



DATE: June 3, 2020

TO: Board of Education

FROM: Dr. Robert Leri, Superintendent Chief Learning Officer

SUBJECT: AB 1200 Public Disclosure for Proposed Collective Bargaining Agreement with CSEA

PRESENTED BY: Todd Rivera, Executive Director of Business

ACTION REQUESTED

Review Public Disclosure for proposed CSEA agreement.

BACKGROUND INFORMATION

Assembly Bill (AB) 1200 requires local education agencies to publicly disclose the major provisions, including costs, of all collective bargaining agreements before entering into a written agreement. The attachment contains the Public Disclosure of Proposed Collective Bargaining Agreement with the Classified School Employees Association (CSEA). It includes details on the major compensatory and non-compensatory proposed changes to the CSEA bargaining agreement. Estimated costs and the fiscal impact of the agreement are also included for the current and two (2) subsequent fiscal years.

The proposed agreement for CSEA includes a one-time payment equivalent to one day for all classified staff. The value of this payment is approximately \$46,000. The agreement also includes some wage increases for Child Care/Development Instructional Assistants and Child Care Lead Instructional Assistants. The value of this is estimated at approximately \$13,000 and will be effective July 1, 2019. Lastly, the agreement includes an additional vacation day for all members. This results in an additional vacation day payout for CSEA employees working on school year calendar. The value of this is estimated at approximately \$26,000 and is effective July 1, 2020.

The total cost of this agreement is \$59,328 in 2019 - 2020, \$39,068 in 2020 - 2021, and \$40,079 in 2021 -2022. Prior to this agreement, the District was projecting deficit spending of \$784,837 in 2019 – 2020. In order to curtail deficit spending and bring reserve levels back to within our Board approved threshold of 10%, the District has included \$750,000 in reductions for the 2020 – 2021 fiscal year. If revenues do not exceed current projections for 2020 - 2021, the District may have to implement additional reductions. This disclosure does not include the costs of negotiations for other bargaining units or potential costs and/or savings associated with the COVID-19 pandemic.

RESOURCES REQUIRED: NA

PREPARED BY: Todd Rivera

Attachment: AB 1200 Analysis