

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.

California Military Institute Charter School (School District Name)

Certificated

Classified

California Military Institute Teachers Association (Bargaining Unit Name)

New

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

Reopened

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>	\$ 3,378,363 % Salary Schedule	\$ 54,126 1.60%	\$ 114,792 3.344%	0.00%
2. Statutory Benefits <i>(STRS, PERS, FICA, Medicare, etc)</i>	\$ 560,133 % Statutory Benefits	\$ 8,974 1.60%	\$ 20,582 3.617%	0.00%
3. Base Costs <i>(Total of Lines 1 & 2)</i>	\$ 3,938,496 % Base Costs	\$ 63,101 1.60%	\$ 135,374 3.38%	\$ - 0.00%
4. a. Other Compensation - Increase (Decrease) <i>(Describe in Section 12, Page 2)</i>	N/A % Salary Schedule	\$ 25,053 0.74%	\$ 20,866.32 0.61%	0.00%
b. Changes to Step and Column With Agreement <i>(Describe in Section 13, Page 2)</i>	N/A % Salary Schedule	0.00%	0.00%	0.00%
c. Applicable Statutory Benefits	N/A % Salary Schedule	\$ 4,153.84 0.12%	\$ 3,741 0.11%	0.00%
5. Health/Welfare Benefits - Increase (Decrease) Current Cap: <u>\$9,200/\$11,200/\$13,200</u> Proposed Cap: <u>\$9,200/\$12,200/\$15,200</u>	\$ 295,644 % Salary Schedule	\$ 16,000 0.47%	0.00%	0.00%
6. Proposed Negotiated Change in Compensation <i>(Excludes Statutory Benefits) (Lines 1, 4a, 4b, & 5)</i>	% Salary Schedule	\$ 95,180 2.82%	\$ 135,658 3.95%	\$ - 0.00%
7. Total Cost of Agreement <i>(Includes Statutory Benefits) (Lines 3, 4, & 5)</i>	\$ 4,234,140 % Base Costs	\$ 108,308 2.75%	\$ 159,982 4.00%	\$ - 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	44	44	44	44
10. Cost of Agreement per Average Employee	96,958 % from Prior Year	2,480 2.56%	\$ 3,663 3.68%	\$ - 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 on-going salary schedule increase of 1% effective July 1, 2016 for all unit members based upon 2016-17 salary placement. An additional 4% increase to instructor salary schedule 211 effective May 1, 2017 which includes the addition of 15 minutes to the instructor work day as defined in Article VII, Section 2.

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

Appendix A-7 was added and included the attached stipend additions and changes to stipend percentages. Stipends shall be based upon column 3 row 1 of the instructor salary schedule. Stipends are intended to cover all work required of the position, including outside of the work day and work year. Head coaching positions shall be responsible to oversee the entire program, grades 5-12, with assistants according to the size of the program and available funds. The Charter maintains full and complete authority to determine which programs and the quantity of each stipend it shall allocate in a given school year.

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.

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.

An increase the contribution towards premiums for health and welfare benefits from \$11,200 to \$12,200 for two-party coverage and from \$13,200 to \$15,200 for family coverage. Single coverage shall remain at \$9,200.

(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 Charter has agreed to language changes in the following articles:

Article VIII - Certificated Evaluation Procedures

An update was made to Non-Veteran and Veteran Employees evaluations. CMITA and Charter also agree to a new certificated evaluation form and rubric.

Article X - Leave of Absence

An updated was made to Personal Necessity and Personal Discretion Leave along with Jury Duty language.

(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.)

Except counselors, nurses and teachers on special assignment (TOSA), the regular instructional work day for unit members, shall not exceed seven (7) hours and forty five (45) minutes, inclusive of a thirty (30) minute duty-free lunch period. Counselors, TOSAs and nurses shall be required to work eight (8) hours and thirty (30) minutes, inclusive of a thirty (30) minute duty-free lunch period.

(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, extending the current contract by one (1) additional year except for three (3) articles that may be opened other than Appendices A and B (Compensation and Benefits) in 2017-2018. However, the Charter and the Association agree to reopen negotiations on compensation and benefits (Appendix A and B) for 2017-2018 if the cumulative effect of the Statewide Gap Funding Rate increases or decreases by at least 5% 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.

Fund 09 General Fund (LCAP Federal and State Revenues) as well as Supplemental and Concentration dollars.

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.

Fund 09 General Fund (LCAP Federal and State Revenues) as well as Supplemental and Concentration dollars will be used in both years of this agreement. .

California Military Institute Charter School
Fund 09 General Fund

	1XXX	2XXX	3XXX	4XXX	5XXX	6XXX	7100-7299	7300-7399	7610-7629	Total Exp Change	LCFF 80XX	Federal 81XX-82XX	State 83XX-85XX	Local 86XX-87XX	Other 89XX	Total Rev Change
2016-17 2nd Interim TOTALS	3,955,384	1,028,832	1,707,116	947,151	2,389,626	687,786	205,429	469,344	-	11,390,668	9,964,670	-	904,175	18,249	33,864	10,920,958
2016-17 TA Adjustments																
List separately:																
1% on schedule for 16/17 CMITA Retro & 4% on schedule for 16/17 CMITA May 15	54,126		8,974							63,101						
H&W increase			16,000							16,000						
Stipend Increases		25,053	4,154							29,207						
2015-16 TOTALS	4,009,510	1,053,885	1,736,244	947,151	2,389,626	687,786	205,429	469,344	-	11,498,976	9,964,670	-	904,175	18,249	33,864	10,920,958
2016-17 TA Adjustments																
List separately:																
Step and Calum with Fixed cost and Increase Rates	33,509	11,240	103,131							147,880						
One-Time, Prop 39, & Educator Effectivens				(118,932)	(60,938)	(482,357)				(662,227)						
1% on schedule for 16/17 CMITA Retro & 4% of	114,792		20,582							135,374						
Stipend Increases		20,866	3,741							24,608						
2015-16 TOTALS	4,157,911	1,085,992	1,863,698	828,219	2,328,688	205,429	205,429	469,344	-	11,144,610	9,964,670	-	904,175	18,249	33,864	10,920,958

(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	\$ 11,498,976	\$ 10,933,361	\$ 11,120,621
1b.	Enter State Standard Minimum Reserve Percentage	5%	5%	5%
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)	\$ 574,949	\$ 546,668	\$ 556,031

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

2a.	General Fund Reserve for Economic Uncertainties (Object 9789)	\$ 574,949	\$ 546,668	\$ 556,031
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	\$ 574,949	\$ 546,668	\$ 556,031
2e.	Reserve for Economic Uncertainties Percentage (Line 2d divided by Line 1a)	5.00%	5.00%	5.00%

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:	2014-15	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
Year 2:	2015-16	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
Year 3:	2016-17	<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: N/A

Description of the Revision	Major Object Code Series	Amount	County Use Only: Date Action Taken
CMITA (1XXX)		\$ 114,792	
Advisors/Stipends/Extra Duty		\$ 20,866	
CMITA (3XXX)		\$ 24,323	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
TOTAL YEAR 2		\$ 159,982	

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.

(I) Certification No. 1

California Military Institute Charter School

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.



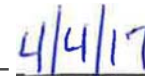
Signature - District Superintendent



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

California Military Institute Charter School

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: California Military Institute Teachers 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