

**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**

Irvine Unified School District - California School Employees Association,

**School District - Bargaining Unit:** Chapter 517 (CSEA)

**Certificated, Classified, Other:** Classified

The proposed agreement covers the period beginning: July 1, 2015 and ending: June 30, 2016  
(date) (date)

The Governing Board will act upon this agreement on: October 6, 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 <b>Salary Schedule</b> Increase (Decrease)		\$ 1,684,002	\$ 246,521	\$ -
		4.00%	0.50%	0.00%
2 <b>Step and Column</b> Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
3 <b>Other Compensation -</b> Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.)  <b>Description of other compensation</b>	\$ -	\$ 842,001	\$ (842,001)	\$ -
		2.00%	-2.00%	0.00%
4 <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.</b>		\$ 569,538	\$ (178,405)	\$ -
		6.00%	-1.50%	0.00%
5 <b>Health/Welfare Plans</b>			\$ -	\$ -
		0.00%	0.00%	0.00%
6 <b>Total Compensation -</b> Increase (Decrease) (Total Lines 1-5)	\$ -	\$ 3,095,541.00	\$ (773,885.00)	\$ -
7 <b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	1,012.85	0	0	0
8 <b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ -	\$ -	\$ -	\$ -
		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 7/1/15, the salary schedule will be increased by 4%. In addition, there will be a one-time 2% off-schedule payment, based on the 2015/16 salary schedule. The parties continue to bargain the terms of an equivalent 0.5% enhancement to total compensation for 2016/17.

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 benefits for the 2015/16 school year will remain at \$10,143.

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

N/A

- 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.

The parties continue to bargain the terms of an equivalent of a 0.5% enhancement to total compensation for 2016/17. This does not limit the parties to other discussions about total compensation for 2016/17.

**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 2017/18.

**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: **California School Employees Association, Chapter 517 (CSEA)**

	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Board- Approved Budget Before Settlement (As of 7/1/15 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ 238,872,293	\$ -	\$ -	\$ 238,872,293
Remaining Revenues (8100-8799)	\$ 32,952,513	\$ -	\$ -	\$ 32,952,513
<b>TOTAL REVENUES</b>	\$ 271,824,806	\$ -	\$ -	\$ 271,824,806
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 114,818,049	\$ -	\$ -	\$ 114,818,049
Classified Salaries (2000-2999)	\$ 30,533,904	\$ 1,467,306	\$ -	\$ 32,001,210
Employee Benefits (3000-3999)	\$ 38,750,164	\$ 330,833	\$ -	\$ 39,080,997
Books and Supplies (4000-4999)	\$ 11,140,278	\$ -	\$ -	\$ 11,140,278
Services, Other Operating Expenses (5000-5999)	\$ 15,245,966	\$ -	\$ -	\$ 15,245,966
Capital Outlay (6000-6599)	\$ 85,008	\$ -	\$ -	\$ 85,008
Other Outgo (7100-7299) (7400-7499)	\$ 1,896,848	\$ -	\$ -	\$ 1,896,848
Direct Support/Indirect Cost (7300-7399)	\$ (2,123,231)	\$ -	\$ -	\$ (2,123,231)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 210,346,986	\$ 1,798,139	\$ -	\$ 212,145,125
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 61,477,820	\$ (1,798,139)	\$ -	\$ 59,679,681
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 167,073	\$ -	\$ -	\$ 167,073
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 2,785,586	\$ -	\$ -	\$ 2,785,586
CONTRIBUTIONS (8980-8999)	\$ (38,633,032)	\$ -	\$ -	\$ (38,633,032)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 20,226,275	\$ (1,798,139)	\$ -	\$ 18,428,136
<b>BEGINNING BALANCE</b>	\$ 37,984,702			\$ 37,984,702
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 58,210,977	\$ 56,412,838	\$ 56,412,838	\$ 56,412,838
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ 525,000	\$ -	\$ -	\$ 525,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 52,033,977	\$ (1,798,139)	\$ -	\$ 50,235,838
Reserve for Economic Uncertainties (9789)	\$ 5,652,000	\$ -	\$ -	\$ 5,652,000
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: **California School Employees Association, Chapter 517 (CSEA)**

	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Board- Approved Budget Before Settlement (As of 7/1/15 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 35,567,702	\$ -	\$ -	\$ 35,567,702
<b>TOTAL REVENUES</b>	\$ 35,567,702	\$ -	\$ -	\$ 35,567,702
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 25,330,329	\$ -	\$ -	\$ 25,330,329
Classified Salaries (2000-2999)	\$ 18,284,703	\$ 1,058,699	\$ -	\$ 19,343,402
Employee Benefits (3000-3999)	\$ 11,447,441	\$ 238,703	\$ -	\$ 11,686,144
Books and Supplies (4000-4999)	\$ 2,859,761	\$ -	\$ -	\$ 2,859,761
Services, Other Operating Expenses (5000-5999)	\$ 7,612,425	\$ -	\$ -	\$ 7,612,425
Capital Outlay (6000-6599)	\$ 411,017	\$ -	\$ -	\$ 411,017
Other Outgo (7100-7299) (7400-7499)	\$ 1,571,493	\$ -	\$ -	\$ 1,571,493
Direct Support/Indirect Cost (7300-7399)	\$ 1,882,532	\$ -	\$ -	\$ 1,882,532
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 69,399,701	\$ 1,297,402	\$ -	\$ 70,697,103
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (33,831,999)	\$ (1,297,402)	\$ -	\$ (35,129,401)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 65,000	\$ -	\$ -	\$ 65,000
CONTRIBUTIONS (8980-8999)	\$ 38,633,032	\$ -	\$ -	\$ 38,633,032
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 4,736,033	\$ (1,297,402)	\$ -	\$ 3,438,631
<b>BEGINNING BALANCE</b>	\$ 8,344,541			\$ 8,344,541
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 13,080,574	\$ 11,783,172	\$ 11,783,172	\$ 11,783,172
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted Reserves (9740)	\$ 13,080,574	\$ (1,297,402)	\$ -	\$ 11,783,172
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: **California School Employees Association, Chapter 517 (CSEA)**

