

SAN MATEO COUNTY
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in Accordance with AB 1200 (Chapter 1213/1991), AB 2756 (Statutes of 2004), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: Ravenswood City School District

Name of Bargaining Unit:

California School Employees Association (CSEA)

Certificated, Classified, Other:

Classified

The proposed agreement covers the period beginning:

July 1, 2018

and ending:

June 30, 2020

(date)

(date)

The Governing Board will act upon this agreement at its meeting on:

9-Jul-19

(date)

(Note: This form, along with a copy of the proposed agreement, must be submitted to the county office at least ten (10) working days prior to the date the governing board will take action.)

A. Proposed Change in Compensation

Compensation		Annual Cost Prior to Proposed Agreement FY 18 - 19	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 18 - 19	Year 2 Increase/(Decrease) FY 19 - 20	Year 3 Increase/(Decrease) FY 20 - 21
1	Salary Schedule Increase (Decrease)	\$ 5,218,993	\$ 104,380	\$ 381,202	\$ -
			2.0000%	7.1609%	0.0000%
2	Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ 79,851.00	\$ 76,619
			%	%	95.9525%
3	Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ -	\$ 332,000	\$ -	\$ -
			%	#VALUE!	0.0000%
	Description of other compensation:		\$2k PER FTE	increase in stipends	none
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 1,685,734	\$ 140,951	\$ 114,738	\$ 318,433
			8.3614%	6.2812%	16.4020%
5	Health/Welfare Plans:	\$ 1,371,735	\$ -	\$ 516,980	\$ -
			0.0000%	37.6880%	0.0000%
	Description of health & welfare plans:			Increase employer contribution to 100% single psir	
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 8,276,462	\$ 577,331	\$ 1,092,771	\$ 395,052
7	Total Number of Represented Employees (Use FTEs if appropriate)	166.00			
8	Total Compensation Average Cost per Employee	49,858.20	3,477.90	6,582.96	2,379.83
			6.98%	12.34%	3.97%

9. Please provide summary of negotiated agreement. For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

2% on schedule in 2018-19 and \$2K per FTE off schedule. An additional 5.5% in 2019-20 and increase employer H&W contribution to 100% of Single Payer coverage.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No

11. Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of FTEs and health & welfare amounts.

No

12. A. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐
If yes, please describe the cap amount.

It is capped at 100% of single coverage

- B. Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

- C. Are reduction to budget or program necessary to accommodate the settlement?
Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Reductions are being made as a consequence of declining enrollment.

- D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

None

- E. Will this agreement create, increase or decrease deficit spending in the current or subsequent year(s)? "Deficit Spending" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

create deficit spending in out years

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

none

- G. Source of Funding for Proposed Agreement

1. Current Year

Unrestricted General Fund

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e. Revenue Limit COLA, staffing reductions, staffing ratio changes, one-time sources, etc.?)

COLA and staffing reductions

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Assumptions include reduction in staffing due to declining enrollment, no compensation changes for management, increase in local revenue due to rental income from charters.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 6/19/19)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 27,452,609	\$ -	\$ -	\$ 27,452,609
Remaining Revenues (8100-8799)	\$ 2,685,086	\$ -	\$ -	\$ 2,685,086
TOTAL REVENUES	\$ 30,137,695	\$ -	\$ -	\$ 30,137,695
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 9,405,209	\$ 142,888	\$ -	\$ 9,548,097
Classified Salaries (2000-2999)	\$ 3,946,757	\$ 356,333	\$ -	\$ 4,303,090
Employee Benefits (3000-3999)	\$ 5,407,034	\$ 77,523	\$ -	\$ 5,484,557
Books and Supplies (4000-4999)	\$ 741,483	\$ -	\$ -	\$ 741,483
Services, Other Operating Expenses (5000-5999)	\$ 3,655,868	\$ (200,000)	\$ -	\$ 3,455,868
Capital Outlay (6000-6599)	\$ 31,618	\$ -	\$ -	\$ 31,618
Other Outgo (7100-7299) (7400-7499)	\$ 28,632	\$ -	\$ -	\$ 28,632
Direct Support/Indirect Cost (7300-7399)	\$ (210,222)	\$ -	\$ -	\$ (210,222)
Other Adjustments				
TOTAL EXPENDITURES	\$ 23,006,379	\$ 376,744	\$ -	\$ 23,383,123
OPERATING SURPLUS (DEFICIT)	\$ 7,131,316	\$ (376,744)	\$ -	\$ 6,754,572
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ (7,066,970)	\$ -	\$ -	\$ (7,066,970)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 64,346	\$ (376,744)	\$ -	\$ (312,398)
BEGINNING BALANCE	\$ 4,979,454			\$ 4,979,454
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 5,043,800	\$ (376,744)	\$ -	\$ 4,667,056
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 5,043,800	\$ (376,744)	\$ -	\$ 4,667,056

