

# SACRAMENTO COUNTY OFFICE OF EDUCATION

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: **GALT JOINT UNION HIGH SCHOOL DISTRICT**

Name of Bargaining Unit: **GFCCE CLASSIFIED AND NON REPRESENTED EMPLOYEES**

Certificated, Classified, Other: **GFCCE CLASSIFIED, CONFIDENTIAL, AND MANAGEMENT**

The proposed agreement covers the period beginning: **7/1/2021** and ending: **6/30/2022**  
(date) (date)

The Governing Board will act upon the agreement on: **11/4/21**  
(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	Fiscal Impact of Proposed Agreement		
			Year 1	Year 2	Year 3
		Cost Prior to	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		Proposed Agreement			
		FY 2021-22	FY 2021-22	FY 2022-23	FY 2023-24
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$4,617,183.00	\$151,329.00	\$0.00	\$0.00
			3.28%	0.00%	0.00%
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$209,347.00	\$45,778.00	-\$41,778.00	\$0.00
			21.87%	-16.38%	0.00%
	Description of other compensation		One-time Payment, 5 yr Longevity Stipend		
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$1,313,701.00	\$51,438.00	-\$7,165.00	\$0.00
			3.92%	-0.52%	0.00%
4	Health/Welfare Plans	\$222,045.00	\$23,760.00	\$0.00	\$0.00
5	Total Compensation - Add Items 1 through 4 to equal 5	\$6,362,276.00	\$272,305.00	-\$48,943.00	\$0.00
			4.28%	-0.74%	0.00%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$0.00	\$0.00	\$0.00	\$0.00
7	Total Number of Represented Employees (Use FTEs if appropriate)	72.875	72.875	72.875	72.875
8	Total Compensation <u>Average</u> Cost per Employee	\$87,303.96	3,736.60	-671.60	0.00
			4.28%	-0.74%	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"?**

GFCCE Classified and Confidential Staff received an increase of \$0.83 per hour for all job classifications. Certificated and Classified Management received an increase of 3% on the salary schedule. GFCCE Classified, Confidential, Certificated and Classified Management received an increase of \$66 per month on all tiers of the Health Benefit Cap. Those employees who do not take the District health benefits will receive a one-time payment of \$792. A \$500 longevity stipend will be created for staff with 5 years of service in the District

**10 . Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)**

N/A

**11 . Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)**

**12 . Does this bargaining unit have a negotiated cap for Health & Welfare**      Yes     No   

**If yes, please describe the cap amount.**

Federation Certificated, Federation Classified, Confidential, Management

\$335 Employee Only (Current)	\$660 Employee + 1 (Current)	\$875 Employee +2 or more (Current)
\$401 Employee Only (Proposed)	\$726 Employee + 1 (Proposed)	\$941 Employee + 2 or more (Proposed)

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

N/A

**C. What are the specific impacts (positive or negative) on instructional and support programs 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.)**

The creation of the longevity stipend and the increase in salary and the health benefit cap will help to attract and retain high quality staff for the associated positions.

**D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**

There will be no reopeners for the duration of this contract which expires June 30, 2022

**E. Will this agreement create, 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 revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.**

In the current and first subsequent year the the District will still have a surplus. In 2023-24 the District's projected deficit is estimated to increase slightly but the District will continue to maintain an ending fund balance well over the minimum 3%.

**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**

**1. Current Year**

- Fund 01 - General Fund
- Fund 11- Adult Education
- Fund 13 - Food Services

**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)?**

The ongoing costs of the proposed agreement will be funded with LCFF funds in the subsequent years, as well as the small amounts that will continue to be funded from Adult Education and Food Services.

**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