	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Board- Approved Budget Before Settlement (As of 7/1/15 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ 238,872,293	\$ -	\$ -	\$ 238,872,293
Remaining Revenues (8100-8799)	\$ 68,520,215	\$ -	\$ -	\$ 68,520,215
<b>TOTAL REVENUES</b>	\$ 307,392,508	\$ -	\$ -	\$ 307,392,508
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 140,148,378	\$ -	\$ -	\$ 140,148,378
Classified Salaries (2000-2999)	\$ 48,818,607	\$ 2,526,005	\$ -	\$ 51,344,612
Employee Benefits (3000-3999)	\$ 50,197,605	\$ 569,536	\$ -	\$ 50,767,141
Books and Supplies (4000-4999)	\$ 14,000,039	\$ -	\$ -	\$ 14,000,039
Services, Other Operating Expenses (5000-5999)	\$ 22,858,391	\$ -	\$ -	\$ 22,858,391
Capital Outlay (6000-6599)	\$ 496,025	\$ -	\$ -	\$ 496,025
Other Outgo (7100-7299) (7400-7499)	\$ 3,468,341	\$ -	\$ -	\$ 3,468,341
Direct Support/Indirect Cost (7300-7399)	\$ (240,699)	\$ -	\$ -	\$ (240,699)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 279,746,687	\$ 3,095,541	\$ -	\$ 282,842,228
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 27,645,821	\$ (3,095,541)	\$ -	\$ 24,550,280
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 167,073	\$ -	\$ -	\$ 167,073
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 2,850,586	\$ -	\$ -	\$ 2,850,586
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 24,962,308	\$ (3,095,541)	\$ -	\$ 21,866,767
<b>BEGINNING BALANCE</b>	\$ 46,329,243			\$ 46,329,243
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 71,291,551	\$ 68,196,010	\$ 68,196,010	\$ 68,196,010
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ 525,000	\$ -	\$ -	\$ 525,000
Restricted Reserves (9740)	\$ 13,080,574	\$ (1,297,402)	\$ -	\$ 11,783,172
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 52,033,977	\$ (1,798,139)	\$ -	\$ 50,235,838
Reserve for Economic Uncertainties (9789)	\$ 5,652,000	\$ -	\$ -	\$ 5,652,000
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

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

**Combined General Fund**

Enter Bargaining Unit: **California School Employees Association, Chapter 517 (CSEA)**

	2015-16	2016-17	2017-18
	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)	\$ 238,872,293	\$ 254,453,136	\$ 272,807,739
Remaining Revenues (8100-8799)	\$ 68,520,215	\$ 46,275,665	\$ 46,875,448
<b>TOTAL REVENUES</b>	\$ 307,392,508	\$ 300,728,801	\$ 319,683,187
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 140,148,378	\$ 145,436,681	\$ 148,205,687
Classified Salaries (2000-2999)	\$ 51,344,612	\$ 51,895,540	\$ 52,301,001
Employee Benefits (3000-3999)	\$ 50,767,141	\$ 55,339,074	\$ 60,782,789
Books and Supplies (4000-4999)	\$ 14,000,039	\$ 17,178,010	\$ 12,239,861
Services, Other Operating Expenses (5000-5999)	\$ 22,858,391	\$ 23,366,453	\$ 24,240,736
Capital Outlay (6000-6999)	\$ 496,025	\$ 501,930	\$ 508,995
Other Outgo (7100-7299) (7400-7499)	\$ 3,468,341	\$ 3,468,340	\$ 3,109,865
Direct Support/Indirect Cost (7300-7399)	\$ (240,699)	\$ (240,699)	\$ (240,699)
Other Adjustments		\$	\$
<b>TOTAL EXPENDITURES</b>	\$ 282,842,228	\$ 296,945,329	\$ 301,148,234
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 24,550,280	\$ 3,783,472	\$ 18,534,953
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 167,073	\$ 167,073	\$ 167,073
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 2,850,586	\$ 2,365,586	\$ 2,365,586
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 24,962,308	\$ 1,584,959	\$ 16,336,440
<b>BEGINNING BALANCE</b>	\$ 46,329,243	\$ 68,196,010	\$ 69,780,969
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 68,196,010	\$ 69,780,969	\$ 86,117,409
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable Reserves (9711-9719)	\$ 525,000	\$ 525,000	\$ 525,000
Restricted Reserves (9740)	\$ 11,783,172	\$ 4,198,223	\$ 6,285,235
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 50,235,838	\$ 59,117,746	\$ 73,282,174
Reserve for Economic Uncertainties (9789)	\$ 5,652,000	\$ 5,940,000	\$ 6,025,000
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -

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

1. State Reserve Standard

		2015-16	2016-17	2017-18
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 285,692,814	\$ 299,310,915	\$ 303,513,820
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)	\$ 5,652,000	\$ 5,940,000	\$ 6,025,000
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	\$ 5,652,000	\$ 5,940,000	\$ 6,025,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.0%	2.0%

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

2015-16	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2017-18	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 4 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:

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

Budget adjustments will be incorporated with the 1st interim budget report.



**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)**

10/6/2015  
\_\_\_\_\_  
**Date**

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

10/6/2015  
\_\_\_\_\_  
**Date**

Susana Lopez, Director, Fiscal Services  
\_\_\_\_\_  
**Contact Person**

949-936-5023  
\_\_\_\_\_  
**Phone**