

# PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

## Summary Page

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25)

Name of Bargaining Unit(s): 1) CSEA (Arena Union Elementary School District-AUESD), 2) CSEA (Point Arena Joint Union High School District-PAJUHSD), 3) Unrepresented Classified

Certificated, Classified, Other: Classified, and Unrepresented

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

The Governing Board will act upon this agreement on: July 9, 2021  
(date)

**Copies of the board-approved budget revisions and board minutes must be submitted within 45 days.** If the board-approved revisions are different from the proposed budget adjustments in Column 3 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

**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

Compensation	Annual Cost Prior to Proposed Agreement FY 21-22	Fiscal Impact of Proposed Agreement					
		Year 1	Increase/(Decrease)	Year 2	Increase/(Decrease)	Year 3	Increase/(Decrease)
		FY 21-22	FY 21-22	FY 22-23	FY 23-24	FY 23-24	FY 23-24
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 1,800,293	\$ 72,208	4.0%	n/a	n/a		
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -		n/a	n/a		
Description of other compensation				n/a	n/a		
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 637,834	\$ 25,579	4.0%	n/a	n/a		
4 Health/Welfare Plans	\$ 668,957	\$ 10,379	1.55%	n/a	\$ -		
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 3,107,083	\$ 108,165	3.5%		0.00%		0.00%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -		n/a	n/a		
7 Total Number of Represented Employees (Use FTEs if appropriate)	44.13						
8 Total Compensation Average Cost per Employee	\$ 70,409	\$ 2,451	3.5%	\$ -	\$ -		0.00%
9 Cost of 1% after above compensation (salary and statutory benefits)	\$ 31,071	\$ 1,082	3.5%	\$ -	\$ -		0.00%

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**Explanations I (CSEA & Unrepresented Classified)**

**Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II**

**A.**  
*continued*

Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost.

The Proposed Agreement is for CSEA (Arena Union Elementary School District-AUESD), CSEA (Point Arena Joint Union High School District-PAJUHS), and Unrepresented Classified to: 1) Apply a +3.5% raise to the CSEA Salary Schedule and the following Unrepresented Classified Salary Schedules (Confidential Management, Directors, Mental Health Therapist, Preschool), 2) Increase the Health & Welfare cap by \$235 from \$16,005 to \$16,240 beginning July 1, 2021, 3) To add additional steps to the Preschool salary schedule, and 4) to consolidate the Director's salary schedule into one column, keeping the Transportation & ASES column, and adding an additional percent.

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

If yes, please describe the cap amount.  
Per the negotiated agreement, Health and Welfare will be capped at \$16,240.

**B. Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.)  
Include specifics such as amount saved, staff affected and total cost.

The Proposed Agreement increases the number of no-tell days from 3 days to 5 days, which means of an employee's 10 personal days, 5 can be used as no-tell days.

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

The salary and benefit impact adds to the projected deficits in 2021-22, 2022-23, and 2023-24 thereby increasingly reducing the district's ending fund balance each year.

**D. Is contingency or restoration language included in the proposed agreement?** If so, include specific areas identified.  
No

**E. Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year.**  
General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)

1. Current Year:  
General Fund Revenues will be the source of funding for the proposed agreement, as well as General Fund Reserves and Expenditure Reductions (if necessary).

2. How will the ongoing cost of the proposed agreement be funded in future years?  
General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)  
General Fund Revenues will be the source of funding for the proposed agreement, as well as General Fund Reserves and Expenditure Reductions (if necessary).