

**CERTIFICATION No. 1:  
CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE  
COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

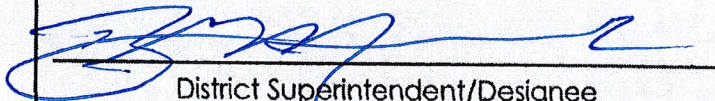
The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of the public disclosure.

In accordance with the requirements of the Government Code Section 3547.5, the Superintendent and Chief Business Officer of Evergreen Union School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Certificated EFT Bargaining Unit, during the term of the agreement from 07/01/2020 to 06/30/2022.

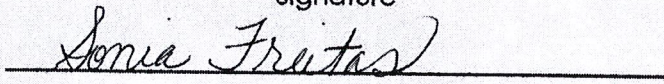
The budget revisions necessary to meet the costs of the agreement in each year of its term are as follow:

Budget revisions reflect a 3% increase which will be applied to the 20/21 Health & Welfare benefit cap. This increases the District's annual contribution to the Health & Welfare cap from \$6896.35 to \$9,438.37. This increase will be retroactive back to October 1, 2020. Employees that choose insurance plans that total less than the District's contribution to the cap will receive a reimbursement between those costs and the District's yearly contribution of \$9,438.37. Additionally, the District offers a one-time

N/A  (No budget revisions necessary)

  
\_\_\_\_\_  
District Superintendent/Designee  
Signature

\_\_\_\_\_  
March 31, 2021  
Date

  
\_\_\_\_\_  
Sonia Freitas  
Chief Business Officer  
Signature

\_\_\_\_\_  
March 31, 2021  
Date

**Special Note:**

The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

the Superintendent and Chief Business Officer of **Evergreen Union School District** (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the **Certificated EFT** Bargaining Unit, during the term of the agreement from **07/01/2020** to **06/30/2022**.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follow:

~~Welfare cap from \$6896.35 to \$9,438.37. This increase will be retroactive back to October 1, 2020. Employees that choose insurance plans that total less than the District's contribution to the cap will receive a reimbursement between those costs and the District's yearly contribution of \$9,438.37. Additionally, the District offers a one-time payment of \$1,000.00 to each employee in the agreement to be paid in one lump sum.~~

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

(required for all Collective Bargaining Agreements - suggested for all other employment agreements)

**PUBLIC DISCLOSURE SUMMARY CERTIFICATION No. 2**

Evergreen Union \_\_\_\_\_ School District

Bargaining Unit: \_\_\_\_\_ Certificated EFT

Effective Dates of Proposal: \_\_\_\_\_ 07/01/2020 \_\_\_\_\_ to \_\_\_\_\_ 06/30/2022

Date Disclosure Posted: \_\_\_\_\_ March 31, 2021 \_\_\_\_\_  
(10 working days prior to Board approval)

Date Disclosure Filed with County: \_\_\_\_\_ March 30, 2021 \_\_\_\_\_

The information provided in this document summarizes the financial implications of the proposed bargaining agreement and is disclosed to the public in accordance with the requirements of AB-1200 and GC 3547.5.

\_\_\_\_\_  
 District Superintendent/Designee  
 Signature

\_\_\_\_\_  
 March 30, 2021  
 Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on \_\_\_\_\_ April 13, 2021 \_\_\_\_\_, took action to approve the proposed Agreement with the \_\_\_\_\_ Certificated EFT \_\_\_\_\_ Bargaining Unit.

\_\_\_\_\_  
 President, Governing Board  
 Signature

\_\_\_\_\_  
 April 13, 2021  
 Date

To be signed by the District Superintendent or designee when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

Certificated: fiscal settled, pending contr

Classified: pending

Management: pending

Confidential: pending

Other: \_\_\_\_\_

Disclosure of Collective Bargaining Agreement

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

No

**B.** Proposed Negotiated Changes in Health and Welfare Benefits:

Health & Welfare employer contribution increased from \$6896.35 to \$9,438.37.

**C.** Proposed Negotiated Changes in Non-Compensation Items (e.g., class size adjustments, staff development days, teacher prep time, etc).

Contract language on non-compensation items still pending.

**D.** What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increase, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff).

Due to the Covid-19 Pandemic, staff had to pivot from in-person learning to distance learning on many occasions. The District commends them on their flexibility during this difficult time. As In-person learning continues we have set supports in place to help

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

Yes. "If the 2021-2022 COLA set forth in the enacted state budget for the 2021-2022 school year exceeds 2%, the District and Federation agree to meet and negotiate the increase in the COLA. The current COLA in the Governor's budget for 2021-2022 is 1.5%."

**F.** Will this agreement create, increase or decrease deficit financing in the current or future year(s)? "Deficit Financing" is defined to exist when a district's expenditures exceeds its revenues in a given year. If yes, explain the amounts and justification for doing so.

We will not be deficit spending in 20/21 and 21/22. Year 22/23 there is and estimate deficit spending of \$156,578. Year three reflects our current declining enrollment situation due to the pandemic. As we continue to come out from the Covid-19 pandemic we will access

Disclosure of Collective Bargaining Agreement

**G.** Identify other major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.

N/A

**H.** Source of Funding for Proposed Agreement

**1.** Current Year

Revenue derived from Local Control Funding Formula, Other State and Local.

**2.** If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in future years (i.e., what will allow the district to afford this contract)?

**3.** If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

This is the two year agreement. The multi year projections reflect the impact of the proposal. Our current projected revenues through LCFF, Other State and Local are sufficient to fund the proposal. As stated previously, should deficit spending expand, expenditures will be adjusted accordingly.

