

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.

Perris Union High School District (School District Name)

Certificated
Classified

Perris Secondary Educators Association (Bargaining Unit Name)

New
Reopened

The proposed agreement covers the period from: 7/1/16 to 6/30/18

The governing board is to act on this agreement at its meeting on: April 18, 2017 (Date)

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.

(A) Proposed Change in Compensation

COMPENSATION (ALL FUNDS COMBINED)	COST PRIOR TO PROPOSED AGREEMENT	FISCAL IMPACT OF PROPOSED AGREEMENT		
		Current Year Increase/ (Decrease)	Year 2 Increase/ (Decrease)	Year 3 Increase/ (Decrease)
1. Salary Schedule - Increase (Decrease) <i>(Includes Step and Column reported on Line 7)</i>	\$39,966,397.00 % Salary Schedule	\$ 399,664 1.00%	\$ 807,321 1.72%	0.00%
2. Statutory Benefits <i>(STRS, PERS, FICA, Medicare, etc)</i>	\$6,626,428.62 % Statutory Benefits	\$ 66,264 1.00%	\$ 144,753 0.31%	0.00%
3. Base Costs <i>(Total of Lines 1 & 2)</i>	\$46,592,825.62 % Base Costs	\$ 465,928 1.00%	\$ 952,074 2.02%	\$ - 0.00%
4. a. Other Compensation - Increase (Decrease) <i>(Describe in Section 12, Page 2)</i> b. Changes to Step and Column With Agreement <i>(Describe in Section 13, Page 2)</i> c. Applicable Statutory Benefits	N/A % Salary Schedule N/A % Salary Schedule N/A % Salary Schedule	\$ 114,896.87 0.29% \$ 19,049.90 0.05%	\$ 22,162.13 0.05% \$ 3,974 0.01%	0.00% 0.00% 0.00%
5. Health/Welfare Benefits - Increase (Decrease) Current Cap: \$ _____ Proposed Cap: \$ _____	\$ - % Salary Schedule	0.00%	0.00%	0.00%
6. Proposed Negotiated Change in Compensation <i>(Excludes Statutory Benefits) (Lines 1, 4a, 4b, & 5)</i>	% Salary Schedule	\$ 514,561 1.29%	\$ 829,483 2.05%	\$ - 0.00%
7. Total Cost of Agreement <i>(Includes Statutory Benefits) (Lines 3, 4, & 5)</i>	\$ 46,592,826 % Base Costs	\$ 599,875 1.29%	\$ 978,209 2.08%	\$ - 0.00%
8. Step and Column Due to Movement <i>(Included in Salary Schedule reported on Line 1)</i> % Salary Schedule	0.00%	N/A N/A	0.00%	0.00%
9. Total Number of Represented Employees	439	438.7	442	445
10. Cost of Agreement per Average Employee	106,207 % from Prior Year	1,367 1.29%	\$ 2,214 2.06%	\$ - 0.00%

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.

An ongoing one percent (1%) increase shall be applied to all salary schedules effective July 1, 2016 for all unit members in paid status as of February 1, 2017, and an additional ongoing two percent (2%) increase effective July 1, 2017.

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

Ph.D / Ed.D / J.D

Any certificated unit member holding an earned Ph.D. or Ed.D. from a fully accredited institution or a J.D. from an ABA accredited law school shall receive an additional stipend \$3,000 per year (increased from \$500.00). Unit members shall only be eligible to receive one (1) doctoral stipend.

Athletic Directors

For the 2016-17 and 2017-18 school-years only, a supplementary contract of up to twenty (20) days for high school and up to ten (10) days for middle school, based upon the per diem placement on the Salary Schedule, shall be offered based upon program needs as determined by the District (some of which may be weekend and holidays as assigned by the Principal).

Additional Stipends/Extra Duty

Effective July 1, 2016 the following changes/additions to the Extra Duty Schedule will be:

- National Honor Society 4.5% (Increased from 3%) changed in the comprehensive high schools stipend list
- Yearbook 7% (Increased from 5%) changed in the comprehensive high schools stipend list
- Chemical Hygiene Officer 2% Added to the comprehensive high schools stipend list
- G.A.T.E. 5% Added to the middle school stipend list
- Friday Night Live Advisors 4% Added to Alternative Education and Middle School stipend lists
- Title I/Program Lead 3% Added to the comprehensive high schools, middle school, and alternative education stipend lists.
- Future Farmers of America 4.5% Added to the comprehensive high schools stipend list
- AVID Coordinator 4% Added to the comprehensive high schools, middle school, and alternative education stipend lists. The number of release periods will continue to be determined by the District.
- English Language Learner Lead 3% Added to the comprehensive high schools, middle school, and alternative education stipend lists.

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.

None

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.

The District contributes 80% of the medical HMO rates and 80% of the selected dental and vision.

(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.

Negotiations shall be closed for 2016-2017 and 2017-2018. However, the District and PSEA agree to reopen negotiations on compensation and benefits for 2017-2018 if the cumulative effect of the Statewide Gap Funding Rate increases or decreases by at least three percent (3%) from 55.28% for 2016-2017 and 23.67% for 2017-2018 as included in the California Department of Education First Principal Apportionment School District LCFF Transition Calculation Exhibit.

(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.

