190,645	116,330	118,650
Books and Supplies One Time Grant Funds		34,106	162,394	25,000	-
Services, Other Operating Expenses	5000-5999	1,867,656	1,958,684	1,952,450	1,991,502
Services One Time Grant Funds		179,720	154,648	57,469	17,986
Restricted Expense Adjustment (clear through unrest)		-	-	-	-
Necessary Expense Reductions - see narrative		-	-	-	-
Capital Outlay	6000-6999	-	-	-	-
Other Outgo (One Time Funds - ERMHS transfer to SELPA Obj 7222)	7100-7199;	6,896	7,000	7,000	7,000
	7300-7499	110,026	100,000	100,000	100,000
Other Outgo: BAS & CRSP to D21 Charter	7299	-	-	-	-
<b>Total Expenditures</b>		<b>7,544,769</b>	<b>7,858,884</b>	<b>7,537,924</b>	<b>7,601,943</b>
<b>Excess (Deficiency)</b>					
		(258,192)	(1,361,979)	(821,211)	(519,741)
Transfers In from OVS	8910-8929	663,560	630,000	630,000	630,000
Transfers In from THCMS	8910-8929	512,470	500,000	500,000	500,000
Transfers In from F20 OPEB for CRSP	8910-8929	57,336	11,706	11,706	-
Transfers In from ABASP	8910-8929	28,894	29,000	29,000	29,000
Transfers Out to Cafeteria (enter as negative)	7610-7629	(103,000)	(90,000)	(90,000)	(90,000)
Transfers Out: BAS to Fund 03	7200+7600	(756,570)	(475,000)	(500,000)	(500,000)
Transfers Out: BAS / CRSP to OV	7200+7600	(234,513)	(290,000)	(290,000)	(250,000)
Transfers Out BAS to Charters Salary Inc 24-25	7200+7600	-	(125,000)	(165,000)	(165,000)
Other Sources	8930-8979	-	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-	-
Contribution to Restricted Program	8980-8999	95,000	100,000	100,000	100,000
<b>Total Transfers/Other Uses</b>		<b>263,177</b>	<b>290,706</b>	<b>225,706</b>	<b>254,000</b>
<b>Net Increase (Decrease)</b>					
		4,985	(1,071,273)	(595,505)	(265,741)
<b>Fund Balance</b>					
Beginning Balance		4,242,148	4,247,133	3,056,006	2,460,501
Audit Adjustment(s)		-	(119,854)	-	-
Net Ending Balance		4,242,133	3,056,006	2,460,501	2,194,760
<b>Components of Ending Balance:</b>					
Revolving Cash (nonspendable)	9711	5,000	5,000	5,000	5,000
Stores (nonspendable)	9712	-	-	-	-
Restricted (Res 2000-9999)	9740	722,338	343,913	167,050	188,794
Restricted Res2600 ELOP 23-24 Audit Adjustment		-	(119,854)	-	-
Committed	9750	-	-	-	-
Assigned: West County JPAs- Spec Ed & Transport.		70,000	70,000	70,000	70,000
Assigned - Amount required for THCMS to meet BP3100		310,910	355,009	341,023	310,532
Assigned - Amount required for OV to meet BP3100		432,453	505,595	466,032	451,696
Assigned - Amount required for SR to meet BP3100		340,333	373,237	387,907	392,435
Assigned - Fund Bal Support/Pensions/Tech/Facilities		1,400,000	1,400,000	1,400,000	1,400,000
Assigned - Reduces Above Assignment		(583,404)	(1,365,807)	(1,803,090)	(2,050,604)
Assigned - Reduces Assignment change if additional \$300k in BAS		-	22,418	5,399	3,537
Assigned - Lottery Res 1100 Unrestricted		1,718	-	-	-
Assigned - COVID19 Legal: Distance Learning		100,000	-	-	-
Reserve for Economic Uncertainties	9789	1,447,785	1,466,495	1,421,180	1,423,370
Unassigned/Unappropriated Ending Bal	9790	0	0	0	0
Net Ending Balance		4,242,133	3,056,006	2,460,501	2,194,760

**TWIN HILLS UNION SCHOOL DISTRICT - TWIN HILLS CHARTER MIDDLE SCHOOL: FUND 03:**  
**2024-25 Multi-Year Projection @ Second Interim**  
**Tentative Agreement 2024-25 1.75% 7/1/24 and 2.75% 3/1/25**

