

CERTIFICATION No. 1:


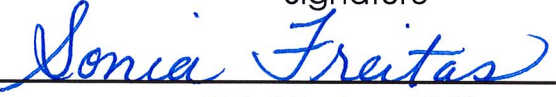
CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

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 EFT, CSEA, Teamster's & Unrepresented Bargaining Unit, during the term of the agreement from 7/1/2022 to 6/30/2025.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follow:
Budget Revisions reflect a 6.56% increase to total compensation, in which all individual units voted on how to apply the increase. EFT applied 4.56% to salary schedule and increased the District's Health & Welfare contribution to \$11,266.57. CSEA applied total to salary schedule. Teamster's applied 5.56% to salary schedule and increased the District's Health & Welfare contribution to 11,318.04. Confidential & Business Manager applied 6% to salary schedule and increased the Health & Welfare cap to \$11,818.71

N/A (No budget revisions necessary)

 _____ District Superintendent/Designee	_____ 6/13/2022 Date
Signature	
 _____ Chief Business Officer	_____ 6/13/2022 Date
Signature	

Special Note:

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

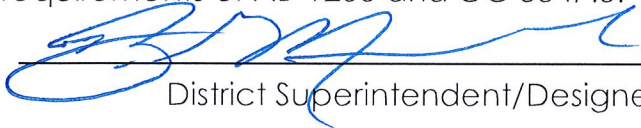
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

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

PUBLIC DISCLOSURE SUMMARY CERTIFICATION No. 2

Evergreen Union _____ School District
Bargaining Unit: _____ EFT, CSEA, Teamsters, & Unrepresented _____
Effective Dates of Proposal: _____ 7/1/2022 _____ to _____ 6/30/2025 _____
Date Disclosure Posted: _____ 6/13/2022 _____
(10 working days prior to Board approval)
Date Disclosure Filed with County: _____ 6/13/2022 _____

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.

 _____ 6/13/2022 _____
District Superintendent/Designee Date
Signature

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on _____ June 28, 2022 _____, took action to approve the proposed Agreement with the _____ EFT, CSEA, Teamster's, & Unrepresented _____ Bargaining Unit.

_____ 6/28/2022 _____
President, Governing Board Date
Signature

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: _____
Classified: _____
Management: _____
Confidential: _____
Other: _____ Applicable to ALL _____

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:

Yes, EFT increased to \$11,266.57. Teamster's increased to \$11318.04. Confidential & Business Manager increased to \$11,818.71.

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

CSEA requested Title change of Yard Supervisor to Yard Monitor and Yard Supervisor Lead to Yard Monitor Lead on Salary Schedule. Juneteenth holiday negotiation tabled until pending state legislation is finalized. Article VII - Employee Expenses and Material added.

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).

As we continue to address the additional needs and supports necessary to help mitigate the effects of Covid-19 pandemic, staffing was not decreased for the 22/23 fiscal year.

The District commends the staff on their flexibility and endurance throughout this

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

N/A

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.

The 22/23 Original Budget reflects deficit spending as we are currently experiencing declining enrollment and must present on what language is currently in the Governor's May Revise. Many details of the Governor's May Revise have not been communicated to LEA's. The influx on new revenues as well as a remedy to address declining enrollment throughout

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 the Local Control Funding Formula, Other State, CARES, and Local. When the State provides direction of the additional revenues as well as details on solutions to the declining enrollment revenue projections, budget will be adjusted.

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 a three (3) year term agreement effective July 1, 2022 through June 30, 2025. Negotiations of compensation have been settled for July 1, 2022 through June 30, 2023. As stated previously, budget will be adjusted when details of State budget become available. Should deficit spending expand, expenditures and programs 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) | \$ <u>14,085,992.00</u> |
| b. | State Standard Minimum Reserve Percentage for this District | <u>4.00%</u> |
| c. | State Standard Minimum Reserve amount for this District | \$ <u>563,439.68</u> |
| | (The greater of Line 1a times line 1b OR \$64,000 for a district with less than 1,001 ADA) | |
| 2. Budgeted <u>Unrestricted</u> Reserve (After Impact of Proposed Agreement) | | |
| a. | General Fund Budgeted Unrestricted Designated for Economic Uncertainties | \$ <u>3,338,903.00</u> |
| 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 | \$ <u>3,338,903.00</u> |
| 3. | Do unrestricted reserves meet the state standard minimum reserve amount? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |

