Riverside Unified School District

3380 14th Street • Riverside, CA • 92501

Board Meeting Agenda
January 21, 2014

Topic:	Disclosure of Tentative Agreements Between Riverside Unified School District and Its Employees Represented by the California School Employees Association, Chapter 506
Presented by:	Sandra L. Meekins, Director of Business Services
Responsible Cabinet Member:	Michael H. Fine, Interim District Superintendent
Type of Item:	Report/Discussion
Short Description:	This item represents the public disclosure of the terms and conditions, including financial impact, of Tentative Agreements for employees represented by the California School Employees Association, Chapter 506.

DESCRIPTION OF AGENDA ITEM:

The District has reached multiple agreements with one of its collective bargaining units, the California School Employees Association, Chapter 506 (CSEA) representing classified employees. The agreements are documented as 1) Tentative Agreement (TA) Article IX Dated November 15, 2013, and 2) Tentative Agreement Reduction in Hours Dated November 15, 2013. The TAs are the result of the collective bargaining process that began September 5, 2013 and concluded November 15, 2013.

The TAs includes the following provisions (highlights only):

1. Article IX, Sections 9.8, 9.9, and 9.10 – Effective January 1, 2014, eliminates waiver stipends for new employees. Employees who waived coverage in the 2013 plan year may continue to receive a waiver stipend until they take medical and/or dental coverage at any point in the future at which time they will no longer be eligible for a waiver stipend. Eliminates the requirement that waiver stipends are to be spent on other insurance plans or a Tax Shelter Annuity available through the District. Waiver stipends are pro-rated for part-time employees. Provides clarity to Section 9.9 Spouse Employed in the Same Unit and 9.10 Spouse Employed by the District the Unit Covered by the Agreement. The financial impact of the changes in waiver stipends is minimal and considered immaterial.

2. Reduction in Hours – Provides for the effects of hours/work year reductions initiated for the 2013-14 school year. The financial impact of actions to provide back pay and to reinstate the listed employees are quantifiable but are considered immaterial.

This agenda item is intended to meet the public disclosure requirements of Assembly Bill 1200 (1991/1213) and Assembly Bill 2756 (2004/52). More specifically, AB 2756 amended Government Code Section 3547.5 to provide in part that, "before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer."

The negotiation process has been completed for the 2013-14 fiscal year. CSEA concluded their ratification vote process on December 18, 2013.

FISCAL IMPACT: Amounts provided include both total impacts to the District and amounts specific to the nature of the attached Disclosure Form which is limited to the General Fund and the impact from the CSEA Bargaining Unit only.

The source of funds to support the TA is tied directly to the employee's current funding including federal and state restricted programs with the majority of the funding being sourced from the appropriation of the Local Control Funding Formula (LCFF) and, for the current fiscal year from the District's unrestricted General Fund reserves. The total fiscal impacts of the TAs are minimal and considered immaterial.

RECOMMENDATION: Information only. Public disclosure of the terms and conditions, including financial impact, of the Tentative Agreement for employees represented by the California School Employees Association, Chapter 506.

ADDITIONAL MATERIAL: 1) Tentative Agreement (TA) Article XI Dated November 15, 2013, 2) Tentative Agreement Reduction in Hours Dated November 15, 2013, and 3) Disclosure of Collective Bargaining Agreement Forms

Attached: Yes

RIVERSIDE UNIFIED SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER 506
TENTATIVE AGREEMENT
November 15, 2013

Subject to the approval of the Riverside Unified School District Board of Education (the "District") and subject to ratification by the California School Employees Association, Chapter 506 ("CSEA") the parties agree to:

ARTICLE IX (Health and Welfare Benefits) is amended in its entirety to read:

9.0 Full-time Unit Members: For the purpose of this article only, full-time unit members are defined as those unit members working **thirty (30) or more** ~~thirty-two and one half (32.5)~~ hours per week.

Part-time Unit Members/Eligibility: Only those unit members working twenty (20) hours per week or more shall be eligible for District sponsored fringe benefits.

Unit members working less than twenty (20) hours per week shall be eligible to participate in District sponsored fringe benefits with full cost paid by the employee. Exceptions to this provision shall be in accordance with COBRA and other appropriate Federal mandates.

9.1 Selection of Plans: Unit members shall be eligible to select a medical plan and a dental plan from the following **medical** ~~health~~ and dental selections: Kaiser HMO (Health Maintenance Organization); EPO (Exclusive Provider Organization): ~~a~~ PPO (Preferred Provider Organization); Delta Dental Premier, MetLife, or Preferred Advantage Dental.

To qualify for **medical** ~~health~~ and/or dental benefits, each unit member must enroll in the unit member's insurance plan during the approved enrollment period.

Information regarding **medical** ~~health~~ and dental plans may be obtained by calling the Employee Benefits Office.

CSEA
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The District and CSEA shall continue to work collaboratively to secure bids from alternate and/or additional health and welfare care providers.

9.2 Payroll Deductions/Medical and Fringe Benefit Allocation: The District contribution toward medical, dental and vision insurance for part-time unit members employed to work less than **thirty (30)** ~~thirty-two and one-half (32.5)~~ hours per week but twenty (20) hours per week or more shall be prorated as follows:

1. Less than 20 hours = .0%
2. 20 to **less than** 22.**5** hours = 50.0%
3. 22.5 to **less than** 27.**5** hours = 62.5%
4. 27.5 to **less than 30** ~~32~~ hours = 75.0%
5. ~~32.5~~ **30** to 40 hours = 100.0%

A deduction schedule for premium costs ~~to part-time unit members~~ shall be given to ~~said~~ unit members upon enrollment in the selected plan and will be available from the Employee Benefits Office upon request.

9.3 Limitations: Effective January 01, ~~2013~~ **2014** (The ~~2013~~ **2014** plan year and following), the District contribution toward the **medical** ~~health~~ insurance plan shall be ~~$9,500~~ **$10,000** per subscriber. Such contribution shall be applicable to any District sponsored medical plan that the subscriber chooses. Part-time employees will receive a prorated share of the District contribution.