	Object Codes	Prior Fiscal Year Actual: 2023-24	Current Fiscal Year Budget: 2024-25	First Subsequent Fiscal Year: 2025-26	Second Subsequent Fiscal Year: 2026-27
		Total	Total	Total	Total
<b>COLA (percentage)</b>		8.22%	1.07%	2.43%	3.52%
<b>Funded COLA</b>		8.22%	1.07%	2.43%	3.52%
<b>ADA for LCFF Funding purposes</b>		194.93	195.00	195.00	195.00
<b>Enrollment</b>		207.00	207.00	207.00	207.00
<b>Revenue</b>					
LCFF Sources: LCFF, EPA, In Lieu Property Tax	8010-8099	2,105,450	2,131,309	2,176,622	2,247,043
Federal Revenues	8100-8299	-	-	-	-
Federal Funding: COVID19 (Unearned - record as expensed)		-	-	-	-
Other State Revenues	8300-8599	70,970	59,602	59,699	59,840
State Funding: IPI (Unearned-see Fed)		-	-	-	-
State Funding: ELO-P, Educator Effectiveness, Mental Health, Art Music IM BG, Learning Recovery ER BG, Prop 28 AMIS		95,233	92,341	42,341	42,341
ELOP funding recaptured by the State for 21-22 & 22-23		-	(100,000)	-	-
Other State: STRS/PERS on Behalf of State		113,991	100,890	105,935	111,231
Local Revenues	8600-8799	79,956	22,570	20,000	20,000
<b>Total Revenue</b>		<b>2,465,600</b>	<b>2,306,712</b>	<b>2,404,597</b>	<b>2,480,455</b>
<b>Expenditures</b>					
Certificated Salaries	1000-1999	1,374,507	1,205,157	1,202,507	1,226,557
Certificated Salaries One Time Grant Funds		66,128	3,000	3,000	-
Salary Increase 2024-25 1.75% / 2.75%		-	23,682	31,936	32,575
Classified Salaries	2000-2999	264,564	264,542	269,833	275,229
Classified Salaries One Time Grant Funds		-	1,900	-	-
Salary Increase 2024-25 1.75% / 2.75%		-	5,542	7,474	7,623
Employee Benefits -- Statutory	3301-3399;	57,993	63,308	63,800	65,076
Employee Benefits One Time Grant Funds	3501-3699	14,388	1,350	660	-
Salary Increase 2024-25 1.75% / 2.75%		-	7,174	9,674	9,867
Employee Benefits STRS/PERS on Behalf of State		113,991	100,890	105,935	111,231
Employee Benefits STRS	3101-3199	244,900	208,600	214,329	218,615
Employee Benefits PERS	3201-3299	87,127	84,354	88,751	90,856
Employee & Retiree Benefits -- Health & Welfare	3400-3499;	199,906	198,286	199,413	203,401
EE Benefits-H&W One Time Grant Funds	3700-3799	8,826	-	-	-
24-25 H&W Increase 10/1/24 add COLA 1.07%		-	216	220	225
Books and Supplies	4000-4999	41,813	100,148	25,928	26,108
Books and Supplies One Time Grant Funds		9,427	55,061	35,000	13,000
Services, Other Operating Expenses	5000-5999	131,299	104,977	83,200	88,300
Services One Time Grant Funds		31,807	29,500	63,848	24,241
Necessary Expense Reductions - see narrative		-	-	-	-
Capital Outlay	6000-6999	-	-	-	-
Other Outgo (One Time Funds - ERMHS transfer to SELPA Obj 7282)	7100-7199	5,021	5,100	5,100	5,100
7300-7399		-	-	-	-
<b>Total Expenditures</b>		<b>2,651,697</b>	<b>2,462,787</b>	<b>2,410,609</b>	<b>2,398,004</b>
<b>Excess (Deficiency)</b>					
		(186,097)	(156,075)	(6,011)	82,451
Transfers In from General Fund 01	8910-8929	756,570	475,000	500,000	500,000
Additional transfer in required to cover salary increase		-	35,000	45,000	45,000
Transfers In from Fund 20 CRSP		21,869	11,110	-	-
Transfers Out to General Fund 01	7610-7629	(512,470)	(500,000)	(500,000)	(500,000)
Transfers Out: PG&E Solar Init Funds	7610-7629	-	-	-	-
Other Sources	8930-8979	-	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-	-
Contribution to Restr Pgm (Spec Ed)	8980-8999	(95,000)	(100,000)	(100,000)	(100,000)
<b>Total Transfers/Other Uses</b>		<b>170,969</b>	<b>(78,890)</b>	<b>(55,000)</b>	<b>(55,000)</b>
<b>Net Increase (Decrease)</b>					
		(15,128)	(234,965)	(61,011)	27,451
<b>Fund Balance</b>					
Beginning Balance		654,733	639,605	354,640	293,629
Audit Adjustment(s)		-	(50,000)	-	-
Net Ending Balance		639,605	354,640	293,629	321,080
<b>Components of Ending Balance:</b>					
Revolving Cash (nonspendable)	9711	-	-	-	-
Stores (nonspendable)	9712	-	-	-	-
Restricted (Res 2000-9999)	9740	434,539	273,159	157,892	157,892
Restricted Res2600 ELOP 23-24 Audit Adjustment		-	(50,000)	-	-
Lottery Res 1100 Unrestricted	9740	8,951	-	-	-
Committed	9750	-	-	-	-
Assigned: See Fund 01 for Assignment to meet 17%		(310,910)	(355,009)	(341,023)	(310,532)
Assigned - Lottery Res 1100 Unrestricted		-	-	-	-
Reserve for Economic Uncertainties	9789	507,025	486,490	476,760	473,720
Unassigned/Unappropriated Ending Balance		0	0	0	0
Net Ending Balance		639,605	354,640	293,629	321,080