Any deficit spending that is present in the multi-years is the spending down of carryover and One-Time moneys. This agreement utilizes current and ongoing dollars.

(F) Funding Source(s) for Proposed Agreement

1. Please discuss the proposed funding source for the current year.

General Fund (LCAP Federal and State Revenues)

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.

General Fund (LCAP Federal and State Revenues)

	7100-7299									Total	Rev Limit	Federal	State	Local	Other	Total
	1XXX	2XXX	3XXX	4XXX	5XXX	6XXX	7400-7499	7300-7399	7610-7629	Exp Change	80XX	81XX-82XX	83XX-85XX	86XX-87XX	89XX	Rev Change
2016-17 2nd Interim TOTALS	45,955,255	17,711,956	22,759,913	9,963,824	17,431,119	4,519,609	1,443,826	(736,846)	97,287	119,145,943	94,606,790	8,111,362	9,914,337	4,544,662		117,177,151
2015-16 Adjustments										-						-
<i>List separately:</i>										-						-
1% on schedule for 2016/17 Retro	399,664		66,264							465,928						-
AD Increased Work Year	36,180		5,999							42,179						-
Increase to stipeds		49,217	8,160							57,377						-
PhD, EdD and JD Stipend Increase	29,500		4,891							34,391						-
										-						-
										-						-
										-						-
										-						-
										-						-
										-						-
										-						-
2016-17 New TOTALS	46,420,599	17,761,173	22,845,227	9,963,824	17,431,119	4,519,609	1,443,826	(736,846)	97,287	119,745,818	94,606,790	8,111,362	9,914,337	4,544,662	-	117,177,151
2017-18 Adjustments										-						-
<i>List separately:</i>										-						-
LCFF Gap and Enrollment Increase										-	2,240,470					2,240,470
Increase Enrollment and Staffing along with Setp and Column	990,722	259,571								1,250,293						-
Increase Enrollment and Staffing along with PERS/STRS increases			396,562							396,562						-
CPI & Utilities Increase				205,671	341,617					547,289						-
H%W increase @ 5%			996,328							996,328						-
One-Time Expenditures				(5,066,458)	(721,720)	(2,326,870)				(8,115,049)				(1,128,155)		(1,128,155)
One time Gratns (Block/ Educater Effectivness										-			(2,958,197)			(2,958,197)
Bus Lease Debt							(621,119)			(621,119)						-
CTE Res6387								62,660		62,660						-
										-						-
2% on schedule for 2017/18	807,321		144,753							952,074						-
Increase to stipeds		22,162	3,974							26,136						-
2015-16 New TOTALS	48,218,642	18,042,906	24,386,844	5,103,037	17,051,016	2,192,739	822,707	(674,186)	97,287	115,240,992	96,847,260	8,111,362	6,956,140	3,416,507	-	115,331,269

(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	\$ 119,745,819	\$ 115,240,992	\$ 117,505,637
1b.	Enter State Standard Minimum Reserve Percentage	3%	3%	3%
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)	\$ 3,592,375	\$ 3,457,230	\$ 3,525,169

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

2a.	General Fund Reserve for Economic Uncertainties (Object 9789)	\$ 3,592,375	\$ 3,457,230	\$ 3,525,169
2b.	General Fund Budgeted as Unassigned/ Unappropriated Amount (Object 9790)	\$ -	\$ -	\$ -
2c.	Special Reserve Fund for Other Than Capital Outlay Projects Budgeted for Economic Uncertainties (Fund 17, Object 9789)	\$ -	\$ -	\$ -
2d.	Total District Budgeted Unrestricted Reserves	\$ 3,592,375	\$ 3,457,230	\$ 3,525,169
2e.	Reserve for Economic Uncertainties Percentage (Line 2d divided by Line 1a)	3.00%	3.00%	3.00%

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

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

Current Year:	2015-16	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
Year 2:	2016-17	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
Year 3:	2017-18	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no

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

(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:

Description of the Revision	Major Object Code Series	Amount	County Use Only: Date Action Taken
PSEA - 1XXX		\$ 807,321	
Advisors/Stipends/Extra Duty		\$ 22,162	
PSEA - 3XXX		\$ 148,726	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
TOTAL YEAR 2		\$ 978,209	

Year 3: N/A

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.

Will be included in the Adopted Budget.

(L) Certification No. 1

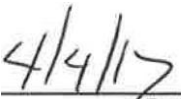
Perris Union High School District

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.



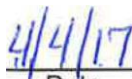
Signature - District Superintendent



Date



Signature - Chief Business Official



Date

District Contact Person: Christopher R Rabing, Director of Fiscal Services

Phone: 951-943-6369 X80211

(M) Certification No. 2

Perris Union High School District

The District Superintendent and Governing Board Clerk or President should sign this certification at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for certification and public disclosure of the major provisions of the agreement, in accordance with Government Code Section 3547.5.

After public disclosure of the major provisions contained in this Collective Bargaining Disclosure, the District's Governing Board, at its meeting on: April 18, 2017, took action to approve the proposed agreement with the following bargaining unit: Perris Secondary Educators Association

_____	_____
Signature - District Superintendent	Date
_____	_____
Signature - Governing Board Clerk/President	Date

District Contact Person: Christopher R Rabing, Director of Fiscal Services Phone: 951-943-6369 X80211