~~Effective January 1, 2013 through December 31, 2013, on a one-time basis, the District will contribute an additional $500 toward any applicable District sponsored medical plan that the subscriber chooses. Part-time employees will receive a pro rated share of the District contribution. Effective January 1, 2014, the District contribution shall return to a cap of $9,500.~~

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Effective January 1, ~~2013~~ **2014** through December 31, **2014** ~~2013~~, the District contribution toward the dental insurance plan shall not exceed the amount of the District contribution for the ~~2012~~ **2013** plan year.

This section shall not preclude CSEA or the District from negotiating **medical** ~~health~~ and dental payroll deductions on an annual plan-year basis.

If other employees receive a higher District contribution to their health insurance plans than what is provided herein, the difference shall be paid to unit members. The intent of this language is to maintain parity between CSEA unit members and other District employees.

9.4 Life Insurance: A $12,500 life insurance plan shall be provided each unit member.

9.5 Medical Insurance for Retirees:

9.5.1 ~~Effective thru June 30, 2010: Each member of the classified bargaining unit employed more than twenty (20) hours per week retiring into PERS after May 3, 1985, who is between 50 and 64 years of age, inclusive at the time of retirement, shall be granted an annual entitlement with which to purchase employee only medical coverage as such is available through the District. The maximum number of years a member shall be eligible for such entitlement is ten (10) years. The entitlement shall be graduated according to years of service in RUSD as listed below. Unit members working less than full-time, but working twenty (20) or more hours per week, shall receive a pro rated entitlement in proportion to the average daily hours worked during the unit member's final three (3) years of service on the same basis as provided in 9.2. The ratio of the average daily hours to eight shall determine the percentage of the appropriate entitlement to be granted to the retiree.~~

~~Service~~	~~Entitlement~~
~~10-15 years~~	~~$1,849~~

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~~16 years~~	~~$2,034~~
~~17 years~~	~~$2,219~~
~~18 years~~	~~$2,404~~
~~19 years~~	~~$2,589~~
~~20 years and more~~	~~$2,774~~

~~Twenty-five Years or More of Service: Bargaining unit members who retire from the District with 25 years or more of service and have been employed by the District as full-time bargaining unit members for ten (10) of the last fourteen (14) years at the time of retirement are entitled to an amount equivalent to the single party premium of the least costly health plan available through the District. However, if the retired employee selects a more costly plan that is made available through the District, the retiree will be responsible for paying the cost of the difference between the annual premium of the two plans.~~

~~9.5.2~~ Effective July 1, 2010: Each member of the classified bargaining unit employed more than twenty (20) hours per week retiring into PERS after May 3, 1985, who is between 50 and 64 years of age, inclusive at the time of retirement shall be granted an annual entitlement with which to purchase employee-only medical coverage as such is available through the District. The maximum number of years a member shall be eligible for such entitlement is eight (8) years. The entitlement shall be graduated according to years of service in RUSD as listed below. Unit members working less than full-time, but working twenty (20) or more hours per week, shall receive a pro-rated entitlement in proportion to the average daily hours worked during the unit member's final three (3) years of service on the same basis as provided in 9.2. The ratio of the average daily hours to eight shall determine the percentage of the appropriate entitlement to be granted to the retiree.

Service	Entitlement
15 years	$1,849

16 years	$2,034
17 years	$2,219
18 years	$2,404
19 years	$2,589
20 years	$2,774

Twenty-five Years **or** ~~of~~ More of Service: Bargaining unit members who retire from the District with 25 years or more of service and have been employed by the District as a full-time bargaining unit member for fifteen (15) of the last nineteen (19) years at the time of retirement are entitled to an amount equivalent to the single party premium of the least costly **medical** ~~health~~ plan available through the District. However, if the retired employee selects a more costly plan that is made available through the District, the retiree will be responsible for paying the cost of the difference between the annual premium of the two plans. The maximum number of years a member shall be eligible for such entitlement is eight (8) years.

9.5.2 After Becoming Medicare Eligible: Unit members retiring shall be eligible to continue to purchase coverage in a District group medical insurance plan after becoming Medicare eligible, provided that these conditions exist:

a. The retiree has been employed in the District for no less than ten (10) years. (Effective July 1, 2010, retirees must have been employed in the District no less than fifteen (15) years.)

b. The plan carrier allows such participation.

c. The unit member is otherwise eligible for enrollment in the plan.

d. The plan is one under which the District is not required by the carrier to pay for any part of the premium.

9.5.3 Retiree with Spouse on Active Status: A unit member eligible and applying to retire may postpone eligibility for this benefit if the retiring unit member has an active, benefits-eligible spouse also employed by the District who will cover said unit member as a plan dependent. The retiring unit member may postpone

CSEA
District

eligibility for retiree benefits coverage described above until such time as the spouse retires or otherwise loses coverage. Such coverage shall not extend beyond the time the retiree would have otherwise become eligible for Medicare coverage.

9.6 Income Protection Insurance: Unit members voluntarily opting for Income Protection Insurance may do so, but shall assume full costs of said insurance program upon selection.

9.7 Each unit member who leaves District employment shall be given the right to participate in a District medical and dental plan for eighteen (18) months in accordance with current COBRA regulations and provisions of the insurance carrier.

9.8 Health Insurance Waiver: **Beginning in the January 1, 2014 plan year, waiver stipends will no longer be paid to unit members. Those employees who waived coverage in the 2013 plan year may continue to waive benefits in accordance with the language stipulated below; however, if the unit member takes medical and/or dental coverage at any point in the future they will no longer be eligible for a waiver stipend.**

A full-time unit member showing proof of coverage through an alternate source may choose to waive ~~health~~ **medical** and dental insurance coverage by signing a waiver form. **Any full** ~~Full-~~time unit member**s waiving** ~~who waive~~ **medical** ~~health~~ and dental insurance coverage shall be provided with a total annual stipend of six hundred fifty dollars ($650). ~~to be spent on other insurance plans or a Tax Shelter Annuity (TSA) available through the District.~~

Full-time unit members who **only** waive ~~health~~ **medical** insurance coverage ~~only~~ shall have their choice of dental plans paid and shall be provided with a yearly stipend of five hundred dollars ($500). ~~to be spent on other insurance plans or a Tax Shelter Annuity (TSA) available through the District~~.

