

**Orange County Department of Education  
District Fiscal Services**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

**School District - Bargaining Unit:** Irvine Unified School District - Irvine Supervisory Association

**Certificated, Classified, Other:** Classified

The proposed agreement covers the period beginning: July 1, 2014 (date) and ending: June 30, 2015 (date)

The Governing Board will act upon this agreement on: February 3, 2015 (date)

**A. Proposed Change in Compensation**

Compensation		Annual Cost Prior to Proposed Agreement  FY	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1	Salary Schedule Increase (Decrease)		\$ 69,129		\$ -
			4.80%	0.00%	0.00%
2	Step and Column Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
3	Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.)	\$ -	\$ 21,603	\$ (21,603)	\$ -
	Description of other compensation		1.50%	-1.50%	0.00%
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.		\$ 20,389	\$ (4,855)	\$ -
			6.30%	-1.50%	0.00%
5	Health/Welfare Plans			\$ -	\$ -
			0.00%	0.00%	0.00%
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ -	\$ 111,121.00	\$ (26,458.00)	\$ -
7	Total Number of Represented Employees (Use FTEs if appropriate)	27.00	0	0	0
8	Total Compensation <u>Average</u> Cost per Employee	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%

9. What was the negotiated percentage increase approved? 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"?

Effective 7/1/14, the salary schedule will be increased by 4.8%. In addition, there will be a one-time 1.5% off-schedule payment, based on the 2014-15 salary schedule.

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

No

11. Please include comments and explanations as necessary.

N/A

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐

If yes, please describe the cap amount.

The District's contribution for health and welfare for the 2014-15 school year will be \$10,143 (no increase over prior year). In addition, the District will make a one-time contribution of \$200,000 (for all groups) to the reserve fund of the Benefits Management Board for the 2014-15 school year.

- B. Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

The District will permanently buy back up to 2 vacation days effective 2015-16 for employees with more than 3 years of service. Additionally, the District will buy back up to 2 vacation days on a one-time basis in 2015-16 for employees with more than 3 years of service.

- C. What are the specific impacts on instructional and support programs 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.)

N/A

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

N/A

- E. Will this agreement create, increase or decrease deficit financing in the current or subsequent year(s)?**  
"Deficit Financing" 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.

The agreement will result in planned deficit spending through 2015-16. Beginning in 2016-17 no further deficit spending is projected.

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

N/A

**G. Source of Funding for Proposed Agreement**

**1. Current Year**

Increase in revenues due to LCFF for the on-going expenditures. The District will utilize reserves for the one-time expenditures.

- 2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?**

Increase in revenues due to LCFF for the on-going expenditures. The District will utilize reserves for the one-time expenditures.

- 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.)**

N/A



## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

### Unrestricted General Fund

Enter Bargaining Unit: Irvine Supervisory Association

	Column 1 Latest Board- Approved Budget Before Settlement (As of 10/31/14 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ 200,817,576	\$ -	\$ 1,013,737	\$ 201,831,313
Remaining Revenues (8100-8799)	\$ 12,797,583	\$ -	\$ 2,540,198	\$ 15,337,781
<b>TOTAL REVENUES</b>	\$ 213,615,159	\$ -	\$ 3,553,935	\$ 217,169,094
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 105,344,141	\$ -	\$ 5,696,736	\$ 111,040,877
Classified Salaries (2000-2999)	\$ 27,329,015	\$ 66,302	\$ 845,060	\$ 28,240,377
Employee Benefits (3000-3999)	\$ 38,319,844	\$ 14,899	\$ 630,285	\$ 38,965,028
Books and Supplies (4000-4999)	\$ 10,315,727	\$ -	\$ (395,533)	\$ 9,920,194
Services, Other Operating Expenses (5000-5999)	\$ 13,048,782	\$ -	\$ 399,249	\$ 13,448,031
Capital Outlay (6000-6599)	\$ 169,839	\$ -	\$ 42,323	\$ 212,162
Other Outgo (7100-7299) (7400-7499)	\$ 1,918,049	\$ -	\$ 5,172	\$ 1,923,221
Direct Support/Indirect Cost (7300-7399)	\$ (2,024,036)	\$ -	\$ (78,452)	\$ (2,102,488)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 194,421,361	\$ 81,201	\$ 7,144,840	\$ 201,647,402
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 19,193,798	\$ (81,201)	\$ (3,590,905)	\$ 15,521,692
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 167,498	\$ -	\$ -	\$ 167,498
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 5,183,420	\$ -	\$ 266,000	\$ 5,449,420
<b>CONTRIBUTIONS (8980-8999)</b>	\$ (28,542,818)	\$ -	\$ (4,038,377)	\$ (32,581,195)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (14,364,942)	\$ (81,201)	\$ (7,895,282)	\$ (22,341,425)
<b>BEGINNING BALANCE</b>	\$ 45,702,340			\$ 45,702,340
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 31,337,398	\$ 31,256,197	\$ 23,360,915	\$ 23,360,915
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ 400,000	\$ -	\$ -	\$ 400,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 25,365,398	\$ -	\$ (8,341,483)	\$ 17,023,915
Reserve for Economic Uncertainties (9789)	\$ 5,572,000	\$ -	\$ 240,000	\$ 5,812,000
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