**Twin Hills Union School District - Orchard View Charter**  
**2024-25 Multi-Year Projection @ Second Interim**  
**Tentative Agreement 2024-25 1.75% 7/1/24 and 2.75% 3/1/25**

	Prior Year Actual Fiscal Year: 2023-24	Current Budget Fiscal Year: 2024-25			First Subsequent Fiscal Year: 2025-26	Second Subsequent Fiscal Year: 2026-27
<b>COLA (percentage)</b>	8.22%			1.07%	2.43%	3.52%
<b>Funded or Estimated COLA</b>	8.22%			1.07%	2.43%	3.52%
<b>ADA: Current Year / LCFF Funding</b>	219.46			217.00	217.00	217.00
<b>Enrollment Estimate</b>	228.00			224.00	224.00	224.00
<b>Object Codes</b>						
<b>Revenue</b>						
		<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>		
LCFF Sources: LCFF, Education Protection						
Account, In Lieu Property Tax 8010-8099	2,570,392	2,595,892		2,595,892	2,662,046	2,751,840
Federal Revenues 8100-8299				-		
Federal Funding: COVID19 (Unearned-recorded as expended)				-		
State Revenues 8300-8599	82,652	50,946	18,614	69,560	70,233	70,523
State Funding: UPK (Unearned-recorded as expended)	6,000	-	-	-	-	-
New Grants A-G A/S and LLM, Ethnic Studies, ERMHS, Arts Music IM Disc BG, Learning Recovery ER BG, Prop 28 AMIS	47,883		46,626	46,626	46,626	46,626
State Revenues: STRS/PERS on Behalf of State	121,748		135,366	135,366	142,134	149,241
Local Revenues 8600-8799	29,649	18,000	11,250	29,250	18,000	18,000
<b>Total Revenue</b>	<b>2,858,324</b>	<b>2,664,838</b>	<b>211,856</b>	<b>2,876,694</b>	<b>2,939,039</b>	<b>3,036,230</b>
<b>Expenditures</b>						
Certificated Salaries 1000-1999	1,413,788	1,480,237		1,480,237	1,509,842	1,540,039
Certificated Salaries One Time Grant Funds	7,283		3,000	3,000	3,000	
Salary Increase 2024-25 1.75 / 2.75%		30,160		30,160	40,673	41,486
Classified Salaries 2000-2999	143,214	159,333		159,333	162,520	165,770
Classified Salaries One Time Grant Funds	5,492		29,936	29,936		
Salary Increase 2024-25 1.75 / 2.75%		3,937		3,937	5,309	5,415
Employee Benefits -- Statutory 3300-3399;						
Employee Benefits One Time Grant Funds 3500-3699	53,060	56,830		56,830	57,966	59,125
Employee Benefits One Time Grant Funds	2,083		3,384	3,384	700	
Salary Increase 2024-25 1.75 / 2.75%		7,758		7,758	10,464	10,673
Employee Benefits -- STRS/PERS on Behalf of State 310x	121,748		135,366	135,366	142,134	149,241
Employee Benefits -- STRS 3100-3199	268,005	282,728		282,728	288,380	294,147
Employee Benefits -- PERS 3200-3299	35,936	37,707		37,707	44,530	45,587
Employee & Retiree Benefits -- Health & Welfare 3400-3499;						
Welfare 3700-3799	235,582	244,914		244,914	249,812	254,808
Health & Welfare One Time Grant Funds	-			-	-	-
24-25 H&W Increase 10/1/24 add COLA 1.07%		324		324	330	337
Books and Supplies 4000-4999	30,173	75,494	52,558	128,052	33,720	34,400
Books and Supplies One Time Grant Funds			14,560	14,560	13,400	-
Services, Other Operating Expenses 5000-5999	45,398	48,850	11,331	60,181	38,860	39,640
Services, Other Operating Expenses One Time Grant Funds	70,215		89,827	89,827	45,781	40,926
Additional Adjustments 25-26				-		
Capital Outlay 6000-6999	-	-	-	-	-	-
Other Outgo (One Time Funds - ERMHS transfer to SELPA Obj 7282) 7100-7199						
7300-7399	5,653		5,700	5,700	5,700	5,700
<b>Total Expenditures</b>	<b>2,437,630</b>	<b>2,428,272</b>	<b>345,662</b>	<b>2,773,934</b>	<b>2,653,121</b>	<b>2,687,294</b>
<b>Excess (Deficiency)</b>	<b>420,694</b>	<b>236,566</b>	<b>(133,806)</b>	<b>102,760</b>	<b>285,918</b>	<b>348,936</b>
Transfers In Basic Aid Supp from F01 8910-8929	224,160	290,000		290,000	290,000	250,000
Additional transfer in required to cover salary increase		40,000		40,000	50,000	50,000
Transfers In CRSP from Fund 01 8910-8929	10,353			-		
Transfers Out to District (enter as negative) 7610-7629	(663,560)	(630,000)		(630,000)	(630,000)	(630,000)
Other Sources 8930-8979				-		
Other Uses (enter as negative) 7630-7699				-		
Contribution to Restricted Program 8980-8999				-		
<b>Total Transfers/Other Uses</b>	<b>(429,047)</b>	<b>(300,000)</b>	<b>-</b>	<b>(300,000)</b>	<b>(290,000)</b>	<b>(330,000)</b>
<b>Net Increase (Decrease)</b>	<b>(8,353)</b>	<b>(63,434)</b>	<b>(133,806)</b>	<b>(197,240)</b>	<b>(4,082)</b>	<b>18,936</b>
<b>Fund Balance</b>						
Beginning Balance	391,152	113,439	269,360	382,799	185,559	181,477
Beginning Fund Balance Transfers (restricted program carryovers)						
Net Ending Balance	382,799	50,005	135,554	185,559	181,477	200,413
<b>Components of Ending Balance:</b>						
Revolving Cash (nonspendable) 9711						
Stores (nonspendable) 9712						
Restricted (Res 2000-9999) 9740	269,360		135,554	135,554	113,599	113,599
Lottery Res 1100 Unrestricted 9740	39,387				-	-
Committed 9750						
Unrestricted Balance before Assignments and Reserve	74,052	50,005	-	50,005	67,878	86,814
Assigned - 1 Time Discr. Funds: 2015-16 thru 2018-19	-	-	-	-	-	-
Assigned - Common Core IM + Technology	-	-	-	-	-	-
Assigned - STRS/PERS 20% by 2020-21	-	-	-	-	-	-
Assigned - Per Board Policy 3100 (17%) 9780	506,505	555,600	-	555,600	533,910	538,510
Balance After Above: See THUSD Fund 01 for Assignment*	(432,453)	(505,595)	-	(505,595)	(466,032)	(451,696)
Unasn/Unappr Amt (not for charters) 9790						
Net Ending Balance	382,799	50,005	135,554	185,559	181,477	200,413
Actual Reserve percentage based on Assigned Balance divided by Total Expenditures and Transfers Out:	2%			1%	2%	2%