Part-time unit members ~~may waive health and dental insurance coverage by signing a waiver form. Those~~ who waive **medical and dental insurance** shall receive a pro rata share of the stipend in accordance with Section 9.2 of this Article. Those who **only** waive ~~health~~ **medical** insurance coverage ~~only~~ shall have a pro rata share paid by the District of the dental plan of their choice and receive a similar share of the five hundred dollar ($500) stipend. ~~All unit members must either select or waive medical insurance and sign a form on which their choice is indicated.~~

9.8.1 Dual Spouse Coverage Waivers: When an employee and spouse are both employed by the District and are working full-time assignments, employees covered by District-sponsored ~~health~~ **medical** and dental plans **pursuant to Section 9.9 or 9.10 (whichever applies)** who ~~elect to~~ **only** waive medical insurance coverage, shall be provided with a yearly stipend of seven-hundred and fifty dollars ($750) in lieu of medical insurance coverage. ~~to be contributed to one or more of the following options: 1) other insurance plans available through the District, and 2) tax-sheltered annuity plans~~. Part-time unit members who waive medical coverage will receive a prorated share of the medical waiver stipend in accordance with Section 9.2 of this Article.

9.8.2 Request for Waiver: A request for a waiver may be submitted at any time.

9.9 Spouse Employed in the Same Unit: When the unit member and spouse are both members of the bargaining unit covered by this Agreement and eligible for District contribution toward the purchase of benefits, the following will apply:

9.9.1 ~~Health~~ **Medical** Benefits: The District contribution will be a pro rata portion of the contribution for full-time unit members, using the unit member/spouse whose assignment is closest to or equal to full time. The other spouse will be covered as a dependent. The District shall contribute to no more than one ~~health~~ **medical** benefit plan per family. In no instance shall this calculation result in a lower

District contribution than the unit member would have received had the spouse not been employed by the District.

9.9.2 Dental Benefits and Life Insurance: The District will contribute toward a dental plan and life insurance for each eligible unit member. The fact that they are spouses does not affect the District contribution or benefit plan availability.

9.10 Spouse Employed by the District Outside the Unit Covered by the Agreement: When the spouse of a unit member is employed by the District in a position which is not in the bargaining unit covered by this Agreement but which makes the spouse eligible for a District contribution toward the purchase of benefits, the following will apply:

9.10.1 ~~Health~~ **Medical** Benefits: The unit member who is eligible for a District contribution toward the purchase of benefits and the spouse shall elect which of them will be the covered employee and which will be the covered dependent. If the spouse, employed outside the unit, is eligible for a full District contribution toward **medical** ~~health~~ benefits, the unit member must waive eligibility for employee coverage and receive the appropriate stipend. If the spouse employed outside the unit does not qualify for a full District contribution, either employee may elect to be the covered employee, and the other must waive eligibility for employee coverage and receive the appropriate stipend. The District shall contribute to no more than one **medical** ~~health~~ benefit plan per family.

9.10.2 Dental Benefits and Life Insurance: The District will contribute toward a dental plan and life insurance for each eligible employee. The fact that they are spouses does not affect the District contribution or benefit plan availability.

9.11 District-Paid Insurance After Exhaustion of Paid Sick Leave: After a unit member has exhausted all paid sick leave entitlements, including the accrued sick leave and the five-month entitlement, and, still too incapacitated to work, that unit member is granted a health leave, the District will continue to pay for those portions of the unit member's insurance program it had been paying for on the last day of the unit member's paid sick

leave. The District shall continue this payment for up to twelve (12) months or until the unit member is granted disability payments by the Public Employees Retirement System, whichever occurs sooner. The unit member may not add coverages at District expense through the period of District payment following exhaustion of sick leave. The District shall not be obligated to sell the unit member any insurance coverage after this period. It shall be the unit member's responsibility to make timely arrangement for conversion from District coverages.

9.12 Death of a Unit Member: Should a unit member die while in paid status, the District shall pay the cost of the unit member's health insurance program through the fringe benefit year in which the unit member's death occurs. The insurance carrier permitting, the District shall allow the unit member's spouse or dependent to purchase continued health insurance for up to two (2) fringe benefit years subsequent to that in which the unit member died, provided that during that time the spouse or dependent has not remarried or become eligible for health insurance coverage with a different employer. Either remarriage or employment that has health insurance as a benefit shall provide sufficient reason to end all access to District benefits for the unit member's spouse or dependent. If the spouse or dependent is neither remarried nor employed where health insurance is available through the employer at the end of the second year subsequent to that of the unit member's death, and the spouse or dependent is in a state of economic hardship, the District will request that the carrier continue to allow the District to sell to the spouse or dependent for one more year the coverage previously sold. The District shall be the sole determiner of economic hardship. All purchases of health insurance coverage under this provision shall be made annually and in advance. Unused portions of such payment shall be refunded to the purchaser. Date and method of payment and other implementing procedures shall be determined by the District.

9.13 Health and Welfare Benefits Committee:

A. The Association and District agree to meet on an as needed basis, and at least once a quarter to discuss the Health and Welfare benefit plans.

1. Composition: The Health and Welfare Benefits Committee (HWBC) will be comprised of four (4) RCTA Representatives, four (4) CSEA Representatives, four (4) Professional Relations members and three (3) non-voting District advisors. Any group may invite outside consultants to the meetings with permission from the HWBC.
2. Decision Making: The HWBC shall be responsible for making recommendations regarding health and welfare insurance carriers, levels of coverage, plan design, premium rates, cost containment and other health and welfare insurance related issues. Consensus shall be used in all committee deliberations. All recommendations from the committee shall be submitted to their respective bargaining teams.

