

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: Cambrian School District
 Bargaining Unit: Cambrian District Teachers Association FTE: 158.50
 Period of Agreement: July 1, 2020 to June 30, 2021 Date of Public Meeting: 5/20/21

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

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 in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2020-21	2021-22	2022-23
Salary Schedule Increases	0.00%	-	-
Off-Schedule Payments	Yes	-	-
Health & Welfare (capped?)	Yes	Yes	Yes
FTE Participating in Health & Welfare			
Required to Complete: <i>Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):</i> \$2000 one-time bonus, increase and change to three-tier health benefit cap, \$500 one-time bonus to employees on family health plan.			
Other Provisions:			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2020-21	2021-22	2022-23
Salary including statutory costs*	385,871	-	-
Benefits	86,735	163,243	171,405
Other Compensation Costs	-	-	-
Other Non-Compensation Costs	-	-	-
Total Cost of Settlement	472,606	163,243	171,405
Total % Increase	0.00%	0.00%	0.00%
Projected STRS/PERS Rates	16.15	15.92	18

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

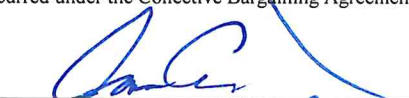
Bargaining Unit	FTE	Status
Classified (CSEA)		Not Settled
Management/Confidential Non-represented		Not Settled

GENERAL FUND	Year: 2020-21	Year: 2020-21	Year: 2020-21
	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	39,471,958	-	39,471,958
Expenditures			
1000 Certificated Salaries	17,466,459	317,000	17,783,459
2000 Classified Salaries	5,229,332	-	5,229,332
3000 Benefits	9,245,489	155,606	9,401,095
4000 Instructional Supplies	1,777,261	-	1,777,261
5000 Contracted Services	6,216,393	-	6,216,393
6000 Capital Outlay	-	-	-
7000 Other	109,930	-	109,930
Total Expenditures	\$ 40,044,865	\$ 472,606	40,517,471
Interfund Transfer In		-	-
Interfund Transfer Out (enter as negative)		-	-
Other Financing Sources		-	-
Other Financing Uses (enter as negative)		-	-
Total Other	-	-	-
Operating Surplus (Deficit)	(572,907)		(1,045,513)
Beginning Fund Balance	5,932,340		5,932,340
Projected Ending Balance	5,359,433		4,886,827
Available Reserves			
Available Reserves (Optional: Include Fund 17 Special Reserve)	3,392,665		
Reserve For Economic Uncertainties	1,201,346		
Total Available Reserves	4,594,011		-
State Required Reserve %	3%	<-- Change to district's state requirement	
State Required Reserve \$	1,201,346		1,215,524

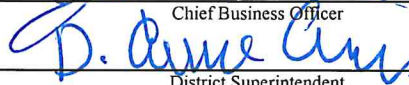
CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.



 Chief Business Officer



 District Superintendent

5/13/2021
Date

5/13/2021
Date

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board 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 public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board

Date

**Tentative Agreement
Between
Cambrian School District
And
Cambrian District Teachers Association**

The parties for the Cambrian School District (CSD) and Cambrian District Teachers Association (CDTA) have met and agreed to a Tentative Agreement to complete negotiations for the 2020-21 Collective Bargaining Agreement. The Tentative Agreement includes the following:

1. Article 6: Benefits and Added Compensation

- A. In recognition for all the efforts and accomplishments of the bargaining unit in this extraordinary 2020-21 school year, each active CDTA bargaining unit member on payroll as of June 9, 2021, will receive a \$2,000 off schedule bonus (prorated by FTE) for the service provided during the 2020-21 school year. This one-time bonus will be paid in their June 2021 paycheck.
- B. The health benefits cap set forth in Article 6, shall be increased to a tiered level of contribution for active employees on payroll as of June 9, 2021 by the District.
 - i. The tiered levels of contribution toward health and welfare benefits shall be tied to the employee's selection of CSD medical plans that started on January 1, 2021. The District's contribution will be retroactive to January 1, 2021, and shall be applied toward benefits which began on January 1, 2021. The District shall provide a prorated contribution to each active part-time unit member.
 - ii. The tiered rate of health and welfare benefits contribution by the District shall be set forth effective January 1, 2021 and applied as follows:
 - a. \$14,400 annual toward a single-party medical plan and any selections of dental and/or vision
 - b. \$16,675 annual toward 2-party medical plan and selections of dental and/or vision
 - c. \$21,575 annual toward family medical plan and selections of dental and/or vision
 - iii. The above annual health and welfare contribution will be retroactive to January 1, 2021.
- C. Each active CDTA bargaining unit member on payroll as of June 9, 2021, who paid into the family medical plan benefits offered by the District for the 2020 health and benefits year, will receive a one time off schedule bonus of \$500. This one-time bonus will be paid in the employee's June 2021 paycheck.