### Restricted General Fund

Enter Bargaining Unit: Irvine Supervisory Association

	Column 1 Latest Board- Approved Budget Before Settlement (As of 10/31/14 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 37,693,904	\$ -	\$ 414,695	\$ 38,108,599
<b>TOTAL REVENUES</b>	\$ 37,693,904	\$ -	\$ 414,695	\$ 38,108,599
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 24,076,852	\$ -	\$ 1,212,627	\$ 25,289,479
Classified Salaries (2000-2999)	\$ 16,502,328	\$ 24,429	\$ 1,042,345	\$ 17,569,102
Employee Benefits (3000-3999)	\$ 10,807,879	\$ 5,490	\$ 332,908	\$ 11,146,277
Books and Supplies (4000-4999)	\$ 14,399,127	\$ -	\$ 1,585,246	\$ 15,984,373
Services, Other Operating Expenses (5000-5999)	\$ 8,458,784	\$ -	\$ 168,359	\$ 8,627,143
Capital Outlay (6000-6599)	\$ 988,553	\$ -	\$ 4,819	\$ 993,372
Other Outgo (7100-7299) (7400-7499)	\$ 2,041,995	\$ -	\$ -	\$ 2,041,995
Direct Support/Indirect Cost (7300-7399)	\$ 1,772,407	\$ -	\$ 76,849	\$ 1,849,256
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 79,047,925	\$ 29,919	\$ 4,423,153	\$ 83,500,997
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (41,354,021)	\$ (29,919)	\$ (4,008,458)	\$ (45,392,398)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 28,542,817	\$ -	\$ 4,038,377	\$ 32,581,194
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (12,811,204)	\$ (29,919)	\$ 29,919	\$ (12,811,204)
<b>BEGINNING BALANCE</b>	\$ 12,811,204			\$ 12,811,204
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ -	\$ (29,919)	\$ -	\$ -
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.



## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

### Combined General Fund

Enter Bargaining Unit: Irvine Supervisory Association

	Column 1 Latest Board- Approved Budget Before Settlement (As of 10/31/14 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ 200,817,576	\$ -	\$ 1,013,737	\$ 201,831,313
Remaining Revenues (8100-8799)	\$ 50,491,487	\$ -	\$ 2,954,893	\$ 53,446,380
<b>TOTAL REVENUES</b>	\$ 251,309,063	\$ -	\$ 3,968,630	\$ 255,277,693
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 129,420,993	\$ -	\$ 6,909,363	\$ 136,330,356
Classified Salaries (2000-2999)	\$ 43,831,343	\$ 90,731	\$ 1,887,405	\$ 45,809,479
Employee Benefits (3000-3999)	\$ 49,127,723	\$ 20,389	\$ 963,193	\$ 50,111,305
Books and Supplies (4000-4999)	\$ 24,714,854	\$ -	\$ 1,189,713	\$ 25,904,567
Services, Other Operating Expenses (5000-5999)	\$ 21,507,566	\$ -	\$ 567,608	\$ 22,075,174
Capital Outlay (6000-6599)	\$ 1,158,392	\$ -	\$ 47,142	\$ 1,205,534
Other Outgo (7100-7299) (7400-7499)	\$ 3,960,044	\$ -	\$ 5,172	\$ 3,965,216
Direct Support/Indirect Cost (7300-7399)	\$ (251,629)	\$ -	\$ (1,603)	\$ (253,232)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 273,469,286	\$ 111,120	\$ 11,567,993	\$ 285,148,399
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (22,160,223)	\$ (111,120)	\$ (7,599,363)	\$ (29,870,706)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 167,498	\$ -	\$ -	\$ 167,498
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 5,183,420	\$ -	\$ 266,000	\$ 5,449,420
CONTRIBUTIONS (8980-8999)	\$ (1)	\$ -	\$ -	\$ (1)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (27,176,146)	\$ (111,120)	\$ (7,865,363)	\$ (35,152,629)
<b>BEGINNING BALANCE</b>	\$ 58,513,544			\$ 58,513,544
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 31,337,398	\$ 31,226,278	\$ 23,360,915	\$ 23,360,915
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ 400,000	\$ -	\$ -	\$ 400,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 25,365,398	\$ -	\$ (8,341,483)	\$ 17,023,915
Reserve for Economic Uncertainties (9789)	\$ 5,572,000	\$ -	\$ 240,000	\$ 5,812,000
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