B. The District shall provide the committee with complete health and welfare benefits data in a timely manner as requested or when received from vendors, which includes but is not limited to:
1. Utilization (HIPPA protected)
2. Claims Experience (HIPPA protected)
3. Enrollment
4. Claims Data Reports
5. Financial Data related to Health Premiums
6. Reports and Updates from the Carriers

AGREED:

For the District:

11/15/13

Susan J. Mills Date
Assistant Superintendent, Human Resources
Riverside Unified School District

Vanessa Connor
Vanessa Connor

Shani Dahl
Shani Dahl

Eric Troxel
Eric Troxel

Jill Collier
Jill Collier

Orin Williams
Orin Williams

For CSEA:

11/15/13

Richard P. Carpenter, Jr. Date
President, CSEA Chapter 506
Riverside Unified School District

Lynn Thompson
Lynn Thompson
Labor Relations Representative
CSEA

Gloria Cormier
Gloria Cormier

Laura Egan
Laura Egan

Colleen Hairston
Colleen Hairston

Nyna Moore
Nyna Moore

Tim Wooten
Tim Wooten

CSEA
District

Riverside Unified School District
and
California School Employees Association and its
Riverside Chapter 506

Tentative Agreement
Reductions in Hours 2013/14

November 15, 2013

Background: Due to reductions in hours/work year initiated for the 2013-14 school year, the Riverside Unified School District (District) and the California School Employees Association and its Riverside Chapter 506 (CSEA) (collectively "parties") met and negotiated the decision and effects of those reductions.

The parties have agreed to the following:

- Rubi Encalada-Albiter - Back pay to the time of reduction and reinstatement of one (1) hour, for a total of eight (8) hours making her whole.

- Cathy Hernandez - Back pay to the time of reduction and a reinstatement of one (1) hour to her Community Assistant position in addition to her current four (4) hour School Office Assistant/ one (1) hour Community Office Assistant position for a total of six (6) hours, making her whole.

- Rita Hopkins - Back pay to time of reduction and add a one-half hour (0.5) School Office Assistant position to her 6 hour Health Assistant position for a total of six and one-half (6.5) hours, making her whole.

- Maria Del Carmen Martinez - Reinstate to a ten (10) month position, making her whole.

- Theresa Mendoza - Reinstate to a ten (10) month position, making her whole.

- Elsa Moran - Reinstate to a ten (10) month position, making her whole.

- Gilda Nelson - Back pay to time of reduction and add one-half hour (0.5) to her IASE – 1 position for a total of six (6) hours, making her whole.

- Michelle Palomares - Reinstate to a ten (10) month position, making her whole.

- Elizabeth Vargas - Reinstate to a ten (10) month position, making her whole.

This agreement applies to those members whose hours/work year were reduced for the 2013/2014 school year and as of November 15, 2013 had not yet been made "whole" in hours or months and shall not apply to members who already "bumped" into another position. The parties agree that this shall conclude negotiations regarding reductions in hours/months initiated in the 2013/14 school year.

This agreement is subject to the CSEA 610 policy regarding ratification and approval by the District's Board of Trustees.

AGREED:

For the District:

11/15/13

Susan J. Mills **Date**
Assistant Superintendent, Human Resources
Riverside Unified School District

Vanessa Connor

Shani Dahl

Eric Troxel

Jill Collier

Orin Williams

For CSEA:

11/15/13

Richard P. Carpenter, Jr. **Date**
President, CSEA Chapter 506
Riverside Unified School District

Lynn Thompson
Labor Relations Representative
CSEA

Gloria Cormier

Laura Egan

Colleen Hairston

Nyna Moore

Tim Wooten

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In accordance with California Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

Riverside Unified School District (School District Name)

Certificated ☐
Classified ☑

California School Employee Association (Bargaining Unit Name)

New ☑
Reopened ☐

The proposed agreement covers the period from: 7/1/13 to 6/30/15

The governing board is to act on this agreement at its meeting on: February 3, 2014 (Date)

Agreement/MOU attached ☑

Note: This disclosure, along with a copy of the proposed agreement, is due to the Riverside County Office of Education at least ten (10) working days prior to the date the governing board is to take action. Additionally, please contact DFS retirement prior to any retroactive pay.

(A) Proposed Change in Compensation

	COMPENSATION (FUND 03 AND FUND 06, R6500, R8150)	COST PRIOR TO PROPOSED AGREEMENT (Current Budget)	FISCAL IMPACT OF PROPOSED AGREEMENT: Current Year Increase/ (Decrease)	Year 2 Increase/ (Decrease)	Year 3 Increase/ (Decrease)
1.	**Salary Schedule** - Increase (Decrease) *(Includes Step and Column reported on Line 8)*	$ 27,340,525 *% Salary Schedule*	*0.00%*	*0.00%*	*0.00%*
2.	**Statutory Benefits** *(STRS, PERS, FICA, Medicare, etc)*	$ 8,365,180 *% Statutory Benefits*	*0.00%*	*0.00%*	*0.00%*
3.	**Base Costs** *(Total of Lines 1 & 2)*	$ 35,705,705 *% Base Costs*	$ - *0.00%*	$ - *0.00%*	$ - *0.00%*
4.	**a. Other Compensation** - Increase (Decrease) *(Describe in Section 12, Page 2)* **b. Changes to Step and Column With Agreement** *(Describe in Section 13, Page 2)* **c. Applicable Statutory Benefits**	N/A *% Salary Schedule* N/A *% Salary Schedule* N/A *% Salary Schedule*	*0.00%* *0.00%* *0.00%*	*0.00%* *0.00%* *0.00%*	*0.00%* *0.00%* *0.00%*
5.	**Health/Welfare Benefits** - Increase (Decrease) Current Cap: $10,000, $9,500 Proposed Cap: $10,000, $10,000	$ 6,875,758 *% Salary Schedule*	*0.00%*	*0.00%*	*0.00%*
6.	**Proposed Negotiated Change in Compensation** *(Excludes Statutory Benefits) (Lines 1, 4a, 4b, & 5)*	 *% Salary Schedule*	$ - *0.00%*	$ - *0.00%*	$ - *0.00%*
7.	**Total Cost of Agreement** *(Includes Statutory Benefits) (Lines 3, 4, & 5)*	$ 42,581,463 *% Base Costs*	$ - *0.00%*	$ - *0.00%*	$ - *0.00%*
8.	**Step and Column Due to Movement** *(Included in Salary Schedule reported on Line 1)*	$ 1,545,851 *% Salary Schedule*	N/A N/A	 *0.00%*	 *0.00%*
9.	**Total Number of Represented Employees**	732.3	732.3	732.3	
10.	**Cost of Agreement per Average Employee**	58,148 *% from Prior Year*	0 *0.00%*	$ - *0.00%*	#DIV/0! *#DIV/0!*

11. What is the negotiated percentage increase or decrease in compensation? If applicable, please explain how the district will implement furlough days; include the number of furlough days and the equivalent percentage reduction. Will furlough days be ongoing or will they end at the end of the agreement? In the event of an increase, please annualize the percentage increase for the first year if that increase is for less than one full year.

