

**Alpine County Unified School District  
Business and Administrative Services**

**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:	Alpine County Unified School District
Name of Bargaining Unit:	Unrepresented Classified
Certificated, Classified, Other:	Classified Confidential, Management and Senior Management

The proposed agreement covers the period beginning:	July 1, 2018 (date)	and ending:	June 30, 2021 (date)
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The Governing Board will act upon this agreement on:	March 12, 2019 (date)
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**A. Proposed Change in Compensation**

#	Compensation	Annual Cost Prior to Proposed Agreement: FY 2018-19	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2018-19	Year 2 Increase/(Decrease) FY 2019-20	Year 3 Increase/(Decrease) FY 2020-21
1	<b>Salary Schedule</b> Increase (Decrease)	\$ 303,302 \$ -	\$ 9,099	\$ - \$ 9,584	\$ - \$ 9,901
			3.00%	3.07%	3.07%
2	<b>Step and Column - Increase</b> (Decrease) Due to movement plus any changes due to settlement	\$ - \$ -			\$ -
			0.00%	0.00%	0.00%
3	<b>Other Compensation - Increase</b> (Decrease)(Stipends, Bonuses, Longevity, Overtime, etc.)	\$ -		\$ 3,000	\$ -
	<b>Description of other compensation - overtime &amp; vacation pay-outs</b>				
4	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.</b>	\$ 80,964	\$ 2,406	\$ 2,534	\$ 2,618
			2.97%	3.13%	2.94%
5	<b>Health/Welfare Plans</b>	\$ 55,353	\$ 1,661	\$ 4,053	\$ 1,807
			3.00%	7.11%	2.96%
6	<b>Total Compensation - Increase</b> (Decrease) (Total Lines 1-5)	\$ 439,619	\$ 13,166	\$ 19,171	\$ 14,326
7	<b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	4.00			
8	<b>Total Compensation Average Cost per Employee</b>	\$ 109,905	\$ 3,292	\$ 4,793	\$ 3,582
			2.99%	4.23%	3.04%

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"?

Annualized percentage increase of 3% for 2018/19, 2019/20, and 2020/21 for each of the full years.

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.

For the 2019/20 school year only, all unrepresented classified staff, with the exception of Classified senior Management, will receive a one-time bonus up to \$1,000 commensurate with their Full Time Equivalent (FTE) status

In addition to the percentage increases noted above, a Professional Development Program will be implemented with possible stipends ranging from \$300 to \$1,500 annually based on the employee achieving various growth levels outside the workplace. The fiscal impact of the program is unknown at this time; however, it is not anticipated to be greater than \$5,000 per year

The District will buy-back unused personal days at the end of each fiscal year. In addition, the definition of Longevity was clarified in the agreement and will not be applied retroactively

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 pays \$10,232.04 per classified employee prorated to F.T.E. annually for Medical, Dental, Vision, Life and Cancer premiums. The amount was increased to \$11,000 per classified employee prorated to F.T.E annually beginning in Year 2 as a result of the agreement

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

Certificated:

- 1) Personal Day clarified
- 2) Unexpected Closure Days defined
- 3) Maintenance closed days would be covered under Unexpected Closure Days

- 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.)

None

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

The District agrees to assign a committee to review health insurance and include an Unrepresented Classified employee

**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.

Yes-Accumulated excess reserves will be utilized to finance the deficit until future estimated increases in revenues exceed expenditures.

**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 Propose Agreement**

Local Control Funding Formula - General Fund Ending Balance

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)?

N/A

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.)

