

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

California School Employees Association (Bargaining Unit Name)

New

Reopened

The proposed agreement covers the period from: 7/1/16 to 6/30/19

The governing board is to act on this agreement at its meeting on: May 17, 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>	\$13,842,089.00 % Salary Schedule	\$ 138,421 1.00%	\$ 282,227 1.63%	\$ - 0.00%
2. Statutory Benefits <i>(STRS, PERS, FICA, Medicare, etc)</i>	\$3,346,883.00 % Statutory Benefits	\$ 33,469 1.00%	\$ 71,990 0.41%	\$ - 0.00%
3. Base Costs <i>(Total of Lines 1 & 2)</i>	\$17,188,972.00 % Base Costs	\$ 171,890 1.00%	\$ 354,217 2.04%	\$ - 0.00%
4. a. Other Compensation - Increase (Decrease) <i>(Describe in Section 12, Page 2)</i>	N/A % Salary Schedule	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
b. Changes to Step and Column With Agreement <i>(Describe in Section 13, Page 2)</i>	N/A % Salary Schedule	\$ 154,232 1.11%	\$ - 0.00%	\$ - 0.00%
c. Applicable Statutory Benefits	N/A % Salary Schedule	\$ 37,151 0.27%	\$ - 0.00%	\$ - 0.00%
5. Health/Welfare Benefits - Increase (Decrease) Current Cap: \$ <u>11,000</u> Proposed Cap: \$ <u>11,385</u>	\$ 2,013,517 % Salary Schedule	\$ 75,460 0.55%	\$ - 0.00%	\$ - 0.00%
6. Proposed Negotiated Change in Compensation <i>(Excludes Statutory Benefits) (Lines 1, 4a, 4b, & 5)</i>	% Salary Schedule	\$ 368,113 2.66%	\$ 282,227 2.02%	\$ - 0.00%
7. Total Cost of Agreement <i>(Includes Statutory Benefits) (Lines 3, 4, & 5)</i>	\$ 19,202,489 % Base Costs	\$ 438,733 2.55%	\$ 354,217 2.04%	\$ - 0.00%
8. Step and Column Due to Movement <i>(Included in Salary Schedule reported on Line 1)</i>	% Salary Schedule	N/A N/A	0.00%	0.00%
9. Total Number of Represented Employees	333	333	333	333
10. Cost of Agreement per Average Employee	57,639 % from Prior Year	1,317 2.28%	\$ 1,063 1.80%	\$ - 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 the classified salary schedule 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. This includes all earnings (e.g. overtime and longevity).

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

None

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.

A change to Salary Range were a result of the compensation study agreed upon in May 2015. Effective July 1, 2016 the classification salary ranges included in the Tentative Agreement shall be increased as noted in the agreement.

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 contribution towards premiums for health and welfare benefits for full-time unit members will be \$11,385 effective July 1, 2016, this is an increase from \$11,000. This increase will apply to all unit members who were in a paid status as of February 1, 2017.

(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.

The District has agreed to language changes in the following articles:
Article V - Evaluation
A new evaluation form, rubric and schedule was agreed upon.
Article VII - Representation
Release time for one additional unit member, for a total of up to 4 to attend the CSEA annual conference.

(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.

This Agreement shall remain in full force and effect from July 1, 2016 until June 30, 2019, and from year to year thereafter unless alterations or amendments are requested in writing in accordance with the Negotiations Article. Finally, during 2017-18, salary and health and welfare benefits shall be closed, however, both parties may reopen three (3) Articles. In 2017-18 health plan design may still be negotiated which shall not impact the cap of health benefits. Additionally, the District will notify REEP of its intent to go out to bid for health and welfare benefits. The parties will begin to negotiate the bid process by no later than October 1, 2017. In 2018-19, the Agreement may be opened to negotiate salary and health and welfare benefits and two (2) Articles.

(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).
Note: \$200,000 is currently budgeted in LCAP to cover the Compensation Study costs.

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
2016-17 Adjustments										-						-
<i>List separately:</i>										-						-
1% on schedule for 2016-17 Retro PSEA	399,664		66,264							465,928						-
AD Increased Work Year	36,180		5,999							42,179						-
Increase to stipends		49,217	8,160							57,377						-
PhD, EdD and JD Stipend Increase	29,500		4,891							34,391						-
1% on schedule for 2016-17 Retro Mang/Conf	31,422	27,687	11,872													-
Increase to H&W Cap 2016-17 Mang/Conf			17,950													-
Increase to stipends Mang/Conf	7,500	2,500														-
										-						-
										-						-
1% on schedule for 2016-17 Retro CSEA		138,421	33,469							171,890						-
Comp Salary Study Increase 2016-17 Retro CSEA		-	0							0						-
Increase of \$385 to H&W Cap 2016-17 CSEA			75,460							75,460						-
2016-17 New TOTALS	46,459,521	17,929,781	22,983,978	9,963,824	17,431,119	4,519,609	1,443,826	(736,846)	97,287	119,993,169	94,606,790	8,111,362	9,914,337	4,544,662	-	117,177,151
2017-18 Adjustments										-						-
<i>List separately:</i>										-						-
Closing of the Academy CDS	(794,155)	(71,995)	(159,200)	(8,400)	(290,300)											
LCHF Gap and Enrollment Increase										-	2,240,470					2,240,470
Increase Enrollment and Staffing along with Step and Column	990,722	251,728								1,242,450						-
Increase Enrollment and Staffing along with PERS/STRS increases			393,282							393,282						-
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 Grats (Block/ Educator Effectiveness)										-		(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 PSEA	807,321		144,753													-
Increase to stipends		22,162	3,974													-
2% on schedule for 2017-18 Mang/Conf	64,842	56,733	224,429													-
2% on schedule for 2017-18 CSEA		282,227	71,990							354,217						-
2017-18 New TOTALS	47,528,251	18,470,636	24,659,534	5,094,637	16,760,716	2,192,739	822,707	(674,186)	97,287	114,853,227	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	\$ 120,129,583	\$ 114,990,231	\$ 117,249,408
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)	\$ 3,603,887	\$ 3,449,707	\$ 3,517,482

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

2a.	General Fund Reserve for Economic Uncertainties (Object 9789)	\$ 3,603,887	\$ 3,449,707	\$ 3,517,482
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	\$ 3,603,888	\$ 3,449,707	\$ 3,517,483
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?

(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
		\$ -	
CSEA - 2XXX	Included in provided MYP	\$ 138,421	
Comp Salary Study - 2XXX & 3XXX	Included in provided MYP	\$ -	
CSEA - 3XXX	Included in provided MYP	\$ 33,469	
\$385 to H&W Cap 2016/17 CSEA - 3XXX	Included in provided MYP	\$ 75,460	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
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		\$ -	
		\$ -	
		\$ -	
		\$ -	
TOTAL REVISIONS		\$ 247,350	

Please provide an explanation if no budget revisions are necessary.

Note: \$200,000 of the compensation study increases is included in the current LCAP budget.

(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
CSEA - 2XXX		\$ 282,227	
CSEA - 3XXX		\$ 71,990	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
TOTAL YEAR 2		\$ 354,217	

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

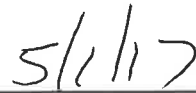
Perris Union High School District

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: May 17, 2017, took action to approve the proposed agreement with the following bargaining unit: California School Employees 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