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/19/19)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 1,584,583	\$ -	\$ -	\$ 1,584,583
Remaining Revenues (8100-8799)	\$ 10,150,317	\$ -	\$ -	\$ 10,150,317
TOTAL REVENUES	\$ 11,734,900	\$ -	\$ -	\$ 11,734,900
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 4,112,564	\$ 40,000	\$ -	\$ 4,152,564
Classified Salaries (2000-2999)	\$ 2,569,146	\$ 80,046	\$ -	\$ 2,649,192
Employee Benefits (3000-3999)	\$ 3,917,977	\$ 63,428	\$ -	\$ 3,981,405
Books and Supplies (4000-4999)	\$ 620,204	\$ -	\$ -	\$ 620,204
Services, Other Operating Expenses (5000-5999)	\$ 4,544,956	\$ -	\$ -	\$ 4,544,956
Capital Outlay (6000-6599)	\$ 36,164	\$ -	\$ -	\$ 36,164
Other Outgo (7100-7299) (7400-7499)	\$ 542,790	\$ -	\$ -	\$ 542,790
Direct Support/Indirect Cost (7300-7399)	\$ 210,222	\$ -	\$ -	\$ 210,222
Other Adjustments				
TOTAL EXPENDITURES	\$ 16,554,023	\$ 183,474	\$ -	\$ 16,737,497
OPERATING SURPLUS (DEFICIT)	\$ (4,819,123)	\$ (183,474)	\$ -	\$ (5,002,597)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 7,066,970	\$ -	\$ -	\$ 7,066,970
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 2,247,847	\$ (183,474)	\$ -	\$ 2,064,373
BEGINNING BALANCE	\$ 461,889			\$ 461,889
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 2,709,736	\$ (183,474)	\$ -	\$ 2,526,262
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 2,589,690	\$ -	\$ -	\$ 2,589,690
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 120,046	\$ (183,474)	\$ -	\$ (63,428)

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/19/19)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 29,037,192	\$ -	\$ -	\$ 29,037,192
Remaining Revenues (8100-8799)	\$ 12,835,403	\$ -	\$ -	\$ 12,835,403
TOTAL REVENUES	\$ 41,872,595	\$ -	\$ -	\$ 41,872,595
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 13,517,773	\$ 182,888	\$ -	\$ 13,700,661
Classified Salaries (2000-2999)	\$ 6,515,903	\$ 436,379	\$ -	\$ 6,952,282
Employee Benefits (3000-3999)	\$ 9,325,011	\$ 140,951	\$ -	\$ 9,465,962
Books and Supplies (4000-4999)	\$ 1,361,687	\$ -	\$ -	\$ 1,361,687
Services, Other Operating Expenses (5000-5999)	\$ 8,200,824	\$ (200,000)	\$ -	\$ 8,000,824
Capital Outlay (6000-6599)	\$ 67,782	\$ -	\$ -	\$ 67,782
Other Outgo (7100-7299) (7400-7499)	\$ 571,422	\$ -	\$ -	\$ 571,422
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 39,560,402	\$ 560,218	\$ -	\$ 40,120,620
OPERATING SURPLUS (DEFICIT)	\$ 2,312,193	\$ (560,218)	\$ -	\$ 1,751,975
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 2,312,193	\$ (560,218)	\$ -	\$ 1,751,975
BEGINNING BALANCE	\$ 5,441,343			\$ 5,441,343
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 7,753,536	\$ (560,218)	\$ -	\$ 7,193,318
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 2,589,690	\$ -	\$ -	\$ 2,589,690
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 5,163,846	\$ (560,218)	\$ -	\$ 4,603,628

