



February 19, 2022

Chris Arend, President, Board of Trustees
Paso Robles Joint Unified School District
9610 Nacimiento Lake Drive
Paso Robles, CA 93446

Curt Dubost, Ed.D., Superintendent
Paso Robles Joint Unified School district
PO Box 7010
Paso Robles, CA 93446

RE: PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT AND THE PASO ROBLES PUBLIC EDUCATORS AND THE PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), CHAPTER #254

Dear President Arend and Superintendent Dubost:

Pursuant to Government Code Section 3547.5 (AB 1200, Statutes of 1991, Chapter 1213 and AB 2756), local educational agencies are required to disclose publicly the major provisions of all collective bargaining agreements before entering into a final written agreement. Consistent with the fiscal oversight responsibilities of the County Superintendent of Schools, I am submitting my comments to the Board of Trustees on the proposed agreements.

After reviewing the Public Disclosures submitted regarding the tentative agreements between the Paso Robles Joint Unified School District (District) and Paso Robles Public Educators (PRPE), and between the District and California School Employees Association (CSEA), Chapter #254 for financial impacts, this office finds:

Based on the data and Multi Year Projection (MYP) submitted with the AB1200 review documents, we agree that the terms of these agreements *would* allow the district to meet its financial obligations in the current and subsequent two (2) fiscal years.

The expense associated with these agreements were disclosed to this office prior to the February 22, 2022 district Board of Trustees meeting to consider ratification.

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The terms of the agreement between the District and PRPE and between the District and CSEA include the following:

Salary:

- Effective retroactively to July 1, 2021, the 2021-22 Certificated Salary Schedule will be increased by 4.00%.
- Effective retroactively to July 1, 2021, the 2021-22 Classified Salary Schedule will be increased by 4.00%.
- All active CSEA and PRPE unit members as of July 1, 2021 will receive a \$1,000 (scaled to FTE and days of active status) off-salary schedule remuneration.
- Effective July 1, 2022, the Certificated Speech Therapist and Nurse Salary Schedule (Schedule #10) shall be amended to include a Column G.
- The Certificated Extra Assignment Pay Schedule shall be modified to allow 10 middle school club advisor stipends, an addition of a middle school dance advisor stipend of \$1,000, and an English Learner (EL) Coordinator Stipend of \$1,500 plus one dollar per EL student per site.

Health Benefits:

- Effective April 30, 2022, the District shall increase the annual health care benefit contribution by \$514 from \$11,183 to \$11,697.

Minimum Reserves for Economic Uncertainties Maintained – The cost of these new agreements is \$3,330,747 for the first year of the agreement and will increase by step and column in subsequent years. The agreement is funded by LCFF restricted and unrestricted revenue and by projected increases to out-year Cost of Living Allowance (COLA) increases. My office and the District have communicated with the District's auditor and was assured that there are no anticipated audit findings related ongoing revenue in the pending Fiscal Year (FY) 2020-21 district audit.

Although the District's ending fund balance can absorb the fiscal impact of these agreements, the ending fund balance decreases over the next three years as well as the District's deficit spending continues. Additionally, the District's MYP submitted with the AB1200 review documents utilizes flat out-year ADA, yet the District experiences a 100-125 student ADA reduction each year. ADA accounting is important as it directly affect district revenue. Please monitor the ending fund balance, the amount of deficit spending, and scale down expenditures proportionate to ADA declines as these are all levers for creating fiscal distress.

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Please convey my thanks to all parties involved in this agreement who understand the fiscal challenges this district faces, and to the district staff for providing background documents required by AB1200.

Please feel free to call my office as questions arise.

Sincerely,

A handwritten signature in blue ink that reads "James J. Brescia". The signature is written in a cursive style with a small dot at the end of the last name.

James J. Brescia, Ed.D.

County Superintendent of Schools

C: Brad Pawlowski, Chief Financial Officer, Paso Robles Joint Unified SD
Audrey Brouillard, Fiscal Director, Paso Robles Joint Unified SD
Sheldon K. Smith, Ed.D., Assistant Superintendent Fiscal Services, San Luis Obispo County Office of Education
Sonia Stuart, Fiscal Specialist II, San Luis Obispo County Office of Education