

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

CORONADO UNIFIED

SCHOOL DISTRICT

Government Code Section 3547.5: **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.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

California School Employees' Association

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

06/20/19

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending

07/01/19

06/30/20

for the following fiscal years **2019-20**

2019-20

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$8,521,615.12

2. Current Year Costs After Agreement

\$8,737,264.24

3. Total Cost Change

\$215,649.12

4. Percentage Change

2.53%

5. Value of a 1% Change

68,612

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

2.0%

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

1.5%

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

4%

4. Change in # of Work Days (+/-) Related to % Change

No changes

5. Total # of Work Days to be provided in Fiscal Year

Dependent on Calendar

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

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D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	3,272,471
2.	Cost of Benefits After Agreement	3,323,137
3.	Percentage Change in Total Costs	1.55%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$ 39,644,094
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$ 1,189,323

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$1,189,323.00
5.	Unassigned/Unappropriated (Object 9790)	\$1,682,338.00
6.	Total Reserves: (Object 9789 + 9790)	\$2,871,661.00

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$2,871,661.00
9.	Percentage of General Fund Expenditures/Uses	7.24%
	Difference between District Reserves and Minimum State Requirement	\$1,682,338.18

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F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

This is a one-year contract covering the period of July 1, 2019 through June 30, 2020.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The District and CSEA have agreed to a 2.0% increase for the 2019-20 school year, effective on July 1, 2019. Additionally, this agreement adds three additional work-days to 'School Day Only' employees changing their work-year from 180 days to 183 annually. The costs to the district represent an increase of approximately \$215,000. The district is relying on a healthy fund balance to support operations for the time being, but acknowledges that this practice is unsustainable over the long-term. The district projects a continued pattern of deficit spending in the current and subsequent fiscal years, and understands that it must continue to seek efficiencies in the budget to close the deficit either through increases in revenues or reductions in expenditures.

H. NARRATIVE OF AGREEMENT

Article 9 - Salary Schedule

Upon ratification of the Agreement, there shall be two (2.0%) increase on the salary schedule effective July 1, 2019.

School Day (10 month) Employees: Three (3) additional permanent days prior to the first day of school for all ten (10) month employees.

The Appendix A: Salary Schedule will be updated to reflect the two (2.0%) increase across all bargaining unit salary ranges. The Appendix A-1 Bargaining Unit Classification updated to include months and calendar days in the Collective Bargaining Agreement.

Article 13 - Evaluation Procedures

13.2.2 New language to allow flexibility for dates of evaluation in the event an employee is transferred or promoted to a new site.

Article 17 - Promotional Procedures

17.6 The District and CSEA agree to new language for Reclassification that include processes and timelines. Included in the Collective Bargaining Agreement is new Request for Reclassification Review Form Appendix H.

Attached, please find more detailed information about these each tentative agreement.

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I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

The District and CSEA have agreed to a 2.0% increase for the 2019-20 school year, effective on July 1, 2019. Additionally, this agreement adds three additional work-days to 'School Day Only' employees changing their work-year from 180 days to 183 annually. The costs to the district represent an increase of approximately \$215,000. The district is relying on a healthy fund balance to support operations for the time being, but acknowledges that this practice is unsustainable over the long-term. The district projects a continued pattern of deficit spending in the current and subsequent fiscal years, and understands that it must continue to seek efficiencies in the budget to close the deficit either through increases in revenues or reductions in expenditures.

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 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

Thursday, June 20, 2019

Date

Chief Business Official- signature

Thursday, June 20, 2019

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 6/20/2019 took action to approve the proposed Agreement with the California School Employees' Association Bargaining Unit.

***President, Governing Board
(signature)***

Thursday, June 20, 2019

Date