



DATE: December 15, 2021

TO: Board of Education

FROM: Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

SUBJECT: AB 1200 Public Disclosure for Proposed Collective Bargaining Agreement with CSEA

PRESENTED BY: Todd Rivera, Executive Director of Business Services

ACTION REQUESTED

Review Public Disclosure for proposed CSEA agreement.

BACKGROUND INFORMATION

Assembly Bill (AB) 1200 requires local education agencies to publicly disclose the major provisions, including costs, of all collective bargaining agreements before entering into a written agreement. The attachment contains the Public Disclosure of Proposed Collective Bargaining Agreement with the California School Employees Association (CSEA). It includes details on the major compensatory and non-compensatory proposed changes to the CSEA bargaining agreement. Estimated costs and the fiscal impact of the agreement are also included for the current and two (2) subsequent fiscal years.

The proposed agreement for CSEA includes an ongoing salary increase of 5% retroactive to July 1, 2021. The agreement also includes a one-time scaled retention bonus prorated by FTE for unit members of CSEA. 0-.499 FTE employees will receive \$500, paid in two installments, and .5-1.0 FTE employees will receive \$1,000, paid in two installments. An active employee on October 1, 2021 will receive \$250/\$500 respectively in January, 2022, and an active employee on April 1, 2022 will receive \$250/\$500 respectively in June, 2022. The one-time payments will be funded primarily with ESSER III funding. The total cost of this agreement is \$974,316 in 2021 - 2022, \$645,289 in 2022 - 2023, and \$660,774 in 2023 -2024. The District will be able to fund the ongoing salary increase and one-time payment without significant impacts to the Reserve for Economic Uncertainty. This disclosure includes revisions associated with salary agreements for all employee groups and First Interim adjustments.

RESOURCES REQUIRED: General Fund, One-Time Grant Funding

PREPARED BY: Laura Rowe for Todd Rivera, Executive Director of Business Services

Attachment: AB 1200 Analysis