

## BOARD AGENDA ANALYSIS

**TITLE:** COLLECTIVE BARGAINING AGREEMENT WITH THE SAN YSIDRO EDUCATION ASSOCIATION (SYEA)

**PERSON RESPONSIBLE:** Dena Whittington, Assistant Superintendent of Business Services  
Norma Johnson, Director of Human Resources

  X   Action  
       Information

### BACKGROUND INFORMATION:

The San Ysidro School District and the San Ysidro Education Association (SYEA) have signed a new three year agreement effective July 1, 2013 through June 30, 2016. The agreement was reached on October 12, 2014 and approved by the teachers on October 13, 2014.

### CURRENT INFORMATION:

As required under AB1200 due to the District's Negative financial status, SDCOE has provided written approval of this agreement. Administration is recommending that the Governing Board approve this agreement.

### COST IMPLICATIONS:

Net savings of \$222,484 to the General Fund

### FUNDING SOURCE:

General Fund

### RECOMMENDATION:

Approve the collective bargaining agreement between the San Ysidro School District and the San Ysidro Education Association (SYEA).

Approved for presentation to the Governing Board: October 30, 2014

  
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George J. Cameron, Ed. D.  
Interim Superintendent

# Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);  
GC § 3547.5 (Statutes of 2004, Chapter 52)

## San Ysidro School District

Name of Bargaining Unit: San Ysidro Education Association Certified: X Classified: \_\_\_\_\_

The proposed agreement covers the period: Beginning: 7/1/2013 Ending: 6/30/2016

This agreement will be acted upon by the Governing Board at its meeting on: 10/30/2014  
Date

### A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2014 - 2015		Year 2 2015 - 2016		Year 3 2016 - 2017	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. <b>Step &amp; Column - Increase</b> (Decrease) due to movement plus any changes due to settlement	\$257,374.00	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
2. <b>Salary Schedule - Increase</b> (Decrease)	\$15,921,000.00	\$159,210.00	1.00%	\$159,210.00	0.99%	\$159,210.00	0.98%
3. <b>Other Compensation - Increase</b> (Decrease) in Stipends, Bonuses, etc.	\$15,921,000.00	\$159,210.00	1.00%	\$160,802.00	1.00%	\$0.00	0.00%
4. <b>Statutory Benefits - Increase</b> (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$2,229,000.00	\$44,580.00	2.00%	\$44,803.00	1.97%	\$22,290.00	0.96%
5. <b>Health/Welfare Benefits - Increase</b> (Decrease)	\$1,582,425.00	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
6. <b>Total Compensation - Increase</b> (Decrease) Total Lines 3(a), 4(a), 5(a)	\$19,732,425.00	\$363,000.00	1.84%	\$364,815.00	1.82%	\$181,500.00	0.89%
7. <b>Total Number of Represented Employees</b>	220.00	220.00		220.00		220.00	
8. <b>Total Compensation Cost for Average Employee - Increase</b> (Decrease)	\$89,692.84	\$1,650.00	1.84%	\$1,658.25	1.82%	\$825.00	0.89%

Impact on other Funds: \_\_\_\_\_

**A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:**

The certificated salary schedule will be increased by 1% effective July 1, 2014.

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In addition, the certificated bargaining unit will also receive a 1% off schedule

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Salary increase for 2014-2015 and a 1% off schedule salary increase for

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2015-2016.

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**B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

Implementation of full day kindergarten program effective November 1, 2014.

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186 day work year for 2013-2014, 2014-2015 and 2015-2016. For 2015-2016 there

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Shall be 3 professional development days, 3 teacher preparation days and 180 student instructional days.

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Effective 2014-2015, the District shall maintain school site class averages of 31:1

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in grades 4-8. For as long as the district chooses to participate in K-3 GSA program, the District shall comply with the TK-3 GSA requirements by making annual progress towards school site averages prescribed by the state, currently 24:1.

