

**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 Evergreen Institute of Excellence Bargaining Unit, during the term of the agreement from 7/1/2023 to 6/30/2024.

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

Original budget 23/24 reflect an 8% increase to total compensation. A 7% increase applied to 22/23 salary schedule and a 1% increase to Evergreen Institutie of Excellence's contribution to health,dental,vision, and life insurance for a total of \$9,354.00 for eligible employees.

N/A  (No budget revisions necessary)

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

\_\_\_\_\_  
6/12/2023  
Date

  
\_\_\_\_\_  
Chief Business Officer  
Signature

\_\_\_\_\_  
6/12/2023  
Date

**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: \_\_\_\_\_ Evergreen Institute of Excellence  
Effective Dates of Proposal: \_\_\_\_\_ 7/1/2023 \_\_\_\_\_ to \_\_\_\_\_ 6/30/2024  
Date Disclosure Posted: \_\_\_\_\_ 6/12/2023 \_\_\_\_\_  
(10 working days prior to Board approval)  
Date Disclosure Filed with County: \_\_\_\_\_ 6/09/2023 \_\_\_\_\_

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  
\_\_\_\_\_  
6/12/2023  
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on \_\_\_\_\_ June 27, 2023 \_\_\_\_\_, took action to approve the proposed Agreement with the \_\_\_\_\_ Evergreen Institute of Excellence \_\_\_\_\_ Bargaining Unit.

\_\_\_\_\_  
President, Governing Board  
Signature  
\_\_\_\_\_  
6/27/2023  
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: \_\_\_\_\_  
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

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**B.** Proposed Negotiated Changes in Health and Welfare Benefits:  
An Increase to health and welfare to \$9,354.

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

No

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**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 Evergreen Institute of Excellence enrollment increases, additional supports are necessary to continue to grow and reinforce the program. EIE has continued to add instructional personnel and increase counselor FTE as well as add a Sp Ed instructor.

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

N/A

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**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 23/24 Original budget reflects deficit spending as the collaborative planning of the budget with the Program Director and District leans on very conservative budgeting as the details of the May Revise trailer language is addressed. First Interim will reflect changes to the trailer language.

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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

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

**1.** Current Year

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

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**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)?

As stated previously, budget will be adjusted when details of the State budget become available. Should deficit spending expand, expenditures and programs will be adjusted accordingly.

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**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).

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# 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) \$2,168,154.00
  - b. State Standard Minimum Reserve Percentage for this District 4.00%
  - c. State Standard Minimum Reserve amount for this District \$86,726.00  
 (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 \$510,478.00
  - 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 \$83,118.00
  - f. Total District Budgeted Unrestricted Reserves \$676,714.00
  
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).**

**EVERGREEN INSTITUTE OF EXCELLENCE  
 CERTIFICATED SALARY SCHEDULE  
 2023-2024  
 PROPOSED SALARY SCHEDULE WITH 7% INCREASE**

<b>Years</b>	<b>Without a clear credential Class Y</b>	<b>BA+30 Class I</b>	<b>BA+45 Class II</b>	<b>BA+60 MA Class III</b>	<b>BA+75 MA+15 Class IV</b>
1	58,548	61,271			
2	60,809	63,536	65,800		
3	63,077	65,800	68,063	70,329	
4		68,063	70,329	72,639	
5		70,329	72,639	74,936	
6		72,639	74,936	77,241	
7		74,936	77,241	79,536	81,845
8		77,241	79,536	81,845	84,152
9		79,536	81,845	84,152	86,450
10		81,845	84,152	86,450	88,750
11			86,450	88,750	91,053
12			88,750	91,053	93,360
13				93,360	95,659
14				94,681	96,979
15				96,003	98,308
16-18				97,324	99,631
19-21					101,304
22-24					103,011
25-27					104,744
28-30					106,510
31					108,310

Board Adopted:

G:\Departments\DistrictOffice\Payroll\SalarySchedules\EIE\2017-18 SALARY SCHEDULE.xlsx

EVERGREEN INSTITUTE OF EXCELLENCE  
 CLASSIFIED SALARY SCHEDULE  
 2023-24

PROPOSED SALARY SCHEDULE WITH 7% INCREASE

STEPS	1	2	3	4	5	6-9	10-14	15-19	20-24	25-
Class										
1	17.10	17.10	17.10	17.10	17.10	17.10	17.77	18.66	19.60	20.58
2	17.10	17.10	17.10	17.49	18.37	19.28	20.26	21.26	22.34	23.45

Board Approved:

Classifications	Class
Library/Resources	1
Paraprofessional	2

EVERGREEN INSTITUTE OF EXCELLENCE  
 CLASSIFIED CONFIDENTIAL  
 2023-2024

PROPOSED SALARY SCHEDULE WITH 7% INCREASE

STEPS	1	2	3	4	5-9	10-14	15-19	20-24	25-
<b>Class</b>									
1	20.48	22.01	23.53	25.07	26.62	27.94	29.34	30.78	31.72

Board Approved:

Classification	Range
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Administrative Secretary/Business Services Assistant	1
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