**Twin Hills Union School District - SunRidge Charter**  
**2024-25 Multi-Year Projection @ Second Interim**  
**Tentative Agreement 2024-25 1.75 7/1/24 and 2.75% 3/1/25**

	Prior Year Actual Fiscal Year: 2023-24	Current Budget Fiscal Year: 2024-25			First Subsequent Fiscal Year: 2025-26	Second Subsequent Fiscal Year: 2026-27
COLA per SSC Dartboard (percentage)	8.22%			1.07%	2.43%	3.52%
Funded COLA+Increase to Base/Actual COLA/Estimated COLA	8.22%			1.07%	2.43%	3.52%
ADA: Current Year / LCFF Funding	217.99			241.00	241.00	241.00
Enrollment Estimate	234.00			258.00	258.00	258.00
<b>Object Codes</b>						
<b>Revenue</b>		<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>		
LCFF Sources: LCFF, Education Protection						
Account, In Lieu Property Tax 8010-8099	2,500,790	2,802,721		2,802,721	2,867,291	2,963,314
Federal Revenues: 8100-8299				-		
Federal Funding: COVID19 (Unearned-recorded as expended)	23,712	-	-	-	-	-
State Revenues: 8300-8599						
State Revenues: Lottery & Mandated Block Grant 8300-8599	78,729	52,505	20,664	73,169	73,749	73,922
State Funding: UPK, IPI (Unearned-recorded as expended)	-		40,000	40,000	-	-
State Funding: ELOP, Educator Effectiveness, Art Music IM BG, Learning Recovery ER BG, Mental Health, Prop 28 AMIS	167,249		154,661	154,661	49,216	49,216
ELOP funding recaptured by the State for 21-22 & 22-23			(155,691)	(155,691)		
State Revenues: STRS/PERS on Behalf of State	111,043		116,788	116,788	122,627	128,759
Local Revenues: Interest + Other 8600-8799	99,986	45,500		45,500	40,000	40,000
Local Revenues: Meal Program Reimbursement 8699	108,919		130,000	130,000	135,000	140,000
Local Revenues: Parent Pledges 8699	174,694		220,000	220,000	224,400	228,900
Local Revenues: After Care Program 8689	182,157		165,000	165,000	168,300	171,700
Local Revenues: Special Ed 8792	43,062		80,000	80,000	80,000	80,000
<b>Total Revenue</b>	<b>3,490,341</b>	<b>2,900,726</b>	<b>771,422</b>	<b>3,672,148</b>	<b>3,760,583</b>	<b>3,875,811</b>
<b>Expenditures</b>						
Certificated Salaries 1000-1999	1,186,934	1,102,319	53,589	1,155,908	1,179,024	1,202,606
Certificated Salaries One Time Grant Funds	17,002		3,000	3,000	3,000	-
Salary Increase 2024-25 1.75% / 2.75%		22,589		22,589	30,463	31,072
Classified Salaries 2000-2999	606,773	339,056	323,039	662,095	697,440	711,388
Classified Salaries One Time Grant Funds	47,576		79,212	79,212		
Salary Increase 2024-25 1.75% / 2.75%		15,348		15,348	20,698	21,112
Employee Benefits-Statutory: Social Security, Medicare, State Unemployment, Workers Comp 3301-3399; 3501-3699	91,259	62,629	30,963	93,592	95,463	97,373
Employee Benefits One Time Grant Funds: Includes STRS/PERS	20,750		28,583	28,583	700	-
Salary Increase 2024-25 1.75% / 2.75%		10,004		10,004	13,539	13,810
Employee Benefits-Statutory: STRS on Behalf of State 310x	111,043	-	116,788	116,788	122,627	128,759
Employee Benefits-Statutory: STRS 3101-3199	214,380	210,561	10,256	220,817	225,194	229,698
Employee Benefits-Statutory: PERS 3201-3299	135,928	91,533	64,740	156,273	172,467	176,547