N/A

12. Are there any other compensation items included in the agreement? Please explain any changes indicated on page 1, Section A, 4a.

Provides for the effects of hours/work year reductions initiated for the 2013-14 school year making employees 'whole'. Financial impact is minimal.

13. Is the district adding any steps, columns, or ranges due to the agreement? Please explain any changes indicated on page 1, Section A, 4b.

No

14. Does this unit have a negotiated cap for health and welfare benefits? ☑ yes ☐ no
Please describe the district's annual health and welfare cost per employee for this bargaining unit, and indicate the current and proposed cap on page 1, Section A, 5.

Eliminates waiver stipends for new employees effective January 1, 2014. Employee who waived coverage in the 2013 plan year may continue to receive waiver stipends until they take medical and/or dental coverage at any point in the future at which time they will no longer be eligible for a waive stipend. Waiver stipends are pro-rated for part-time employees. The financial impact of the changes in waiver stipends is minimal and considered immaterial.

(B) Proposed Negotiated Changes in Non-Compensation Items
Please discuss proposed changes in non-compensation items such as class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.

None

(C) Specific Impact on Instructional and Support Programs to Accommodate Agreement
Please discuss the impact of proposed changes on instructional and support programs (e.g. length of school year, staff reductions or increases, elimination or expansion of programs or services such as counseling, librarians, custodial services, etc.)

None

(D) Proposed Contingency Language
Please detail proposed contingency language relating to funding restoration, reopening, applicable fiscal years, or other significant provisions. Please indicate when restoration will occur, if applicable.

N/A

(E) Impact on Deficit Spending
Will this agreement increase deficit spending in the current or subsequent years? Deficit spending exists when a fund's total expenditures and other financing uses exceeds the total revenues and other financing sources in a given fiscal year.

N/A

(F) Funding Source(s) for Proposed Agreement
1. Please discuss the proposed funding source for the current year.

The financial impact is minimal and considered immaterial.

2. If a single year agreement, please explain how any resulting ongoing costs will be funded in subsequent fiscal years (i.e. explain the assumptions showing the district can afford the contract in future years). If a multi-year agreement, please discuss the funding sources for each year, including assumptions used, to fund this obligation in future years. Consider any compounding effects when evaluating subsequent year impacts.

N/A

(G) Impact of Proposed Agreement on Current Year General Fund Operating Budget

In accordance with California Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

UNRESTRICTED GENERAL FUND

CURRENT YEAR OPERATING BUDGET		(Col. 1) Board-Approved Budget Prior to Settlement	(Col. 2)* Adjustments Resulting from Settlement	(Col. 3)* Other Revisions Board Approved Date_____	(Col. 4) Total Revised Budget (Col. 1+2+3)
REVENUES					
State Aid Sources	8010-8099	$ 249,364,737			$ 249,364,737
Federal Revenue	8100-8299	311,363			311,363
Other State Revenue	8300-8599	6,980,611			6,980,611
Other Local Revenue	8600-8799	1,879,797			1,879,797
TOTAL REVENUES		**$ 258,536,508**	**$ -**	**$ -**	**$ 258,536,508**
EXPENDITURES					
Certificated Salaries	1000-1999	$ 132,005,350			$ 132,005,350
Classified Salaries	2000-2999	30,887,505			30,887,505
Employee Benefits	3000-3999	44,882,694			44,882,694
Books and Supplies	4000-4999	9,434,821			9,434,821
Services & Operating Expenditures	5000-5999	28,444,582			28,444,582
Capital Outlay	6000-6999	1,023,744			1,023,744
Other Outgo	7100-7299 7400-7499	70,000			70,000
Indirect/Direct Support Costs	7300-7399	(4,252,626)			(4,252,626)
TOTAL EXPENDITURES		**$ 242,496,070**	**$ -**	**$ -**	**$ 242,496,070**
OTHER FINANCING SOURCES/USES					
Contributions	8980-8999	$ (23,598,534)			$ (23,598,534)
Transfers In and Other Sources	8910-8979	$ 1,100,000			$ 1,100,000
Transfers Out and Other Uses	7610-7699	$ 2,971,700			$ 2,971,700
TOTAL EXPENDITURES AND USES		**$ 245,467,770**	**$ -**	**$ -**	**$ 245,467,770**
INCREASE (DECREASE) IN FUND BALANCE		**$ (9,429,796)**	**$ -**	**$ -**	**$ (9,429,796)**
BEGINNING BALANCE	)791,9793,9795	$ 64,828,215			$ 64,828,215
ENDING BALANCE		$ 55,398,419	$ -	$ -	$ 55,398,419
COMPONENTS OF ENDING BALANCE					
Nonspendable	9711-9719	$ 650,000			$ 650,000
Restricted	9740				$ -
Committed	9750-9760				-
Assigned	9780	13,463,510			13,463,510
Reserve for Economic Uncertainties	9789	7,110,870			7,110,870
Unassigned/Unappropriated	9790	$ 34,174,039	$ -	$ -	$ 34,174,039

*If the total adjustments in Col. 2 do not agree with the Total Cost of Agreement on page 1, Section A, Line 7, please explain the variance below (e.g. partially budgeted, salaries and benefits are budgeted in other funds), and/or explain any revisions included in Col. 3.

