

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: **Ravenswood Teachers Association**

Certificated, Classified, Other: **Certificated**

The proposed agreement covers the period beginning: **September 1, 2021** and ending: **July 1, 2022**
(date) (date)

The Governing Board will act upon this agreement at its meeting on: **12/9/2021**
(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 _21_ - _22_	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY _21_ - _22_	Year 2 Increase/(Decrease) FY _22_ - _23_	Year 3 Increase/(Decrease) FY _23_ - _24_
1	Salary Schedule One time 10% increase	\$ 9,391,604	\$ 923,946	\$ -	\$ -
			9.8380%	0.0000%	0.0000%
2	Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement Everyoe moves up 3 steps at the end of this year	\$ 9,391,604	\$ -	\$ 867,746	\$ -
			0.0000%	9.2396%	0.0000%
3	Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ -	\$ 15,000	\$ -	\$ -
			%	0.0006%	0.0000%
	Description of other compensation:		Small stimend increase for coaches		
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 3,408,213	\$ 335,300	\$ 314,905	\$ -
			9.8380%	8.4120%	0.0000%
5	Health/Welfare Plans: We are providing vision to the members	\$ 1,304,319	\$ 14,448	\$ -	\$ -
			1.1077%	0.0000%	0.0000%
	Description of health & welfare plans:				
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 23,495,740	\$ 1,288,694	\$ 1,182,651	\$ -
7	Total Number of Represented Employees (Use FTEs if appropriate)	129.00			
8	Total Compensation <u>Average</u> Cost per Employee	\$ 182,137.52	\$ 192,127.40	\$ 201,295.23	0
			105.48%	53.78%	0.00%

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"?

- We are providing a retroactive 10% increase for this year (21-22) for all RTA members
- We do not have COLAs built into future years

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

- We changed the structure of our salary schedule. We now have 100 steps and no lanes -- but teachers can move up to five lanes based on their evaluation

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.

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

- We did not negotiate any changes here - just the type and frequency of evaluations, and the salary schedule

Does the negotiated changes in non-compensation items impact the TK-3rd grade average class size requirements for Grade Span Adjustment (GSA)

Yes ☐ No ☒

If yes, please describe the affects and if there's an alternative agreement for the TK-3rd grade average class size in the contract.

- 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.)

- No, this increase is entirely funded through our outside foundation

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

- Both parties have the ability to open up one additional item in each of the next two years

- 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.

There will be no effect on the district's bottom line - the increase in expenditure is offset by the increase in revenue

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

NA

- G. Source of Funding for Proposed Agreement

1. Current Year

The Ravenswood Education Foundation (REF) will cover the full cost of this contract for the next five years

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

NA

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.)

For the next five years this will be covered by REF. Beyond that, the district is hoping that the leases of two properties will come on-line and offset the costs. It is also possible that other structural changes (e.g. COLA, basic aid, etc.) will offset these costs at that future time.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: Ravenswood Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of __/__/21 __)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 22,668,385	\$ -	\$ -	\$ 22,668,385
Remaining Revenues (8100-8799)	\$ 4,010,649	\$ -	\$ -	\$ 4,010,649
TOTAL REVENUES	\$ 26,679,034	\$ -	\$ -	\$ 26,679,034
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 6,212,932	\$ -	\$ -	\$ 6,212,932
Classified Salaries (2000-2999)	\$ 3,024,451	\$ -	\$ -	\$ 3,024,451
Employee Benefits (3000-3999)	\$ 3,811,312	\$ -	\$ -	\$ 3,811,312
Books and Supplies (4000-4999)	\$ 537,235	\$ -	\$ -	\$ 537,235
Services, Other Operating Expenses (5000-5999)	\$ 3,870,925	\$ -	\$ -	\$ 3,870,925
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (90,278)	\$ -	\$ -	\$ (90,278)
Other Adjustments				
TOTAL EXPENDITURES	\$ 17,366,577	\$ -	\$ -	\$ 17,366,577
OPERATING SURPLUS (DEFICIT)	\$ 9,312,457	\$ -	\$ -	\$ 9,312,457
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ (7,586,819)	\$ -	\$ -	\$ (7,586,819)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,725,638	\$ -	\$ -	\$ 1,725,638
BEGINNING BALANCE	\$ 4,427,145			\$ 4,427,145
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 6,152,783	\$ -	\$ -	\$ 6,152,783
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 10,000	\$ -	\$ -	\$ 10,000
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 4,869,469	\$ -	\$ -	\$ 4,869,469
Unassigned (9789-9790)	\$ 1,273,314	\$ -	\$ -	\$ 6,142,783

