

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);

GC § 3547.5 (Statutes of 2004, Chapter 52)

Sweetwater Union High School District

Name of Bargaining Unit: CSEA Certified: _____ Classified: X

The proposed agreement covers the period: Beginning: 7/1/2021 Ending: 6/30/2024

This agreement will be acted upon by the Governing Board at its meeting on: 12/13/2021
Date

A. Proposed Change in Compensation

Compensation	Total General Fund Unrestricted & Restricted Cost Prior to Proposed Agreement 2021-22 Budget Development 6/30/2021 (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2021-2022		Year 2 2022-2023		Year 3 2023-2024	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement				262		266	
2. Salary Schedule - Increase (Decrease)	\$72,400,624	1,269,116		20,167		20,429	
3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.							
4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$26,690,250	423,556		2,076		2,118	
5. Health/Welfare Benefits - Increase (Decrease)	\$14,470,432	243,485		496,709		506,643	
6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	\$113,561,305	1,936,156		519,214		529,456	
7. Total Number of Represented Employees	1,162	1,162		1,162		1,162	
8. Total Compensation Cost for Average Employee - Increase (Decrease)	\$97,693	1,666	1.70%	447	0.45%	455	0.46%

Impact on other Funds:

For General Fund, the costs associated with this agreement impact the fund balance reserves in the current and out-years. This agreement also has a three year fiscal impact to Adult Education Fund - Fund 11 (\$ 108,585), Cafeteria Fund - Fund 13 (\$198,064), Building Fund - Fund 21 (\$5,262), and Capital Project Fund - Fund 49 (\$8,709).

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	506,652,492
b. State Standard Minimum Reserve Percentage for this District	2.00%
c. P-2 ADA	36,360.37
d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i>	10,133,050

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$10,094,527
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$0
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	\$10,094,527

3. Do unrestricted reserves meet the state standard minimum reserve amount? Yes No

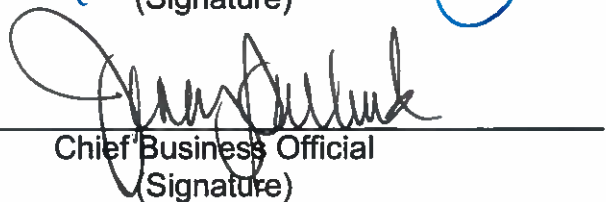
G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 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)

11/18/21
 Date


 Chief Business Official
 (Signature)

11-18-21
 Date

Contact Person: Nancy Picone Telephone No.: 619.585.6081

Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2:
in accordance with Education Code § 42142 and Government Code § 3547.5

12/13/2021

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board-Approved General Fund Unrestricted and Restricted Budget Before Settlement as of 6/30/2021	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
Revenue Limit Sources (8010-8099)	409,453,081			409,453,081
Remaining Revenues (8100-8799)	98,277,658			98,277,658
TOTAL REVENUES	507,730,739	0	0	507,730,739
EXPENDITURES:				0
1000 Certificated Salaries	212,253,847			212,253,847
2000 Classified Salaries	79,312,653	1,269,116		80,581,769
3000 Employee Benefits	139,893,713	667,040		140,560,754
4000 Books and Supplies	20,961,631			20,961,631
5000 Services and Operating Expenses	44,647,262			44,647,262
6000 Capital Outlay	-			0
7000 Other	7,647,230			7,647,230
TOTAL EXPENDITURES	504,716,336	1,936,156	0	506,652,492
OPERATING SURPLUS (DEFICIT)	3,014,404	(1,936,156)	0	1,078,248
OTHER SOURCES AND TRANSFERS IN	15,000			15,000
OTHER USES AND TRANSFERS OUT	10,000			10,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	3,019,404	(1,936,156)	0	1,083,248
BEGINNING BALANCE	51,091,596			51,091,596
CURRENT YEAR-ENDING BALANCE	54,111,000			54,111,000
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	1,936,825			1,936,825
Restricted (9740)	2,229,311			2,229,311
Committed (9750/9760)	-			0
Assigned (9780)	39,850,337			39,850,337
Reserve Economic Uncertainties (9789)	10,094,527			10,094,527
Unassigned/Unappropriated (9790)	0			0