(G) Impact of Proposed Agreement on Current Year General Fund Operating Budget

In accordance with Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

RESTRICTED GENERAL FUND

CURRENT YEAR OPERATING BUDGET		(Col. 1) Board-Approved Budget Prior to Settlement	(Col. 2)* Adjustments Resulting from Settlement	(Col. 3)* Other Revisions Board Approved Date_____	(Col. 4) Total Revised Budget (Col. 1+2+3)
REVENUES					
State Aid Sources	8010-8099	$ 10,467,819			$ 10,467,819
Federal Revenue	8100-8299	28,289,378			28,289,378
Other State Revenue	8300-8599	38,552,287			38,552,287
Other Local Revenue	8600-8799	2,490,500			2,490,500
TOTAL REVENUES		**$ 79,799,984**	**$ -**	**$ -**	**$ 79,799,984**
EXPENDITURES					
Certificated Salaries	1000-1999	$ 34,365,005			$ 34,365,005
Classified Salaries	2000-2999	15,973,252			15,973,252
Employee Benefits	3000-3999	15,402,409			15,402,409
Books and Supplies	4000-4999	22,420,241			22,420,241
Services & Operating Expenditures	5000-5999	18,029,015			18,029,015
Capital Outlay	6000-6999	641,491			641,491
Other Outgo	7100-7299 7400-7499	-			-
Indirect/Direct Support Costs	7300-7399	3,243,985			3,243,985
TOTAL EXPENDITURES		**$110,075,398**	**$ -**	**$ -**	**$110,075,398**
OTHER FINANCING SOURCES/USES					
Contributions	8980-8999	$ 23,598,534			$ 23,598,534
Transfers In and Other Sources	8910-8979	$ -			$ -
Transfers Out and Other Uses	7610-7699	$ -			$ -
TOTAL EXPENDITURES AND USES		**$110,075,398**	**$ -**	**$ -**	**$110,075,398**
INCREASE (DECREASE) IN FUND BALANCE		**$ (6,676,880)**	**$ -**	**$ -**	**$ (6,676,880)**
BEGINNING BALANCE	9791,9793,9795	$ 13,841,655			$ 13,841,655
ENDING BALANCE		$ 7,164,775	$ -	$ -	$ 7,164,775
COMPONENTS OF ENDING BALANCE					
Nonspendable	9711-9719	$ -			$ -
Restricted	9740	$ 7,164,775	$ -		7,164,775
Committed	9750-9760				-
Assigned	9780				-
Reserve for Economic Uncertainties	9789				-
Unassigned/Unappropriated	9790	$ 0	$ -	$ -	$ 0

*If the total adjustments in Col. 2 do not agree with the Total Cost of Agreement on page 1, Section A, Line 7, please explain the variance below (e.g. partially budgeted, salaries and benefits are budgeted in other funds), and/or explain any revisions included in Col. 3.

(G) Impact of Proposed Agreement on Current Year General Fund Operating Budget

In accordance with Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

COMBINED GENERAL FUND

CURRENT YEAR OPERATING BUDGET		(Col. 1) Board-Approved Budget Prior to Settlement	(Col. 2)* Adjustments Resulting from Settlement	(Col. 3)* Other Revisions Board Approved Date_____	(Col. 4) Total Revised Budget (Col. 1+2+3)
REVENUES					
State Aid Sources	8010-8099	$ 259,832,556	$ -	$ -	$ 259,832,556
Federal Revenue	8100-8299	$ 28,600,741	$ -	$ -	28,600,741
Other State Revenue	8300-8599	$ 45,532,898	$ -	$ -	45,532,898
Other Local Revenue	8600-8799	$ 4,370,297	$ -	$ -	4,370,297
TOTAL REVENUES		**$ 338,336,492**	**$ -**	**$ -**	**$ 338,336,492**
EXPENDITURES					
Certificated Salaries	1000-1999	$ 166,370,355	$ -	$ -	$ 166,370,355
Classified Salaries	2000-2999	$ 46,860,757	$ -	$ -	46,860,757
Employee Benefits	3000-3999	$ 60,285,103	$ -	$ -	60,285,103
Books and Supplies	4000-4999	$ 31,855,062	$ -	$ -	31,855,062
Services & Operating Expenditures	5000-5999	$ 46,473,597	$ -	$ -	46,473,597
Capital Outlay	6000-6999	$ 1,665,235	$ -	$ -	1,665,235
Other Outgo	7100-7299 7400-7499	$ 70,000	$ -	$ -	70,000
Indirect/Direct Support Costs	7300-7399	$ (1,008,641)	$ -	$ -	(1,008,641)
TOTAL EXPENDITURES		**$ 352,571,468**	**$ -**	**$ -**	**$ 352,571,468**
OTHER FINANCING SOURCES/USES					
Contributions	8980-8999	$ -	$ -	$ -	$ -
Transfers In and Other Sources	8910-8979	$ 1,100,000	$ -	$ -	$ 1,100,000
Transfers Out and Other Uses	7610-7699	$ 2,971,700	$ -	$ -	$ 2,971,700
TOTAL EXPENDITURES AND USES		**$ 355,543,168**	**$ -**	**$ -**	**$ 355,543,168**
INCREASE (DECREASE) IN FUND BALANCE		**$ (16,106,676)**	**$ -**	**$ -**	**$ (16,106,676)**
BEGINNING BALANCE	9791,9793,9795	$ 78,669,870			$ 78,669,870
ENDING BALANCE		$ 62,563,194	$ -	$ -	$ 62,563,194
COMPONENTS OF ENDING BALANCE					
Nonspendable	9711-9719	$ 650,000	$ -	$ -	$ 650,000
Restricted	9740	$ 7,164,775	$ -	$ -	7,164,775
Committed	9750-9760	$ -	$ -	$ -	-
Assigned	9780	$ 13,463,510	$ -	$ -	13,463,510
Reserve for Economic Uncertainties	9789	$ 7,110,870	$ -	$ -	7,110,870
Unassigned/Unappropriated	9790	$ 34,174,039	$ -	$ -	$ 34,174,039

*If the total adjustments in Col. 2 do not agree with the Total Cost of Agreement on page 1, Section A, Line 7, please explain the variance below (e.g. partially budgeted, salaries and benefits are budgeted in other funds), and/or explain any revisions included in Col. 3.

Col. 3. Reserve for Economic Uncertainties fluctuates with each budget revision as it is based on a minimum of 2% of Total Expenditures, Transfers Out and Other Uses. Adjustments to the Reserve for Economic Uncertainties are posted at 1st and 2nd Interims, Estimated, and Unaudited Financials.