Employee & Retiree Benefits -- Health & Welfare 3400-3499; 3700-3799	229,366	210,586	35,482	246,068	250,990	256,009
Employee H&W Benefits One Time Grant Funds	2,641			-		
24-25 H&W Increase 10/1/24 add COLA 1.07%		313		313	319	326
Books and Supplies 4000-4999	199,456	73,734	208,063	281,797	216,030	220,351
Books and Supplies One Time Grant Funds	15,871		15,000	15,000	-	-
Services, Other Operating Expenses 5000-5999	611,449	430,295	231,512	661,807	660,130	673,300
Services, Other Operating Expenses One time Grant Funds	87,074		62,559	62,559	51,896	43,616
Services, Other Op Exps: Pine Crest Rent	214,379	223,676		223,676	225,913	228,172
Necessary reductions				-		
Capital Outlay 6000-6999	-	-	-	-	-	-
Other Outgo (One Time Funds - ERMHS transfer to SELPA Obj 7282) 7100-7199	5,615		5,600	5,600	5,600	5,600
7300-7399						
<b>Total Expenditures</b>	<b>3,797,496</b>	<b>2,792,643</b>	<b>1,268,386</b>	<b>4,061,029</b>	<b>3,971,493</b>	<b>4,039,739</b>
<b>Excess (Deficiency)</b>	<b>(307,155)</b>	<b>108,083</b>	<b>(496,964)</b>	<b>(388,881)</b>	<b>(210,910)</b>	<b>(163,928)</b>
Transfers In BAS from D53 87,8910-8929	100,000	100,000		100,000	100,000	100,000
Additional transfer is required to cover salary increase		50,000		50,000	70,000	70,000
Transfers In CRSP from D53 87,8910-8929	10,026	-	-	-	-	-
Transfers In After Care Costs 8919	28,873	13,000		13,000	13,000	13,000
Transfers Out After Care Costs 7619	(28,873)		(13,000)	(13,000)	(13,000)	(13,000)
Other Sources 8930-8979						
Other Uses (enter as negative) 7630-7699						
Contribution to Restricted Program 8980-8999		(278,954)	278,954			
<b>Total Transfers/Other Uses</b>	<b>110,026</b>	<b>(115,954)</b>	<b>265,954</b>	<b>150,000</b>	<b>170,000</b>	<b>170,000</b>
<b>Net Increase (Decrease)</b>	<b>(197,129)</b>	<b>(7,871)</b>	<b>(231,010)</b>	<b>(238,881)</b>	<b>(40,910)</b>	<b>6,072</b>
<b>Fund Balance</b>						
Beginning Balance	1,200,095	327,104	675,862	1,002,966	650,482	609,572
Beginning Fund Balance Audit Adjustment or Transfers (restricted program carryovers)			(113,603)	(113,603)		
Net Ending Balance	1,002,966	319,233	331,249	650,482	609,572	615,644
<b>Components of Ending Balance:</b>						
Revolving Cash (nonspendable) 9711	4,000	4,000		4,000	4,000	4,000
Stores (nonspendable) 9712						
Restricted (Res 2000-9999) 9740	675,862		444,852	444,852	319,269	319,269
Restricted Res 2600 ELOP 23-24 Audit Adjustment, recaptured by State			(113,603)	(113,603)		
Lottery Res 1100 Unrestricted 9740	13,832					
Committed 9760						
Unrestricted Balance before Assignments and Reserve	309,272	315,233		315,233	286,303	292,375
Assigned: 9780						
Assigned - RESIG deductible, 8th grade field trip	18,000	18,000		18,000	18,000	18,000
Assigned - Per Board Policy 3100 (17%)	631,605	670,470		670,470	656,210	666,810
Assigned - Balance After Above: GASB54 - *See Notes Below	(340,333)	(373,237)		(373,237)	(387,907)	(392,435)
Unasn/Unappr Amount (not for charters) 9790						
Net Ending Balance	1,002,966	319,233	331,249	650,482	609,572	615,644
Actual Reserve percentage based on Assigned Balance divided by Total Expenditures and Transfers Out:	8%			8%	7%	7%