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

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 EUSD

Unit: EFT	Current Year	2nd Year	3rd Year
Salaries			
Proposed	4,644,204	4,659,482	4,763,266
Current	<u>4,447,570</u>	<u>4,461,811</u>	<u>4,559,141</u>
Difference	\$ 196,634	\$ 197,671	\$ 204,125
Benefits-Statutory			
Proposed	1,099,935	1,088,475	1,110,989
Current	<u>1,053,521</u>	<u>1,042,306</u>	<u>1,063,378</u>
Difference	\$ 46,414	\$ 46,169	\$ 47,611
Benefits-Health/Welfare			
Proposed	675,994	675,994	675,994
Current	<u>566,314</u>	<u>566,314</u>	<u>566,314</u>
Difference	\$ 109,680	\$ 109,680	\$ 109,680
<hr/>			
Unit: Teamsters			
Salaries			
Proposed	924,030	932,404	950,456
Current	<u>875,442</u>	<u>883,280</u>	<u>900,397</u>
Difference	\$ 48,588	\$ 49,124	\$ 50,059
Benefits			
Proposed	333,440	332,799	333,044
Current	<u>315,907</u>	<u>315,265</u>	<u>315,502</u>
Difference	\$ 17,533	\$ 17,534	\$ 17,542
Benefits-Health/Welfare			
Proposed	135,816	135,816	135,816
Current	<u>134,472</u>	<u>134,472</u>	<u>134,472</u>
Difference	\$ 1,344	\$ 1,344	\$ 1,344
Unit: CSEA			
Salaries			
Proposed	1,016,837	1,050,835	1,066,058
Current	<u>959,654</u>	<u>987,636</u>	<u>1,001,957</u>
Difference	\$ 57,183	\$ 63,199	\$ 64,101
Benefits			
Proposed	366,881	375,392	372,611
Current	<u>346,250</u>	<u>352,813</u>	<u>350,162</u>
Difference	\$ 20,631	\$ 22,579	\$ 22,449
Benefits-Health/Welfare			
Proposed	39,648	39,648	39,648
Current	<u>39,648</u>	<u>39,648</u>	<u>39,648</u>
Difference	\$ -	\$ -	\$ -
Unit: Unrepresented SERRF			
Salaries			
Proposed	211,729	213,284	215,534
Current	<u>198,886</u>	<u>200,193</u>	<u>202,301</u>
Difference	\$ 12,843	\$ 13,091	\$ 13,233

Benefits			
Proposed	76,422	75,981	75,489
Current	<u>71,787</u>	<u>71,317</u>	<u>70,854</u>
Difference	\$ 4,635	\$ 4,664	\$ 4,635
Benefits-Health/Welfare			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -
Unit: Confidential & Business Manager			
Salaries			
Proposed	814,964	828,099	838,796
Current	<u>772,876</u>	<u>789,055</u>	<u>799,118</u>
Difference	\$ 42,088	\$ 39,044	\$ 39,678
Benefits			
Proposed	293,853	295,121	294,050
Current	<u>278,679</u>	<u>281,205</u>	<u>280,137</u>
Difference	\$ 15,174	\$ 13,916	\$ 13,913
Benefits-Health/Welfare			
Proposed	147,733	147,733	147,733
Current	<u>141,598</u>	<u>141,598</u>	<u>141,598</u>
Difference	\$ 6,135	\$ 6,135	\$ 6,135
TOTAL COST			
Proposed Salaries/Benefits	10,781,486	10,851,063	11,019,484
Current Salaries/Benefits	<u>10,202,604</u>	<u>10,266,913</u>	<u>10,424,979</u>
Difference	\$ 578,882	\$ 584,150	\$ 594,505

IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Multi-Year Projection

Unrestricted/Restricted General Fund

Enter Bargaining Unit: **EFT, CSEA, TEAMSTERS, Confidential & Unrepresented**

	Year 1	Year 2	Year 3
	FY: 2022/23	FY: 2023/24	FY: 2024/25
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	9,606,818	10,116,726	10,515,435
Remaining Revenues (8100-8799)	2,861,695	2,604,324	1,877,494
TOTAL REVENUES	12,468,513	12,721,050	12,392,929
EXPENDITURES			
Certificated Salaries (1000-1999)	5,737,580	5,739,827	5,914,876
Classified Salaries (2000-2999)	2,951,568	2,748,684	2,798,978
Employee Benefits (3000-3999)	3,908,169	3,955,346	4,004,176
Books and Supplies (4000-4999)	733,268	392,919	389,608
Services, Other Operating Exp (5000-5999)	646,458	593,585	596,606
Capital Outlay (6000-6999)	-	-	-
Other Outgo (7100-7299) (7400-7499)	123,949	123,285	102,285
Direct Support/Indirect Cost (7300-7399)	(15,000)	(16,000)	(17,000)
Other Adjustments	-	-	-
TOTAL EXPENDITURES	14,085,992	13,537,646	13,789,529
OPERATING SURPLUS (DEFICIT)	(1,617,479)	(816,596)	(1,396,600)
TRANSFERS IN & OTHER SOURCES (8910-8979)			
TRANSFERS OUT & OTHER USES (7610-7699)			
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(1,617,479)	(816,596)	(1,396,600)
BEGINNING BALANCE	5,885,966	4,268,487	3,451,891
Prior-Year Adj/Restatements (9793/9795)			
CURRENT-YEAR ENDING BALANCE	4,268,487	3,451,891	2,055,291
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	931,584	1,083,014	804,613
Reserved for Economic Uncertainties (9789)	2,935,622	2,032,117	882,346
Committed Amounts (9750)			
Assigned Amounts (9780)	401,281	336,760	368,332
Unappropriated Amount - Unrestricted (9790)	-	-	-