* If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase (Decrease) in Section A, Line 6, Page 1, explain the variance below: _____

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT FISCAL YEARS**Multiyear Projection - Combined General Fund**Enter Bargaining Unit: CSEA

	FY 2018 - 2019	FY 2019 - 2020	FY 2020 - 2021
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 29,037,192	\$ 26,009,473	\$ 23,820,053
Remaining Revenues (8100-8799)	\$ 12,835,403	\$ 13,890,488	\$ 13,050,915
TOTAL REVENUES	\$ 41,872,595	\$ 39,899,961	\$ 36,870,968
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 13,700,661	\$ 12,392,976	\$ 12,197,877
Classified Salaries (2000-2999)	\$ 6,952,282	\$ 7,100,134	\$ 7,190,834
Employee Benefits (3000-3999)	\$ 9,465,962	\$ 10,420,052	\$ 8,479,706
Books and Supplies (4000-4999)	\$ 1,361,687	\$ 1,362,142	\$ 1,200,000
Services, Other Operating Expenses (5000-5999)	\$ 8,000,824	\$ 7,700,127	\$ 7,500,000
Capital Outlay (6000-6999)	\$ 67,782	\$ 100,000	\$ 32,000
Other Outgo (7100-7299) (7400-7499)	\$ 571,422	\$ 39,886	\$ 780,000
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ (118,000)	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 40,120,620	\$ 38,997,317	\$ 37,380,417
OPERATING SURPLUS (DEFICIT)	\$ 1,751,975	\$ 902,644	\$ (509,449)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 58,000	\$ 155,000	\$ 160,000
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,751,975	\$ 747,644	\$ (669,449)
BEGINNING BALANCE	\$ 5,441,343	\$ 7,193,318	\$ 7,940,962
CURRENT-YEAR ENDING BALANCE	\$ 7,193,318	\$ 7,940,962	\$ 7,271,513
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ -	\$ 1,957,616	\$ -
Committed (9750-9769)	\$ 2,589,690	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 4,603,628	\$ 5,983,346	\$ 7,271,513

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**1. State Reserve Standard**

		FY 2018 - 2019	FY 2019 - 2020	FY 2020 - 2021
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 40,062,620	\$ 38,842,317	\$ 37,220,417
b.	State Standard Minimum Reserve Percentage for this District: (enter percentage) :	3.00%	3.00%	3.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. OR \$50,000	\$ 1,201,879	\$ 1,165,270	\$ 1,116,613

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 4,603,628	\$ 5,983,346	\$ 7,271,513
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ -	\$ -	\$ -
c.	Total Available Reserves	\$ 4,603,628	\$ 5,983,346	\$ 7,271,513
d.	Reserve for Economic Uncertainties Percentage	11.49%	15.40%	19.54%

3. Do unrestricted reserves meet the state minimum reserve amount?

FY 2018 - 2019

Yes

☒

No

☐

FY 2019 - 2020

Yes

☒

No

☐

FY 2020 - 2021

Yes

☒

No

☐**4. If no, how do you plan to restore your reserves? Provide comments/explanations below:**

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

(The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.)

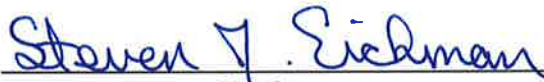
In accordance with the requirements of Government Code Section 3547.5, the Superintendent and the Chief Business Official of Ravenswood City School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees Association - CSEA (Bargaining Unit), during the term of the agreement from July 1, 2018 to June 30, 2020.



District Superintendent
 (Signature Over Printed Name)



Date



Chief Business Official
 (Signature Over Printed Name)



Date

L. CERTIFICATION NO. 2

(The disclosure document must be signed by the district Superintendent or designee and 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 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.

District Superintendent
 (Signature Over Printed Name)

Date

Contact Person

Phone

President or Clerk of the Governing Board
 (Signature Over Printed Name)

Date