For General Fund, the costs associated with this agreement impact the fund balance reserves in the current and out-years. This agreement also has a three year fiscal impact to Adult Education Fund - Fund 11 (\$ 108,585), Cafeteria Fund - Fund 13 (\$198,064), Building Fund - Fund 21 (\$5,262), and Capital Project Fund - Fund 49 (\$8,709).

A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:

On November 15, 2021, CSEA and its Chapter 731, Paraprofessional Unit and CSEA and its Chapter 471, Office-Technical and Business Services (OTBS) and Sweetwater Union High School District (District) signed a Comprehensive Tentative Agreement to Complete Successor Negotiations

The Sweetwater Union High School District makes the following comprehensive proposal to address the remaining articles to finalize successor negotiations for the 2021-2024 contract. The Sweetwater Union High School District's proposal considers the District's current and projected financial situation. As discussed at the bargaining table, the District is taking available actions to bring the District's budget back to a Positive Certification at First Interim reporting cycle for the first time since the 2018-2019 school year. Even with a Positive Certification, deficit spending is projected to continue in an amount of roughly \$26 million annually unless the District makes other significant ongoing cost reductions in the coming years. The District has reviewed its multi-year projections, ongoing deficit spending projections, declining enrollment projections and has presented to the board that there remains an estimated \$11 million over the next three years to address any out-year expenses, needs and wage increases. Eighty-seven percent of all ongoing costs are District labor costs. Based on continuing declining enrollment and such out-year projections, the District would lose the ability to move to Positive Certification if it were to commit to ongoing on-schedule wage increases beyond step increases.

However, the District recognizes the tremendous work of our employees especially at this time of a pandemic and their increased costs and is looking to dedicate ongoing available funds identified in the multi-year projects to wage and benefit increases. The District is also interested in appropriate and creative ways to use one-time funds that provide additional services and supports to students and school sites, which may also benefit employees financially.

As such the District proposes to update the following Articles of the agreement:

- Article 7: Wages
 - Provide off schedule increase and reopeners on wages to account for potential future funding. This includes:
 - Monthly equivalent of 4% off-salary schedule payments applied for six months between January 1, 2022 through June 30, 2022
 - Reopeners on Salary (Article 7) for the 2022-2023 and 2023-2024 school year
- Article 11: Health and Welfare Benefits
 - Increase Cap by \$1,000 on January 1, 2022
 - Maximum district contribution increases from \$14,130 to \$15,130
 - Parties agree to reopen this Article on June 2022 and June 2023
- Article 12 - Holidays
 - CSEA and the District agreed to add Juneteenth as an additional paid holiday

parties agree to reopeners for Article 7 for Wages for 2022-23 and 2023-24 school years. Parties also agree to reopen Article 11 for Health and Welfare Benefits on or about June 1, 2022 and June 1, 2023.

E. Source of funding for proposed agreement

- 1. Current Year:** For Fiscal Year 2021-22 the costs associated with this agreement will be funded using General Fund – Unrestricted funds. Additional restricted funds (Adult Education, Cafeteria, Building, and Community Facility Districts) will fund respective increase.
- 2. How will the ongoing cost of the proposed agreement be funded in future years?** Costs related to this agreement for the out years will be funded using General Fund - Unrestricted funds. Additional restricted funds (Adult Education, Cafeteria, Building, and Community Facility Districts) will fund respective increase.
- 3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?** Costs related to this agreement for the out years will be funded using General Fund - Unrestricted funds. Additional restricted funds (Adult Education, Cafeteria, Building, and Community Facility Districts) will fund respective increase.