**Tentative Agreement: AB1200 2024-25  
TWIN HILLS UNION SCHOOL DISTRICT**

**CERTIFICATED SALARY SCHEDULE**

**2024-25- Retro to July 1, 2024, ends Feb 28, 2025 +1.75%**

STEP	I A.B. & CREDENTIAL	II A.B. & 15 UNITS	III A.B. & 30 UNITS	IV A.B. & 45 UNITS	V M.A. OR 60 UNITS	STEP
1	60,180	61,015	61,852	62,684	63,517	1
2	61,015	61,852	62,684	63,517	65,093	2
3	61,852	62,684	63,517	65,093	67,571	3
4	62,684	63,517	65,093	67,571	70,053	4
5	63,517	65,093	67,571	70,053	72,535	5
6	65,093	67,571	70,053	72,535	75,017	6
7	67,571	70,053	72,535	75,017	77,498	7
8	70,053	72,535	75,017	77,498	79,983	8
9		75,017	77,498	79,983	82,463	9
10			79,983	82,463	84,943	10
11				84,943	87,422	11
12				87,422	89,904	12
13				89,904	92,391	13
14					94,869	14
15					97,350	15
16					99,855	16
17					102,356	17
18					104,862	18
19					107,366	19
20					110,703	20

Teacher contract days for 1.0 FTE = 186 days  
District Superintendent has discretion on setting step. Column based on units.

Salary to be paid in eleven (11) equal payments, August through June annually.

School Board approved: \_\_\_\_\_

**Tentative Agreement: AB1200 2024-25  
TWIN HILLS UNION SCHOOL DISTRICT**

**CERTIFICATED SALARY SCHEDULE  
2024-25- Starts March 1, 2025 +2.75%**

STEP	I A.B. & CREDENTIAL	II A.B. & 15 UNITS	III A.B. & 30 UNITS	IV A.B. & 45 UNITS	V M.A. OR 60 UNITS	STEP
1	60,771	61,615	62,460	63,300	64,142	1
2	61,615	62,460	63,300	64,142	65,732	2
3	62,460	63,300	64,142	65,732	68,235	3
4	63,300	64,142	65,732	68,235	70,741	4
5	64,142	65,732	68,235	70,741	73,247	5
6	65,732	68,235	70,741	73,247	75,754	6
7	68,235	70,741	73,247	75,754	78,260	7
8	70,741	73,247	75,754	78,260	80,769	8
9		75,754	78,260	80,769	83,274	9
10			80,769	83,274	85,778	10
11				85,778	88,281	11
12				88,281	90,788	12
13				90,788	93,299	13
14					95,801	14
15					98,307	15
16					100,837	16
17					103,362	17
18					105,892	18
19					108,421	19
20					111,791	20

Teacher contract days for 1.0 FTE = 186 days  
District Superintendent has discretion on setting step. Column based on units.

Salary to be paid in eleven (11) equal payments, August through June annually.

School Board approved: \_\_\_ / \_\_\_ / \_\_\_

## TWIN HILLS UNION SCHOOL DISTRICT

### Principal/Director Salary Schedule

2024-2025 School Year

Step	Salary	7/1/24	3/1/25
		-2/28/25 +1.75%	+2.75%
1	\$124,070	\$126,240	\$127,480
2	\$127,170	\$129,395	\$130,665
3	\$130,350	\$132,630	\$133,935
4	\$133,600	\$135,940	\$137,275
5	\$136,940	\$139,335	\$140,705
6	\$139,680	\$142,125	\$143,520
7	\$142,470	\$144,965	\$146,390
8	\$145,320	\$147,865	\$149,315
9	\$148,235	\$150,830	\$152,310
10	\$151,200	\$153,845	\$155,360

**Annual Stipend:** Masters Degree \$1,000  
Doctorate Degree \$1,000

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

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

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

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

Updated : 3/7/2025

Board Approved: \_\_\_\_\_

**Tentative Agreement: AB1200 2024-25  
TWIN HILLS UNION SCHOOL DISTRICT**

**CLASSIFIED SITE SALARY SCHEDULE 2024-2025**

7/1/2024-2/28/2025 add 1.75%

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	RANGE	
S-1	16.50	16.50	16.50	16.50	16.50	16.50	S-1	Student Subs
S-2	17.00	17.50	18.00	18.50	19.00	20.00	S-2	
A - E	18.55	19.55	20.55	21.50	22.60	23.70	A - E	
F	18.86	19.85	20.90	21.95	22.95	24.15	F	
G	19.35	20.35	21.25	22.30	23.45	24.60	G	
H	19.65	20.70	21.60	22.75	24.05	25.10	H	
I	20.35	21.35	22.55	23.60	24.75	26.00	I	
J	20.75	21.85	22.90	24.15	25.35	26.60	J	
K	21.15	22.20	23.35	24.50	25.70	27.05	K	
L	23.00	24.15	25.35	26.65	27.95	29.20	L	