2. Article 25: Term

A. Paragraph 25.1, Term of this Agreement, shall be binding upon both parties subsequent to final ratification by the CDTA bargaining unit and approval by the Board of Education. The term shall continue in effect through June 30, 2022. Both parties mutually agree that the contract may also be reopened by either party in 2021-22.

3. This Tentative Agreement is subject to ratification by the GEFA unit members and approval by the Cambrian School District Board of Trustees.

Paul C. Wini
For CDTA
5/12/21
Date

D. Camie Ames
For District
5.12.21
Date

Carolyn E. Sull
For CDTA
May 12, 2021
Date

Krista Olchowski
For District
5/12/2021
Date

	UNRESTRICTED 20/21 Proj	RESTRICTED 20/21 Proj	COMBINED 20/21 Proj	UNRESTRICTED 21/22 Proj	RESTRICTED 21/22 Proj	COMBINED 21/22 Proj	UNRESTRICTED 22/23 Proj	RESTRICTED 22/23 Proj	COMBINED 22/23 Proj
LCFF	29,257,286	1,234,927	30,492,213	29,100,142	1,234,927	30,335,069	27,986,071	1,234,927	29,220,998
Federal Revenue	0	2,745,902	2,745,902	0	926,169	926,169	0	926,169	926,169
State Revenue	603,989	2,398,718	3,002,707	603,989	2,145,890	2,749,879	603,989	2,145,890	2,749,879
Local Revenue	2,839,841	219,754	3,059,595	4,280,712	168,297	4,449,009	4,530,712	168,297	4,699,009
Total Revenues	32,701,116	6,599,301	39,300,417	33,984,843	4,475,283	38,460,126	33,120,772	4,475,283	37,596,055
Certificated Salaries	15,144,132	2,639,327	17,783,459	14,379,651	2,553,048	16,932,699	14,364,886	2,609,461	16,974,347
Classified Salaries	3,175,752	2,053,580	5,229,332	3,519,807	1,618,510	5,138,317	3,570,206	1,647,642	5,217,848
Benefits	5,928,126	3,472,969	9,401,095	6,020,003	3,347,745	9,367,748	6,327,802	3,491,388	9,819,190
Supplies	736,769	1,040,492	1,777,261	686,769	255,120	941,889	670,769	255,120	925,889
Services	2,664,776	3,551,617	6,216,393	2,664,776	2,758,651	5,423,427	2,664,776	2,758,651	5,423,427
Capital Outlay	0	0	0	0	0	0	0	0	0
Other Outgo/Indirect	106,877	3,053	109,930	160,000	0	160,000	160,000	0	160,000
Total Expenses	27,756,432	12,761,038	40,517,470	27,431,006	10,533,074	37,964,080	27,758,439	10,762,262	38,520,701
Surplus/(Deficit)	4,944,684	(6,161,737)	(1,217,053)	6,553,837	(6,057,791)	496,046	5,362,333	(6,286,979)	(924,646)
Transfer in (891X)	171,541	0	171,541	171,541	0	171,541	171,541	0	171,541
Transfer out (761X)	0	0	0	0	0	0	0	0	0
Contribution	(5,976,244)	5,976,244	0	(6,011,729)	6,011,729	0	(6,285,699)	6,285,699	0
Other In / Out	(5,804,703)	5,976,244	171,541	(5,840,188)	6,011,729	171,541	(6,114,158)	6,285,699	171,541
Total Surplus/(Deficit)	(860,019)	(185,493)	(1,045,512)	713,649	(46,062)	667,587	(751,825)	(1,280)	(753,105)
9791	4,982,824	949,515	5,932,339	4,122,805	764,022	4,886,827	4,836,454	717,960	5,554,414
9795									
Beginning Balance	4,982,824	949,515	5,932,339	4,122,805	764,022	4,886,827	4,836,454	717,960	5,554,414
Ending Balance	4,122,805	764,022	4,886,827	4,836,454	717,960	5,554,414	4,084,629	716,680	4,801,309
Revolving Cash, Stores & Prepaid	1,400		1,400	1,400		1,400	1,400		1,400
Restricted Programs		764,022	764,022		717,960	717,960		716,680	716,680
3% REU (9789)	1,215,524	0	1,215,524	1,138,922	0	1,138,922	1,155,621	0	1,155,621
UNASSIGNED (9790)	2,905,881	0	2,905,881	3,696,132	0	3,696,132	2,927,608	0	2,927,608