Reductions from one time expenditures to rebuild and re-open Bear Valley School

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

**Unrestricted General Fund  
Unrepresented Classified Employees**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget (Adopted budget included settlement)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 1,927,336	\$ -	\$ -	\$ 1,927,336
Remaining Revenues (8100-8799)	\$ 544,113	\$ -	\$ -	\$ 544,113
<b>TOTAL REVENUES</b>	\$ 2,471,449	\$ -	\$ -	\$ 2,471,449
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 769,266	\$ -	\$ -	\$ 769,266
Classified Salaries (2000-2999)	\$ 544,878	\$ 9,099	\$ -	\$ 553,977
Employee Benefits (3000-3999)	\$ 509,439	\$ 4,067	\$ -	\$ 513,506
Books and Supplies (4000-4999)	\$ 101,975	\$ -	\$ -	\$ 101,975
Services, Other Operating Expenses (5000-5999)	\$ 543,951	\$ -	\$ -	\$ 543,951
Capital Outlay (6000-6599)	\$ 156,429	\$ -	\$ -	\$ 156,429
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (30,334)	\$ -	\$ -	\$ (30,334)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 2,595,604	\$ 13,166	\$ -	\$ 2,608,770
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (124,155)	\$ (13,166)	\$ -	\$ (137,321)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 57,604	\$ -	\$ -	\$ 57,604
CONTRIBUTIONS (8980-8999)	\$ 130,408	\$ -	\$ -	\$ 130,408
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (312,167)	\$ (13,166)	\$ -	\$ (325,333)
<b>BEGINNING BALANCE</b>	\$ 4,111,326			\$ 4,111,326
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 3,799,159	\$ (13,166)	\$ -	\$ 3,785,993
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)		\$ -	\$ -	\$ -
Reserved for Economic Uncertainties (9789)	\$ 3,734,278	\$ (791,154)	\$ -	\$ 2,943,125
Designated Amounts (9775-9780)	\$ -	\$ 791,154	\$ -	\$ 791,154
Unappropriated Amount (9790)	\$ 64,881	\$ -	\$ -	\$ 64,881

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

**Restricted General Fund  
Unrepresented Classified Employees**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget (Adopted budget included settlement)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 337,517	\$ -	\$ -	\$ 337,517
<b>TOTAL REVENUES</b>	\$ 337,517	\$ -	\$ -	\$ 337,517
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 125,046	\$ -	\$ -	\$ 125,046
Classified Salaries (2000-2999)	\$ 80,148	\$ -	\$ -	\$ 80,148
Employee Benefits (3000-3999)	\$ 101,758	\$ -	\$ -	\$ 101,758
Books and Supplies (4000-4999)	\$ 36,755	\$ -	\$ -	\$ 36,755
Services, Other Operating Expenses (5000-5999)	\$ 129,534	\$ -	\$ -	\$ 129,534
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 24,999	\$ -	\$ -	\$ 24,999
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 498,240	\$ -	\$ -	\$ 498,240
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (160,723)	\$ -	\$ -	\$ (160,723)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 130,408	\$ -	\$ -	\$ 130,408
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (30,315)	\$ -	\$ -	\$ (30,315)
<b>BEGINNING BALANCE</b>	\$ 77,166			\$ 77,166
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 46,851	\$ -	\$ -	\$ 46,851
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 56,399		\$ -	\$ 56,399
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ (9,548)	\$ -	\$ -	\$ (9,548)

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

Enter Bargaining Unit: **Combined General Fund  
Unrepresented Classified Employees**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget (Adopted budget included settlement)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 1,927,336	\$ -	\$ -	\$ 1,927,336
Remaining Revenues (8100-8799)	\$ 881,630	\$ -	\$ -	\$ 881,630
<b>TOTAL REVENUES</b>	\$ 2,808,966	\$ -	\$ -	\$ 2,808,966
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 894,312	\$ -	\$ -	\$ 894,312
Classified Salaries (2000-2999)	\$ 625,026	\$ 9,099	\$ -	\$ 634,125
Employee Benefits (3000-3999)	\$ 611,197	\$ 4,067	\$ -	\$ 615,264
Books and Supplies (4000-4999)	\$ 138,730	\$ -	\$ -	\$ 138,730
Services, Other Operating Expenses (5000-5999)	\$ 673,485	\$ -	\$ -	\$ 673,485
Capital Outlay (6000-6599)	\$ 156,429	\$ -	\$ -	\$ 156,429
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (5,335)	\$ -	\$ -	\$ (5,335)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 3,093,844	\$ 13,166	\$ -	\$ 3,107,010
OPERATING SURPLUS (DEFICIT)	\$ (284,878)	\$ (13,166)	\$ -	\$ (298,044)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 57,604	\$ -	\$ -	\$ 57,604
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (342,482)	\$ (13,166)*	\$ -	\$ (355,648)
<b>BEGINNING BALANCE</b>	\$ 4,188,492			\$ 4,188,492
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 3,846,010	\$ (13,166)	\$ -	\$ 3,832,844
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 56,399	\$ -	\$ -	\$ 56,399
Reserved for Economic Uncertainties (9789)	\$ 3,734,278	\$ (791,154)	\$ -	\$ 2,943,125
Designated Amounts (9775-9780)	\$ -	\$ 791,154	\$ -	\$ 791,154
Unappropriated Amount - Unrestricted (9790)	\$ 55,333	\$ -	\$ -	\$ 42,167
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	120.70%			94.73%

\* Please see question on page 7.