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**Enter Bargaining Unit: Ravenswood Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of __/1/21 __)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 1,473,709	\$ -	\$ -	\$ 1,473,709
Remaining Revenues (8100-8799)	\$ 19,535,756	\$ 1,288,694	\$ -	\$ 20,824,450
TOTAL REVENUES	\$ 21,009,465	\$ 1,288,694	\$ -	\$ 22,298,159
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 6,010,786	\$ 938,946	\$ -	\$ 6,949,732
Classified Salaries (2000-2999)	\$ 2,373,880	\$ -	\$ -	\$ 2,373,880
Employee Benefits (3000-3999)	\$ 4,680,557	\$ 349,748	\$ -	\$ 5,030,305
Books and Supplies (4000-4999)	\$ 2,778,817	\$ -	\$ -	\$ 2,778,817
Services, Other Operating Expenses (5000-5999)	\$ 8,382,716	\$ -	\$ -	\$ 8,382,716
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 760,209	\$ -	\$ -	\$ 760,209
Direct Support/Indirect Cost (7300-7399)	\$ 90,278	\$ -	\$ -	\$ 90,278
Other Adjustments				
TOTAL EXPENDITURES	\$ 25,077,243	\$ 1,288,694	\$ -	\$ 26,365,937
OPERATING SURPLUS (DEFICIT)	\$ (4,067,778)	\$ -	\$ -	\$ (4,067,778)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 7,586,819	\$ -	\$ -	\$ 7,586,819
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 3,519,041	\$ -	\$ -	\$ 3,519,041
BEGINNING BALANCE	\$ 4,803,331			\$ 4,803,331
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 8,322,372	\$ -	\$ -	\$ 8,322,372
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 8,322,372	\$ -	\$ -	\$ 8,322,372
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ (0)	\$ -	\$ -	\$ (0)

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

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of <u>7/1/21</u>)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 24,142,094	\$ -	\$ -	\$ 24,142,094
Remaining Revenues (8100-8799)	\$ 23,546,405	\$ 1,288,694	\$ -	\$ 24,835,099
TOTAL REVENUES	\$ 47,688,499	\$ 1,288,694	\$ -	\$ 48,977,193
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 12,223,718	\$ 938,946	\$ -	\$ 13,162,664
Classified Salaries (2000-2999)	\$ 5,398,331	\$ -	\$ -	\$ 5,398,331
Employee Benefits (3000-3999)	\$ 8,491,869	\$ 349,748	\$ -	\$ 8,841,617
Books and Supplies (4000-4999)	\$ 3,316,052	\$ -	\$ -	\$ 3,316,052
Services, Other Operating Expenses (5000-5999)	\$ 12,253,641	\$ -	\$ -	\$ 12,253,641
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 760,209	\$ -	\$ -	\$ 760,209
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 42,443,820	\$ 1,288,694	\$ -	\$ 43,732,514
OPERATING SURPLUS (DEFICIT)	\$ 5,244,679	\$ -	\$ -	\$ 5,244,679
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 5,244,679	\$ *	\$ -	\$ 5,244,679
BEGINNING BALANCE	\$ 9,230,476			\$ 9,230,476
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 14,475,155	\$ -	\$ -	\$ 14,475,155
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 10,000	\$ -	\$ -	\$ 10,000
Restricted (9730-9749)	\$ 8,322,372	\$ -	\$ -	\$ 8,322,372
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 4,869,469	\$ -	\$ -	\$ 4,869,469
Unassigned (9789-9790)	\$ 1,273,314	\$ -	\$ -	\$ 6,142,783

* 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: Ravenswood Teachers Association

	FY <u>21</u> - <u>22</u>	FY <u>22</u> - <u>23</u>	FY <u>23</u> - <u>24</u>
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 24,142,094	\$ 20,681,673	\$ 20,524,118
Remaining Revenues (8100-8799)	\$ 24,835,099	\$ 21,817,106	\$ 21,682,918
TOTAL REVENUES	\$ 48,977,193	\$ 42,498,779	\$ 42,207,036
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 13,162,664	\$ 14,465,896	\$ 14,934,402
Classified Salaries (2000-2999)	\$ 5,398,331	\$ 5,605,165	\$ 5,820,271
Employee Benefits (3000-3999)	\$ 8,841,617	\$ 9,181,292	\$ 9,446,238
Books and Supplies (4000-4999)	\$ 3,316,052	\$ 2,612,173	\$ 2,414,877
Services, Other Operating Expenses (5000-5999)	\$ 12,253,641	\$ 10,315,812	\$ 10,023,851
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 760,209	\$ 760,209	\$ 760,209
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 43,732,514	\$ 42,940,547	\$ 43,399,848
OPERATING SURPLUS (DEFICIT)	\$ 5,244,679	\$ (441,768)	\$ (1,192,812)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 5,244,679	\$ (441,768)	\$ (1,192,812)
BEGINNING BALANCE	\$ 9,230,476	\$ 14,475,155	\$ 14,033,387
CURRENT-YEAR ENDING BALANCE	\$ 14,475,155	\$ 14,033,387	\$ 12,840,575
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)	\$ 10,000	\$ -	\$ -
Restricted (9730-9749)	\$ -	\$ 2,147,027	\$ -
Committed (9750-9769)	\$ 8,322,372	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 6,142,783	\$ 11,886,359	\$ 12,840,575

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		FY __21__ - __22__	FY __22__ - 23	FY __23__ - 24
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 43,732,514	\$ 42,940,547	\$ 43,399,848
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	\$ 1,311,975	\$ 1,288,216	\$ 1,301,995

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 6,142,783	\$ 11,886,359	\$ 12,840,575
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ -	\$ -	\$ -
c.	Total Available Reserves	\$ 6,142,783	\$ 11,886,359	\$ 12,840,575
d.	Reserve for Economic Uncertainties Percentage	14.05%	27.68%	29.59%

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

FY __21__ - __22__

Yes

☒

No

☐

FY __22__ - __23__

Yes

☒

No

☐

FY __23__ - __24__

Yes

☒

No

☐

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

NA

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 Officer 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 Ravenswood City School District (Bargaining Unit), during the term of the agreement from _____ to _____.

District Superintendent
(Signature Over Printed Name)

Date

Chief Business Officer
(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