EVERGREEN UNION SCHOOL DISTRICT
 CSEA CLASSIFIED SALARY SCHEDULE
 2022-2023
 PROPOSED SALARY SCHEDULE WITH 6.56% INCREASE

STEPS	1	2	3	4	5	6-9	10-14	15-19	20-24	25-
Class										
1	15.98	16.14	16.30	16.46	16.62	16.78	17.17	18.02	19.00	19.92
2	16.14	16.30	16.46	16.62	16.78	17.17	18.02	19.00	19.92	20.94
3	16.30	16.46	16.62	16.78	17.17	18.02	19.00	19.92	20.94	21.99
4	16.46	16.62	16.78	17.17	18.02	19.00	19.92	20.94	21.99	23.08
5	16.62	16.78	17.17	18.02	19.00	19.92	20.94	21.99	23.08	24.21
6	16.78	17.17	18.02	19.00	19.92	20.94	21.99	23.08	24.21	25.37
7	17.17	18.02	19.00	19.92	20.94	21.99	23.08	24.21	25.37	26.65
8	18.02	19.00	19.92	20.94	21.99	23.08	24.21	25.37	26.65	27.97

Board Approved:

Classifications	Class	Class	Class
Paraprofessional I			1
Paraprofessional II			2
Paraprofessional III, Special Needs Assistant I, CDS Paraprofessional I			3
Paraprofessional IV, Special Needs Assistant II, CDS Paraprofessional II			4
Paraprofessional V, Special Needs Assistant III, CDS Paraprofessional III, EL Paraprofessional Yard Monitor			5
Special Needs Assistant IV, CDS Paraprofessional IV, Library Assistant, Supply/Photo Technician			6
Special Needs Assistant V, CDS Paraprofessional V, Attendance Clerk/Secretary Assistant/Health Aide CNA/Health Aide, Technology Assistant			7
Library Clerk, Lead Yard Monitor			8

EVERGREEN UNION SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE
 2022-2023

PROPOSED SALARY SCHEDULE WITH 4.56% INCREASE

Years	Without a clear credential Class Y	BA+30 Class I	BA+45 Class II	BA+60 MA Class III	BA+75 MA+15 Class IV
1	53,673	56,169			
2	55,747	58,246	60,321		
3	57,825	60,321	62,396	64,473	
4		62,396	64,473	66,591	
5		64,473	66,591	68,696	
6		66,591	68,696	70,810	
7		68,696	70,810	72,916	75,030
8		70,810	72,916	75,030	77,145
9		72,916	75,030	77,145	79,251
10		75,030	77,145	79,251	81,361
11			79,251	81,361	83,471
12			81,361	83,471	85,586
13				85,586	87,694
14				86,796	88,904
15				88,008	90,122
16				89,220	91,335
19					92,869
22					94,434
25					96,023
28					97,642
31					99,292

Effective July 1, 2022 Substitute pay shall be \$200.00 per day, per MOU. After 20 consecutive days at the same assignment sub pay shall be \$210.00 per day. After 30 consecutive days at the same assignment sub pay shall be at \$220.00 per day. Consecutive days will not be interrupted if the Chapter President and a Site or District Administrator agree the absence by the substitute was unavoidable.

Certification Pay of \$1500 is paid to any staff member that possesses one or more of the following:

National Board Certification

Outgrowth Salary of \$5000 is paid to any staff member appointed to handle these responsibilities (Board approved: January 12, 2021):

Special Education Director

Outgrowth Salary of \$3000 per position is paid to the staff member that fills one of the following positions:

Lead Teacher at Bend School

Community Outreach and Events Coordinator at Bend School

(EFT 2012-2013 Agreement; Board approved: July 10, 2012)

Board Approved:

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EVERGREEN UNION SCHOOL DISTRICT
TEAMSTERS CLASSIFIED SALARY SCHEDULE
2022-2023
PROPOSED SALARY SCHEDULE WITH 5.56% INCREASE

STEPS	1	2	3	4	5	6-9	10-14	15-19	20-24	25-
Class										
1	15.83	16.19	17.01	17.85	18.82	19.73	20.71	21.75	22.84	23.98
2	16.19	17.01	17.85	18.82	19.73	20.71	21.75	22.84	23.98	25.17
3	17.01	17.85	18.82	19.73	20.71	21.75	22.84	23.98	25.17	26.44
4	17.51	18.39	19.38	20.33	21.29	22.32	23.43	24.60	25.82	27.11
5	17.85	18.82	19.73	20.71	21.75	22.84	23.98	25.17	26.44	27.77
6	18.82	19.73	20.71	21.75	22.84	23.98	25.17	26.44	27.77	29.15
7	19.73	20.71	21.75	22.84	23.98	25.17	26.44	27.77	29.15	30.60
8	25.15	26.44	27.76	29.15	30.60	32.12	33.74	35.43	37.19	39.04

Board Approved:

Classifications	Range
Food Service Utility Worker	1
Day Custodian, Food Service I	3
Night Custodian	4
Bus Driver	5
Food Service II	5
Day Maintenance I	6
Day Maintenance II	7
Bus Coordinator	7
Food Service Manager	7
Lead Maintenance	8
Maintenance II, Bus Mechanic	8