**I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Combined General Fund**Enter Bargaining Unit: **Irvine Supervisory Association**

	2014-15	2015-16	2016-17
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Local Control Funding Formula Sources (8010-8099)	\$ 201,831,313	\$ 224,917,372	\$ 247,161,677
Remaining Revenues (8100-8799)	\$ 53,446,380	\$ 52,124,310	\$ 48,603,059
<b>TOTAL REVENUES</b>	\$ 255,277,693	\$ 277,041,682	\$ 295,764,736
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 136,330,356	\$ 136,196,189	\$ 139,415,077
Classified Salaries (2000-2999)	\$ 45,809,479	\$ 45,796,832	\$ 46,324,353
Employee Benefits (3000-3999)	\$ 50,111,305	\$ 53,230,238	\$ 58,263,644
Books and Supplies (4000-4999)	\$ 25,904,567	\$ 13,997,302	\$ 14,220,324
Services, Other Operating Expenses (5000-5999)	\$ 22,075,174	\$ 20,944,733	\$ 22,216,676
Capital Outlay (6000-6999)	\$ 1,205,534	\$ 772,600	\$ 778,477
Other Outgo (7100-7299) (7400-7499)	\$ 3,965,216	\$ 3,965,216	\$ 3,965,216
Direct Support/Indirect Cost (7300-7399)	\$ (253,232)	\$ (253,232)	\$ (253,232)
Other Adjustments		\$	\$
<b>TOTAL EXPENDITURES</b>	\$ 285,148,399	\$ 274,649,878	\$ 284,930,535
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (29,870,706)	\$ 2,391,804	\$ 10,834,201
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 167,498	\$ 167,498	\$ 167,498
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 5,449,420	\$ 2,633,420	\$ 2,633,420
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (35,152,629)	\$ (74,118)	\$ 8,368,279
<b>BEGINNING BALANCE</b>	\$ 58,513,544	\$ 23,360,915	\$ 23,286,797
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 23,360,915	\$ 23,286,797	\$ 31,655,076
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable Reserves (9711-9719)	\$ 400,000	\$ 525,000	\$ 525,000
Restricted Reserves (9740)	\$ -	\$ 1,583,958	\$ 3,399,700
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 17,023,915	\$ 15,617,839	\$ 21,975,375
Reserve for Economic Uncertainties (9789)	\$ 5,812,000	\$ 5,560,000	\$ 5,755,000
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -



**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

## 1. State Reserve Standard

		2014-15	2015-16	2016-17
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 290,597,819	\$ 277,283,298	\$ 287,563,955
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	0.00%	0.00%	0.00%
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	\$ -	\$ -	\$ -

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 5,812,000	\$ 5,560,000	\$ 5,755,000
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	\$	\$	\$
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$	\$	\$
g.	Total Available Reserves	\$ 5,812,000	\$ 5,560,000	\$ 5,755,000
h.	Reserve for Economic Uncertainties Percentage	2.00%	2.01%	2.00%

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

2014-15

Yes

☒

No

☐

2015-16

Yes

☒

No

☐

2016-17

Yes

☒

No

☐

## 4. If no, how do you plan to restore your reserves?



5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanations of Page 4 as necessary:

Budget adjustments were incorporated with the 1st Interim Budget adjustments.

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

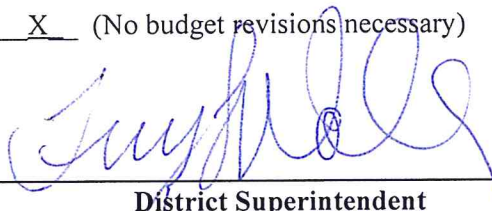
The disclosure document must be signed by the District Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the Irvine Unified School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Irvine Supervisory Association Bargaining Unit, during the term of the agreement from July 1, 2014 to June 30, 2015.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

<b>Budget Adjustment Categories:</b>	<b>Budget Adjustment Increase (Decrease)</b>
Revenues/Other Financing Sources	
Expenditures/Other Financing Uses	-
Ending Balance Increase (Decrease)	-

N/A X (No budget revisions necessary)

  
\_\_\_\_\_  
District Superintendent  
(Signature)

1/9/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chief Business Officer  
(Signature)

1/9/15  
\_\_\_\_\_  
Date



**L. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure 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 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.

\_\_\_\_\_  
**District Superintendent (or Designee)**  
(Signature)

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**President or Clerk of Governing Board**  
(Signature)

\_\_\_\_\_  
**Date**

Susana Lopez, Director, Fiscal Services

\_\_\_\_\_  
**Contact Person**

949-936-5023

\_\_\_\_\_  
**Phone**