3/1/2025 add 2.75%

A - E	18.75	19.75	20.75	21.75	22.80	23.95	A - E
F	19.05	20.05	21.10	22.15	23.15	24.40	F
G	19.50	20.55	21.45	22.50	23.70	24.85	G
H	19.85	20.90	21.85	22.95	24.30	25.35	H
I	20.55	21.60	22.75	23.85	24.95	26.25	I
J	20.95	22.05	23.10	24.40	25.60	26.85	J
K	21.35	22.40	23.60	24.75	25.95	27.35	K
L	23.20	24.40	25.60	26.90	28.20	29.40	L

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

S-1 Minimum wage effective 1/1/25 \$16.50 per hour

S-2 Substitutes

Stipends - Annual amount based on FTE, paid in equal amounts each month:

- \* Night Differential: Annual \$1,300 Custodians 12 month position only, must work until 9pm to qualify
- \* Hazardous Duty: Annual \$1,000 Full Inclusion IA only based on student need and subject to Superintendent's Discretion.

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

Updated: 3/7/2025

School Board approved: \_\_\_\_\_

**Tentative Agreement: AB1200 2024-25  
TWIN HILLS UNION SCHOOL DISTRICT**

**DISTRICT STAFF  
CLASSIFIED SALARY SCHEDULE 2024-2025**

Add 1.75% - 7/1/24-2/28/25

RANGE	1	2	3	4	5	6	7	8	RANGE
P-1	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	P-1
D-A	17.50	18.45	19.35	20.35	21.30	22.45	23.00	23.55	D-A
D-B	19.70	20.65	21.60	22.90	24.05	25.20	25.85	26.50	D-B
D-C	21.95	23.00	24.15	25.40	26.60	28.05	29.40	30.85	D-C
D-D	26.25	27.45	28.90	30.30	31.85	33.60	35.20	37.05	D-D
D-E	27.65	29.00	30.55	32.00	33.65	35.30	37.15	38.90	D-E
D-F	28.75	29.95	31.40	32.80	34.35	36.10	37.70	39.55	D-F

Add 2.75% - 3/1/25

RANGE	1	2	3	4	5	6	7	8	RANGE
P-1	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	P-1
D-A	17.65	18.65	19.50	20.55	21.55	22.65	23.20	23.80	D-A
D-B	19.90	20.85	21.85	23.10	24.30	25.45	26.10	26.75	D-B
D-C	22.15	23.20	24.40	25.65	26.85	28.30	29.70	31.15	D-C
D-D	26.50	27.75	29.20	30.60	32.15	33.90	35.55	37.40	D-D
D-E	27.90	29.30	30.85	32.30	33.95	35.65	37.50	39.30	D-E
D-F	29.00	30.25	31.70	33.10	34.65	36.40	38.05	39.90	D-F

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

RANGE:	POSITION
P-1	Minimum Wage: effective 1/1/25
D-A	Cafeteria Assistant
D-B	Cafeteria Program Coordinator
D-C	District Office Assistant
D-C	Technology Technician
D-C	Maintenance/Custodial
D-D	Site Coordinator Grounds & Maintenance
D-D	District Technology Coordinator
D-E*	District Administrative Assistant
D-E*	District Payroll/Personnel Technician
D-F	District Technology Coordinator+AERIES Support

Note: \*D-E positions are confidential

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

12 Month Employees

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

School Year Employees (10 Month) - See Board Policy

Updated: 3/7/2025

School Board approved: \_\_\_\_\_

Tentative Agreement: AB1200 2024-25  
**TWIN HILLS UNION SCHOOL DISTRICT**

**SunRidge Daycare Coordinator**  
**Salary Schedule**  
**2024-2025 School Year**

STEP	Hourly Rate	7/1/24	3/1/25
		-2/28/25 +1.75%	+2.75%
1	\$26.30	\$26.75	\$27.00
2	\$27.10	\$27.55	\$27.85
3	\$27.90	\$28.40	\$28.65
4	\$28.80	\$29.30	\$29.60
5	\$29.60	\$30.10	\$30.40

Updated: 3/7/2025  
School Board Approved: \_\_\_\_\_

**Tentative Agreement: AB1200 2024-25  
TWIN HILLS UNION SCHOOL DISTRICT**

**Charter Classified Specialty Instructor Positions  
Hourly Pay Schedule  
2024-2025**

7/1/2024-2/28/2025 add 1.75

	Step 1	Step 2	Step 3	Step 4	Step 5
Range 1	\$ 42.75	\$ 44.90	\$ 47.10	\$ 49.55	\$ 51.90
Range 2	\$ 47.20	\$ 51.30	\$ 54.05	\$ 56.75	\$ 60.90