Disclosure of Collective Bargaining Agreement

**Impact of Proposed Agreement on Current Year Unrestricted Reserves**

- 1. State Reserve Standard, including impact of proposed agreement
  - a. Total Expenditures, Transfers Out, and Uses (including Cost of Proposed Agreement) \$ 13,298,066.00
  - b. State Standard Minimum Reserve Percentage for this District 3.00%
  - c. State Standard Minimum Reserve amount for this District \$ 398,941.98

(The greater of Line 1a times line 1b OR \$64,000 for a district with less than 1,001 ADA)
- 2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)
  - a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties \$ 2,996,599.00
  - b. General Fund Budgeted Unrestricted Unappropriated Amount \$ \_\_\_\_\_
  - c. Special Reserve Fund Budgeted Designated for Economic Uncertainties \$ \_\_\_\_\_
  - d. Special Reserve Fund Budgeted Unappropriated Amount \$ \_\_\_\_\_
  - e. Other Reserve Funds \$ \_\_\_\_\_
  - f. Total District Budgeted Unrestricted Reserves \$ 4,956,521.00
- 3. Do unrestricted reserves meet the state standard minimum reserve amount? Yes  No

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

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**Please include a copy of your multi-year projection, assumptions, proposed salary schedule(s) and revised contract(s).**

**Collective Bargaining Public Disclosure Summary**  
 Current Salary Schedule vs. Proposed Salary Schedule

<b>Unit: CERTIFICATED</b>	Current Year	2nd Year	3rd Year
<b>Salaries</b>			
Proposed	4,405,811	4,333,884	4,406,773
Current	4,343,811	4,333,884	4,406,773
Difference	<u>\$ 62,000</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Benefits-Statutory</b>			
Proposed	922,202	835,496	968,995
Current	909,700	835,496	968,995
Difference	<u>\$ 12,502</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Benefits-Health/Welfare</b>			
Proposed	585,179	575,741	575,741
Current	427,574	420,677	420,677
Difference	<u>\$ 157,605</u>	<u>\$ 155,064</u>	<u>\$ 155,064</u>

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**Unit: CLASSIFIED CSEA**

<b>Salaries</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Benefits</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Benefits-Health/Welfare</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

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**Unit: TEAMSTER'S**

<b>Salaries</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Benefits</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Benefits-Health/Welfare</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

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**Unit: CONFIDENTIAL/BUSINESS MGR**

<b>Salaries</b>			
Proposed			
Current			
Difference	<u></u>	<u></u>	<u></u>

Difference	\$ -	\$ -	\$ -
<b>Benefits</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -
<b>Benefits-Health/Welfare</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -

**Unit: CERT ADMIN.**

<b>Salaries</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -
<b>Benefits</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -
<b>Benefits-Health/Welfare</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -

**Unit: PRESCHOOL/SERRF**

<b>Salaries</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -
<b>Benefits</b>			
Proposed			
Current			
Difference	\$ -	\$ -	\$ -
<b>Benefits-Health/Welfare</b>			
Proposed	-	-	-
Current	-	-	-
Difference	\$ -	\$ -	\$ -

**TOTAL COST**

Proposed Salaries/Benefits	5,913,192	5,745,121	5,951,509
Current Salaries/Benefits	5,681,085	5,590,057	5,796,445
Difference	\$ 232,107	\$ 155,064	\$ 155,064



**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Multi-Year Projection  
Unrestricted/Restricted General Fund**

Enter Bargaining Unit:

**EFT**

	Year 1	Year 2	Year 3
	FY: 2020/21	FY: 2021/22	FY: 2022/23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF (8010-8099)	10,104,710	10,388,751	10,253,849
Remaining Revenues (8100-8799)	3,243,309	1,878,163	1,893,670
<b>TOTAL REVENUES</b>	<b>13,348,019</b>	<b>12,266,914</b>	<b>12,147,519</b>
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	5,560,383	5,400,336	5,441,589
Classified Salaries (2000-2999)	2,322,659	2,348,082	2,384,023
Employee Benefits (3000-3999)	3,351,019	3,330,841	3,531,313
Books and Supplies (4000-4999)	621,082	290,114	290,114
Services, Other Operating Exp (5000-5999)	817,499	453,496	443,987
Capital Outlay (6000-6999)	407,257		
Other Outgo (7100-7299) (7400-7499)	232,167	281,140	224,757
Direct Support/Indirect Cost (7300-7399)	(14,000)	(10,421)	(11,686)
Other Adjustments	-		
<b>TOTAL EXPENDITURES</b>	<b>13,298,066</b>	<b>12,093,588</b>	<b>12,304,097</b>
OPERATING SURPLUS (DEFICIT)	49,953	173,326	(156,578)
TRANSFERS IN & OTHER SOURCES (8910-8979)			
TRANSFERS OUT & OTHER USES (7610-7699)	-	-	-
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>49,953</b>	<b>173,326</b>	<b>(156,578)</b>
<b>BEGINNING BALANCE</b>	<b>5,060,738</b>	<b>5,110,691</b>	<b>5,284,017</b>
Prior-Year Adj/Restatements (9793/9795)			
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>5,110,691</b>	<b>5,284,017</b>	<b>5,127,439</b>
<b>COMPONENTS OF ENDING BALANCE</b>			
Reserved Amounts (9711-9740)	152,341	123,601	140,522
Reserved for Economic Uncertainties (9789)	2,996,599	2,745,861	2,793,278
Committed Amounts (9750)			
Assigned Amounts (9780)	1,961,751	2,414,555	2,193,639
Unappropriated Amount - Unrestricted (9790)	-	-	-