

December 13, 2021

Moisés Aguirre, Ed.D.
Superintendent
Sweetwater Union High School District
1130 Fifth Avenue
Chula Vista, CA 91911-2896

Dear Dr. Aguirre:

We have received the Sweetwater Union High School District's Disclosures of Collective Bargaining Agreements in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The disclosures are for the California School Employees Association and its Chapters 258, 471, 731 (CSEA) and the National Association of Government Employees, SEIU (NAGE) bargaining units and are scheduled to be acted upon by the governing board at its meeting on December 13, 2021.

Tentative Successor Agreement with CSEA dated November 15, 2021

This tentative agreement is the comprehensive proposal to finalize negotiations for the contract covering the period from ratification and approval through June 30, 2024. The agreement updates the following articles of the contract:

- Article 1: Agreement between the district and each of the CSEA chapters
- Article 2: Recognition of positions included in the bargaining unit
- Article 3: Organizational Security
- Article 4: CSEA Rights
- Article 5: Evaluations
- Article 6: Hours of Employment
- Article 7: Wages
- Article 11: Health and Welfare Benefits
- Article 12: Holidays
- Article 14: Paid Leaves
- Article 17: Transfers/Promotions
- Article 24: Negotiation Procedures
- Article 32: Terms of Agreement

The fiscal impact of this agreement is based on changes to Article 7: Wages, Article 11: Health and Welfare Benefits, and Article 12 to add Juneteenth to the list of paid holidays. The district and CSEA agreed to the monthly equivalent of a 4% off-schedule salary increase for the six month period from January 1, 2022 through June 30, 2022. The district will also increase the health and welfare maximum district contribution by \$1,000 from \$14,130 to \$15,130 beginning January 1, 2022.

The costs of these increases in salaries and benefits will be paid from each employee’s respective funding source. The district estimates the fiscal impact of these increases in fiscal year 2021-22 by fund as follows:

General Fund (01)	\$1,936,156
Adult Education Fund (11)	\$ 108,585
Cafeteria Fund (13)	\$ 198,064
Building Fund (21)	\$ 5,262
<u>Capital Projects Fund (49)</u>	<u>\$ 8,709</u>
Total Fiscal Impact 2021-22	\$2,256,776

The ongoing increase is estimated to be approximately \$500,000 per year. The tentative successor agreement includes reopeners for wages and health and welfare benefits in fiscal years 2022-23 and 2023-24.

Tentative Successor Agreement with NAGE dated November 16, 2021

In May 2021, the district and NAGE finalized the successor agreement for the period from July 1, 2021 through June 30, 2024. The agreement includes a “me too” clause in Article 7.1B, which was triggered by the tentative agreement with CSEA. The district and NAGE met and tentatively agreed that unit members will also receive the monthly equivalent of a 4% off-schedule salary increase for the six month period from January 1, 2022 through June 30, 2022, the \$1,000 increase to the district’s maximum health and welfare contribution, as well as the Juneteenth paid holiday.

The costs of these increases in salaries and benefits will be paid from each employee’s respective funding source. The district estimates the fiscal impact of these increases in fiscal year 2021-22 by fund as follows:

General Fund (01)	\$113,741
Adult Education Fund (11)	\$ 5,724
<u>Cafeteria Fund (13)</u>	<u>\$ 75,589</u>
Total Fiscal Impact 2021-22	\$195,054

The ongoing increase is estimated to be approximately \$20,000 per year. The successor agreement also includes reopeners for wages and health and welfare benefits in fiscal years 2022-23 and 2023-24.

Modification of Mental Health Job Descriptions and Wages

The district and CSEA also met to modify the job descriptions, required licensures, and wages for the following mental health positions:

- Lead Licensed Mental Health Clinicians move from range 78 to new range 80
- Licensed Mental Health Clinicians move from range 75 to range 77
- Mental Health Caseworkers move from range 66 to range 68

The district estimates approximately \$59,000 in ongoing salary and benefit increases associated with these changes, which will be funded from a combination of the following one-time and ongoing sources: Expanded Learning Opportunities Grant, Elementary and Secondary School Emergency Relief Funds from the American Rescue Plan Act (ESSER III), Title I, and other restricted general fund sources.

Moises Aguirre, Ed.D., Superintendent

December 13, 2021

Page 3 of 3

While the district forecasts a budget surplus for the current fiscal year, deficit spending is projected in future years. The ongoing expenditure increases resulting from these agreements will increase deficit spending and necessitate further expenditure reductions in future years. We recommend the district monitor spending and reserve levels to maintain future financial integrity.

Education Code Section 42142 requires school districts to adopt necessary budget revisions within 45 days of approval of a collective bargaining agreement. Please forward the budget adjustments to our office within this timeframe.

This letter can be found on our website at: <https://www.sdcoe.net/business-services/financial-services/business-advisory-services/Pages/Correspondence.aspx>.

Sincerely,

A handwritten signature in black ink, appearing to read 'MS', followed by a horizontal line.

Michael L. Simonson
Deputy Superintendent, Chief Business Officer
San Diego County Office of Education

cc: Jenny Salkeld, Ph.D., Chief Financial Officer, Sweetwater Union High School District
Brent Watson, Executive Director, District Financial Services, SDCOE
Mark Skvarna, Ed.D., Fiscal Advisor
Retirement Reporting Unit, SDCOE