**I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

Enter Bargaining Unit:		<b>Combined General Fund Unrepresented Classified Employees</b>		
	<b>Proposed 2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 1,927,336	\$ 1,932,765	\$ 1,990,748	
Remaining Revenues (8100-8799)	\$ 881,630	\$ 866,112	\$ 883,435	
<b>TOTAL REVENUES</b>	<b>\$ 2,808,966</b>	<b>\$ 2,798,877</b>	<b>\$ 2,874,183</b>	
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 894,312	\$ 903,302	\$ 912,402	
Classified Salaries (2000-2999)	\$ 634,125	\$ 646,709	\$ 656,610	
Employee Benefits (3000-3999)	\$ 615,264	\$ 658,512	\$ 694,700	
Books and Supplies (4000-4999)	\$ 138,730	\$ 116,730	\$ 116,730	
Services, Other Operating Expenses (5000-5999)	\$ 673,485	\$ 471,485	\$ 471,485	
Capital Outlay (6000-6999)	\$ 156,429	\$ 22,838	\$ 22,838	
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	
Direct Support/Indirect Cost (7300-7399)	\$ (5,335)	\$ (5,335)	\$ (5,335)	
Other Adjustments	\$ -	\$ -	\$ -	
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,107,010</b>	<b>\$ 2,814,241</b>	<b>\$ 2,869,430</b>	
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ (298,044)</b>	<b>\$ (15,364)</b>	<b>\$ 4,753</b>	
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>\$ 57,604</b>	<b>\$ 57,603</b>	<b>\$ 57,603</b>	
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ (355,648)</b>	<b>\$ (72,967)</b>	<b>\$ (52,850)</b>	
<b>BEGINNING BALANCE</b>	<b>\$ 4,188,492</b>	<b>\$ 3,832,844</b>	<b>\$ 3,759,877</b>	
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 3,832,844</b>	<b>\$ 3,759,877</b>	<b>\$ 3,707,027</b>	
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 56,399	\$ 25,362	\$ 17,215	
Reserved for Economic Uncertainties - Unrestricted (9789)	\$ 2,943,125	\$ 3,041,916	\$ 2,975,269	
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -	
Other Assignments (9780)	\$ 791,154	717,961.00	\$ 731,758	
Unappropriated Amounts - Unrestricted (9790)	\$ 51,715	\$ (25,362)	\$ (17,215)	
Unappropriated Amounts - Restricted (9790)	\$ (9,548)	\$ -	\$ -	

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

1. State Reserve Standard

		Proposed 2018-19	2019-20	2020-21
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 3,164,614	\$ 2,871,844	\$ 2,927,033
b.	State Standard Minimum Reserve Percentage for this COE 25%:	25.00%	25.00%	25.00%
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	\$ 791,154	\$ 717,961	\$ 731,758

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 2,943,125	\$ 3,041,916	\$ 2,975,269
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 64,881	\$ (25,362)	\$ (17,215)
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
g.	Total Available Reserves	\$ 3,008,006	\$ 3,016,554	\$ 2,958,054
h.	Reserve for Economic Uncertainties Percentage	95.05%	105.04%	101.06%

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

2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2019-20	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

5. If the total amount of the adjustment in Column 2 on Page 4c does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted), explain the variance below:

N/A

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

N/A

**L. 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 Alpine County Unified School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Classified Employee Group during the term of the agreement from July 1, 2018 to June 30, 2021.

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	0
Expenditures/Other Financing Uses	0
Ending Balance Increase (Decrease)	0

(No budget revisions necessary)

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

\_\_\_\_\_  
March 5, 2019  
Date

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

\_\_\_\_\_  
March 5, 2019  
Date

**M. 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)**

\_\_\_\_\_  
\_\_\_\_\_, 2019

**Date**

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

\_\_\_\_\_  
\_\_\_\_\_, 2019

**Date**

\_\_\_\_\_  
Klaus Leitenbauer, Business Manager  
**Contact Person**

\_\_\_\_\_  
(530) 694-2495 x225

**Phone**