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**C. What are the specific impacts on instructional/support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

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N/A

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**D. What contingency language is included in the proposed agreement?**  
Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

Contingency language for 2015-2016 if ADA at P2 is 4772.09 or above, for every increase in gap funding above 30.39%, 0.25 of the off schedule increase will be converted to an on-going salary schedule increase effective July 1, 2016.

**E. Source of Funding for Proposed Agreement**

1. Current Year

General fund

2. How will the ongoing cost of the proposed agreement be funded in future years?

General fund

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

General fund

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$47,605,564
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	4,652.00
d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i>	\$1,428,166.92

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$1,428,166.92
b. General Fund Budgeted Unrestricted Unappropriated Amount	(\$2,203,414.92)
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	\$0.00
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	\$0.00
e. Total District Budgeted Unrestricted Reserves	(\$775,248.00)

3. Do unrestricted reserves meet the state standard minimum reserve amount?      Yes       No

**G. Certification**

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

_____ District Superintendent (Signature)	_____ Date
_____ Chief Business Official (Signature)	_____ Date

Contact Person: Dena Whittington      Telephone No.: (619)428-4476 x3004

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Chief Business Official (Signature)	Date

Contact Person: Dena Whittington      Telephone No.: (619)428-4476 x3004

**H. Impact of Proposed Agreement on Current Year Operating Budget\***

Date of governing board approval of budget revisions in Col. 2: 30-Oct-14  
 in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board- Approved Budget Before Settlement as  of June 26, 2014 Adopted Budget 2014-2015	(Col. 2) Adjustments as a Result of Settlement	(Col. 3)  Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
<b>REVENUES:</b>				
Revenue Limit Sources (8010-8099)	36,595,287			36,595,287
Remaining Revenues (8100-8799)	7,357,267			7,357,267
<b>TOTAL REVENUES</b>	43,952,554	0	0	43,952,554
<b>EXPENDITURES:</b>				0
1000 Certificated Salaries	19,825,338	(195,160)		19,630,178
2000 Classified Salaries	6,826,293			6,826,293
3000 Employee Benefits	7,793,984	(27,324)		7,766,660
4000 Books and Supplies	6,594,287			6,594,287
5000 Services and Operating Expenses	6,527,301			6,527,301
6000 Capital Outlay	0			0
7000 Other	260,845			260,845
<b>TOTAL EXPENDITURES</b>	47,828,048	(222,484)	0	47,605,564
OPERATING SURPLUS (DEFICIT)	(3,875,494)	222,484	0	(3,653,010)
OTHER SOURCES AND TRANSFERS IN				0
OTHER USES AND TRANSFERS OUT				0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(3,875,494)	222,484	0	(3,653,010)
BEGINNING BALANCE	5,308,599	0	0	5,308,599
CURRENT YEAR-ENDING BALANCE	1,433,105	222,484	0	1,655,589
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	112,964			112,964
Restricted (9740)	2,317,873			2,317,873
Committed (9750/9760)	0			0
Assigned (9780)	0			0
Reserve Economic Uncertainties (9789)	1,434,841	(6,675)	0	1,428,167
Unassigned/Unappropriated (9790)	(2,432,573)	229,159	0	(2,203,415)

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

Change includes 6 work days paid by Supplemental & Concentration funds in 2014-2015

## DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

### GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least ten (10) working days prior to the date the governing board will take action on the proposed bargaining agreement.
- Separate documents must be completed for each collective bargaining agreement, but if more than one agreement is discussed at the same time, you may summarize the financial impact of "all" agreements on page 4 (supplement).
- Include, as applicable, *Cost Prior to Proposed Agreement, Current Year, Year 2 and Year 3* information for the period covered in the proposed agreement. For example, for a 2-year multi-year agreement, complete *Cost Prior to Proposed Agreement, Current Year and Year 2*.
- Any time a contract is reopened with a financial impact on "any area of compensation," a disclosure of the proposed agreement must be made.
- The specific manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the local district.
- The governing board shall adopt revisions to its budget needed in the current fiscal year to fulfill the terms of the collective bargaining agreement within 45 days of adoption (EC § 42142). Provide a copy of the board-approved budget revisions and board minutes to the county office. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.
- All revisions to the budget needed in the current fiscal year to meet the costs of the collective bargaining agreement shall be adopted no later than the statutory deadline for certification of the next interim report by the county superintendent of schools (GC § 3547.5, EC § 42131).