Riverside Unified School District

Combined General Fund

Multi-Year Financial Projections 2011-12 to 2015-16

	Prior Year Actuals 2011-12	Prior Year Actuals 2012-13	Percent of Change over PY	Adopted Budget 2013-14	Percent of Change over PY	Revised Budget 2013-14	Percent of Change over PY	Projected Budget 2014-15	Percent of Change over PY	Projected Budget 2015-16	Percent of Change over PY
COLA Actual/Projection %	2.24%	3.24%	44.64%	1.565%	-51.70%	1.565%	-51.70%	1.80%	15.02%	2.30%	27.78%
P-2 ADA Actual/Projection	40,170.64	40,126.96	-0.11%	40,140.00	0.03%	40,140.00	0.03%	39,896	-0.61%	39,655	-0.60%
Funded ADA Actual/Projection	40,157.93	40,144.72	-0.03%	40,141.85	-0.01%	40,141.85	-0.01%	40,140	0.00%	39,896	-0.61%
(excluding County and Charter)											
REVENUES											
State Aid	$ 211,124,568	$ 212,210,264	0.51%	$ 222,152,643	4.69%	$ 259,832,556	22.44%	$ 274,152,279	5.51%	$ 287,593,857	4.90%
Federal	$ 29,913,714	$ 27,811,759	-7.03%	$ 23,467,262	-15.62%	$ 28,600,741	2.84%	$ 23,726,106	-17.04%	$ 23,726,106	0.00%
State	$ 70,064,166	$ 70,639,121	0.82%	$ 72,116,614	2.09%	$ 45,532,898	-35.54%	$ 42,025,735	-7.70%	$ 36,951,655	-12.07%
Local	$ 8,205,611	$ 8,840,776	7.74%	$ 3,663,301	-58.56%	$ 4,370,297	-50.57%	$ 4,042,872	-7.49%	$ 4,042,872	0.00%
Total Revenues	$ 319,308,059	$ 319,501,919	0.06%	$ 321,399,820	0.59%	$ 338,336,492	5.89%	$ 343,946,992	1.66%	$ 352,314,490	2.43%
EXPENDITURES											
Certificated Salaries	$ 155,665,422	$ 167,128,826	7.36%	$ 159,026,022	-4.85%	$ 166,370,355	-0.45%	$ 173,777,748	4.45%	$ 177,613,596	2.21%
Classified Salaries	$ 42,978,488	$ 46,342,138	7.83%	$ 44,284,476	-4.44%	$ 46,860,757	1.12%	$ 48,076,814	2.60%	$ 48,306,126	0.48%
Benefits	$ 58,784,377	$ 62,395,500	6.14%	$ 59,433,435	-4.75%	$ 60,285,103	-3.38%	$ 61,708,025	2.36%	$ 62,285,219	0.94%
Books & Supplies	$ 14,936,869	$ 16,311,554	9.20%	$ 16,038,227	-1.68%	$ 31,855,062	95.29%	$ 21,832,077	-31.46%	$ 17,098,997	-21.68%
Contracts & Services	$ 37,699,229	$ 38,065,817	0.97%	$ 38,978,095	2.40%	$ 46,473,597	22.09%	$ 38,167,846	-17.87%	$ 38,167,846	0.00%
Capital Outlay	$ 4,502,362	$ 3,633,956	-19.29%	$ 3,254,912	-10.43%	$ 1,665,235	-54.18%	$ 1,296,160	-22.16%	$ 1,296,160	0.00%
Other Outgo	$ 81,025	$ 94,717	16.90%	$ 70,000	-26.10%	$ 70,000	-26.10%	$ 70,000	0.00%	$ 70,000	0.00%
Support Costs	$ (843,903)	$ (914,776)	8.40%	$ (1,008,641)	10.26%	$ (1,008,641)	10.26%	$ (1,008,641)	0.00%	$ (1,008,641)	0.00%
Total Expenditures	$ 313,803,869	$ 333,057,731	6.14%	$ 320,076,526	-3.90%	$ 352,571,468	5.86%	$ 343,920,029	-2.45%	$ 343,829,303	-0.03%
OTHER SOURCES & USES											
Transfers In & Other Sources	$ 831,139	$ 6,498,199	681.84%	$ 1,100,000	-83.07%	$ 1,100,000	-83.07%	$ 1,100,000	0.00%	$ 1,100,000	0.00%
Transfers Out & Other Uses	$ 8,288,531	$ 2,530,880	-69.47%	$ 2,971,700	17.42%	$ 2,971,700	17.42%	$ 2,970,807	-0.03%	$ 2,970,807	0.00%
Total Expenditures & Uses	$ 322,092,400	$ 335,588,611	4.19%	$ 323,048,226	-3.74%	$ 355,543,168	5.95%	$ 346,890,836	-2.43%	$ 346,800,110	-0.03%
NET INCREASE (DECREASE) IN FUND BALANCE	$ (1,953,202)	$ (9,588,493)	390.91%	$ (548,406)	-94.28%	$ (16,106,676)	67.98%	$ (1,843,844)	-88.55%	$ 6,614,380	-458.73%
FUND BALANCE, RESERVES											
Beginning Balance	$ 90,211,565	$ 88,258,363	-2.17%	$ 78,669,870	-10.86%	$ 78,669,870	-10.86%	$ 62,563,194	-20.47%	$ 60,719,350	-2.95%
Ending Balance	$ 88,258,363	$ 78,669,870	-10.86%	$ 78,121,464	-0.70%	$ 62,563,194	-20.47%	$ 60,719,350	-2.95%	$ 67,333,730	10.89%
Components of Ending Fund Balance:											
Nonspendable	$650,000	$302,796		$650,000		$ 650,000		$650,000		$650,000	
Restricted	$3,429,438	$13,841,655		$12,503,097		$ 7,164,775		$6,833,768		$6,502,760	
Committed	$0	$0		$0		$ -		$0		$0	
Assigned	$28,863,895	$17,748,940		$13,578,992		$ 13,463,510		$14,701,576		$13,708,705	
Reserve for Economic Uncertainties	$6,441,848	$6,711,773		$6,460,965		$ 7,110,870		$6,937,817		$6,936,003	
Unassigned/Unappropriated	$48,873,182	$40,064,705		$44,928,410		$ 34,174,039		$31,596,189		$39,536,262	
Total Ending Balance	$88,258,363	$78,669,870		$78,121,464		$62,563,194		$60,719,350		$67,333,730	
% Reserve (9789 and 9790)	17.17%	13.94%		15.91%		11.61%		11.11%		13.40%	