3/1/2025 add 2.75%

	Step 1	Step 2	Step 3	Step 4	Step 5
Range 1	\$ 43.15	\$ 45.35	\$ 47.55	\$ 50.05	\$ 52.40
Range 2	\$ 47.70	\$ 51.80	\$ 54.55	\$ 57.35	\$ 61.50

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

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

Updated : 3/7/2025  
School Board Approved: \_\_\_\_\_

Tentative Agreement: AB1200 2024-25  
**TWIN HILLS UNION SCHOOL DISTRICT**

**Child Care Director  
 Salary Schedule  
 2024-2025**

STEP(S)	Annual Salary	7/1/24-	3/1/25
		2/28/25 +1.75%	+2.75%
1	\$59,720	\$60,765	\$61,360
2	\$61,510	\$62,585	\$63,200
3	\$63,360	\$64,470	\$65,100
4	\$65,260	\$66,400	\$67,055
5	\$67,210	\$68,385	\$69,060
6	\$69,230	\$70,440	\$71,135
7-9	\$71,310	\$72,560	\$73,270
10-12	\$74,160	\$75,460	\$76,200
13-15	\$77,130	\$78,480	\$79,250
16	\$80,200	\$81,605	\$82,405

Work Year: 12 months

Vacation: (based on BP 4262)

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

Health/Other Benefits:

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

Classification:

This position is classified as a confidential employee.  
 employee.

Updated 3/7/2025

School Board Approved: \_\_\_\_\_

Tentative Agreement: AB1200 2024-25  
**TWIN HILLS UNION SCHOOL DISTRICT**

**District Maintenance Director  
 Salary Schedule  
 2024-2025**

STEP	Hourly Rate	7/1/24	3/1/25
		2/28/25 +1.75	+2.75
1	\$35.20	\$35.80	\$36.15
2	\$36.80	\$37.45	\$37.80
3	\$38.75	\$39.45	\$39.80
4	\$40.70	\$41.40	\$41.80
5	\$42.65	\$43.40	\$43.80
6	\$44.90	\$45.70	\$46.15
7	\$47.10	\$47.90	\$48.40
8	\$49.35	\$50.20	\$50.70

**Longevity:**

- 3% at 11th year of service in position
- 4% at 15th year of service in position
- 5% at 20th year of service in position

**Work Year:** 12 months

**Vacation:** (based on BP4262)

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

**Health/Other Benefits:**

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

Updated: 3/7/205

School Board Approved: \_\_\_\_\_

Tentative Agreement: AB1200 2024-25  
**District Business Manager**  
**Salary Schedule**  
**2024-2025**

STEP	Annual Salary	7/1/24-2/28/25	3/1/25
		+1.75%	+2.75
1	\$91,325	\$92,925	\$93,835
2	\$95,890	\$97,570	\$98,525
3	\$100,680	\$102,440	\$103,450
4	\$105,720	\$107,570	\$108,625
5	\$111,000	\$112,945	\$114,055
6	\$116,555	\$118,595	\$119,760
7	\$122,380	\$124,520	\$125,745
8	\$128,500	\$130,750	\$132,035

Longevity:

- 3% at 11th year of service in position
- 4% at 15th year of service in position
- 5% at 20th year of service in position

Work Year: 12 months

Vacation: (per board action on 4/26/01)

- Years 1-3      15 days
- Years 4-6      18 days
- Years 7-on      21 days

Health/Other Benefits:

The business manager may select benefit plans from those offered to certificated employees.

Classification:

The business manager is classified as a confidential management employee.

Updated 3/7/2025

School Board Approved: \_\_\_\_\_

Tentative Agreement: AB1200 2024-25  
**TWIN HILLS UNION SCHOOL DISTRICT**

**Superintendent Salary Schedule**

2024-2025 School Year

Step	Salary	Jul-Feb	Mar 1 2025
		+1.75%	+2.75%
1	\$181,935	\$185,120	\$186,940
2	\$195,910	\$199,340	\$201,300
3	\$200,575	\$204,085	\$206,090
4	\$206,425	\$210,035	\$212,100
5	\$212,390	\$216,105	\$218,230
6	\$218,535	\$222,360	\$224,545
7	\$225,090	\$229,030	\$231,280
8	\$231,840	\$235,895	\$238,215
9	\$238,800	\$242,980	\$245,365
10	\$245,950	\$250,255	\$252,715

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

In an effort to maintain equity with other certificated and administrative personnel, the Superintendent shall receive a salary increase each year of this agreement based on the percentage increase given on the certificated teachers' unit salary and principal salary schedule for a step raise (3% per year). The Superintendent will also receive the same salary percentage increase that is negotiated with the certificated bargaining unit.

Salary includes Masters, Doctorate, Mileage

**Work Year:** Work year is 220 days for 1.0 FTE per contract year, 8 hours per day.

**Sick Leave:** Shall accrue at one day per month based on FTE. (12 days per contract year).

Updated 3/7/25

Board Approved: \_\_\_\_\_