### SPECIFIC INSTRUCTIONS FOR COMPLETION

#### PROPOSED CHANGE IN COMPENSATION

##### 1. Step and Column

- a. Cost Prior to Proposed Agreement: Enter the total annual cost of all salaries for the bargaining unit prior to the proposed agreement. Remove any "one-time" bonuses or payments that were paid in prior year, if applicable.
- b. \$: Enter the annual increase cost of *Step and Column* movement on the *Salary Schedule* for the affected bargaining unit.
- c. %: Divide the annual cost of *Step and Column*, Line 1(b), by the *Cost Prior to Proposed Agreement*, Line 1(a).

##### 2. Salary Schedule

- a. Cost Prior to Proposed Agreement: Enter the amount from Line 1(a) plus Line 1(b).
- b. \$: Enter the annual \$ amount of the proposed change in the *Salary Schedule*.

### 3. Other Compensation

Description: Indicate specific changes in *Other Compensation* for the current year. For example: 1% off schedule or \$200/employee. For Year 2 and Year 3, explain in "Comments" section, if applicable.

- a. Cost Prior to Proposed Agreement: Enter the amount from Line 2(a).
- b. \$: Enter the annual amount of the proposed change in *Other Compensation*.
- c. %: Divide the amount by the *Cost Prior to the Proposed Agreement*, Line 3(a).

### 4. Statutory Benefits

- a. Cost Prior to Proposed Agreement: Enter the total prior year cost of *Statutory Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" benefit costs that would not carry over to current year.
- b. \$: Enter the amount of the proposed change in *Statutory Benefits* resulting from changes in *Salary Schedule, Step and Column*, and *Other Compensation* reported on Line 1(b) through Line 3(b).
- c. %: Divide Line 4(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement*, Line 4(a).

### 5. Health/Welfare Benefits

- a. Cost Prior to Proposed Agreement: Enter the total annual cost of *Health/Welfare Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" costs that would not carry over to current year.
- b. \$: Enter the amount of the proposed change in *Health/Welfare Benefits*, resulting from the affected bargaining unit agreement.
- c. %: Divide Line 5(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement* Line 5(a).

### 6. Total Compensation

- a. Cost Prior to Proposed Agreement: Total Lines 3(a), 4(a), and 5(a).
- b. \$: Total Lines 1(b), 2(b), 3(b), 4(b), and 5(b).
- c. %: Divide the total by *Cost Prior to Proposed Agreement*, Line 6(a).

### 7. Total Number of Represented Employees

Enter the total full-time equivalent (FTE) employees for the affected bargaining unit for each applicable year.

### 8. Total Compensation Cost for Average Employee

- a. Cost Prior to Proposed Agreement: Divide *Cost Prior to Proposed Agreement*, Line 6(a) by Prior Year FTE Employees, Line 7.
- b. \$: Divide *Total Compensation*, Line 6(b) by FTE employees, Line 7, for each applicable year.
- c. %: Divide *Total Compensation Cost for Average Employee*, Line 8(b) by *Cost Prior to Proposed Agreement*, Line 8(a).

San Ysidro School District  
AB1200 - Certificated Salaries

**Net Effect on Unrestricted General Fund**

	<i>Salary</i>	<i>Benefits</i>	<i>Total</i>
1% salary schedule increase	\$ 159,210	\$ 22,290	\$ 181,500
1% off-schedule increase	\$ 159,210	\$ 22,290	\$ 181,500
6 work days paid by Supplemental & Concentration funds	\$ (513,580)	\$ (71,904)	\$ (585,484)
<b>Budget adjustment</b>	<b>\$ (195,160)</b>	<b>\$ (27,324)</b>	<b>\$ (222,484)</b>