Revised 1/7/2014

	1XXX	2XXX	3XXX	4XXX	5XXX	6XXX	7100-7299 7400-7499	7300-7399	7610-7629	Total Exp Change	LCFF 80XX	Federal 81XX-82XX	State 83XX-85XX	Local 86XX-87XX	Other 89XX	Total Rev Change
2013-14 TOTALS	**166,370,355**	**46,860,757**	**60,285,103**	**31,855,062**	**46,473,597**	**1,665,235**	**70,000**	**(1,008,641)**	**2,971,700**	**355,543,168**	**259,832,556**	**28,600,741**	**45,532,898**	**4,370,297**	**1,100,000**	**339,436,492**
2014-15 Adjustments										-						-
LCFF Entitlement Factors (12%)										-	14,319,723					14,319,723
Growth (Decline)	(745,161)		(131,511)							(876,672)						-
Step/Column	2,053,607	228,898	269,148							2,551,653						-
Benefit Changes			216,594							216,594						-
Salary Increase	4,370,886	1,004,772	772,908							6,148,566						-
One-Time Augmentations/Solutions	(497)		(57)	(529,197)	(259,459)	(369,075)				(1,158,285)						-
Reduce for Carryover/Deferred				(6,448,768)	(7,992,292)					(14,441,060)		(4,783,592)	(124,443)	(327,425)		(5,235,460)
Adj for Grants Ending/1-Time Funds	(5,868)	(17,613)	(10,262)	(3,386,020)	(54,000)					(3,473,763)		(91,043)	(3,382,720)			(3,473,763)
Grades 1-3 stafffing from 28:1 to 26:1	1,734,426		306,102							2,040,528						-
Debt Service									(893)	(893)						-
RRM Phase In				341,000						341,000						-
										-						-
										-						-
2014-15 TOTALS	**173,777,748**	**48,076,814**	**61,708,025**	**21,832,077**	**38,167,846**	**1,296,160**	**70,000**	**(1,008,641)**	**2,970,807**	**346,890,836**	**274,152,279**	**23,726,106**	**42,025,735**	**4,042,872**	**1,100,000**	**345,046,992**
2015-16 Adjustments										-						-
LCFF Entitlement Factors (12%)										-	13,441,578					13,441,578
Growth (Decline)	(244,104)		(43,081)							(287,185)						-
Step/Column	2,075,726	229,312	266,557							2,571,595						-
Benefit Changes										-						-
Salary Increase										-						-
Reduce for Carryover/Deferred										-						-
Adj for Grants Ending/1-Time Funds				(5,074,080)						(5,074,080)			(5,074,080)			(5,074,080)
Grades 1-3 stafffing from 28:1 to 26:1	2,004,226		353,718							2,357,944						-
RRM Phase In				341,000						341,000						-
										-						-
										-						-
										-						-
										-						-
2015-16 TOTALS	**177,613,596**	**48,306,126**	**62,285,219**	**17,098,997**	**38,167,846**	**1,296,160**	**70,000**	**(1,008,641)**	**2,970,807**	**346,800,110**	**287,593,857**	**23,726,106**	**36,951,655**	**4,042,872**	**1,100,000**	**353,414,490**

(I) Impact of Proposed Agreement on Unrestricted Reserves

1. State Reserve Standard Calculation

		Current Year	Year 2	Year 3
1a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement) for both Unrestricted and Restricted General Fund	$ 355,543,168	$ 346,890,836	$ 346,800,110
1b.	Enter State Standard Minimum Reserve Percentage	2%	2%	2%
1c.	State Standard Minimum Unrestricted Fund Reserve (Line 1a times Line 1b. For a district with less than 1,001 ADA, the greater of Line 1a times 1b or $60,000)	$ 7,110,863	$ 6,937,817	$ 6,936,002

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

2a.	General Fund Reserve for Economic Uncertainties (Object 9789)	$ 7,110,870	$ 6,937,817	$ 6,936,003
2b.	General Fund Budgeted as Unassigned/ Unappropriated Amount (Object 9790)	$ 34,174,039	$ 31,596,189	$ 39,536,262
2c.	Special Reserve Fund for Other Than Capital Outlay Projects Budgeted for Economic Uncertainties (Fund 17, Object 9789)	$ -	$ -	$ -
2d.	Total District Budgeted Unrestricted Reserves	$ 41,284,909	$ 38,534,006	$ 46,472,265
2e.	Reserve for Economic Uncertainties Percentage (Line 2d divided by Line 1a)	11.61%	11.11%	13.40%

3. Does the district's budgeted unrestricted reserves meet the state standard minimum reserve amount?

(Line 1c is less than or equal to Line 2d?)

Current Year:	2013 - 2014	☑ yes	☐ no
Year 2:	2014 - 2015	☑ yes	☐ no
Year 3:	2015 - 2016	☑ yes	☐ no

4. If no, how does the district plan to restore reserves?

(J) Impact of Proposed Agreement on Current Year Operating Budget

Itemized Budget Revisions Necessary to Meet Agreement's Cost

Description of the Revision	Attached Fund Transfer/ Budget Resolution Numbers	Amount	County Use Only: Date Action Taken
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
		$ -	
TOTAL REVISIONS		$ -	

Please provide an explanation if no budget revisions are necessary.

(K) Impact of Proposed Agreement on Subsequent Fiscal Year Budgets

Itemized Budget Revisions Included in the Multi-Year Financial Projections to Meet Agreement's Cost

Year 2: 2014 - 2015

Description of the Revision	Major Object Code Series	Amount	*County Use Only: Date Action Taken*
		$ -	
		$ -	
TOTAL YEAR 2		**$ -**	

Year 3: 2015 - 2016

Description of the Revision	Major Object Code Series	Amount	*County Use Only: Date Action Taken*
		$ -	
		$ -	
		$ -	
TOTAL YEAR 3		**$ -**	

Please provide an explanation if no budget revisions are necessary.

(L) Certification No. 1 Riverside Unified School District CSEA

The District Superintendent and Chief Business Official should sign this certification at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the undersigned hereby certify that the costs incurred under the provisions of the agreement can be met by the district during the term of the agreement, and that the itemized budget revisions necessary to meet such costs, as indicated in sections J and K, are included in the district's budget and multi-year financial projections.

Signature - Interim District Superintendent	January 21, 2014 Date
Signature - Chief Business Official	January 21, 2014 Date

District Contact Person: Sandra L. Meekins, Director-Business Services Phone: 951-352-6729 x82002