



DATE: December 18, 2024

TO: Board of Education

FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

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

PRESENTED BY: Todd Rivera, Assistant Superintendent Chief Business Officer

ACTION REQUESTED

Review Public Disclosure for proposed TTEA 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 Tahoe Truckee Education Association (TTEA). It includes details on the major compensatory and non-compensatory proposed changes to the TTEA 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 TTEA includes compaction of the current TTEA salary schedule by advancing TTEA members up to one (1) step on the current salary schedule and then removing Step 1 from all columns on the current salary schedule. The top salary step for each column was increased by 3.33% ongoing. Steps on the current salary schedule that repeat salary amounts for multiple years (before topping out) were increased by 1.5% increments. These changes to the salary schedule represent an ongoing 3.35% increase retroactive to July 1, 2024. In addition, various stipends were increased at a value of approximately 0.10%. The health and welfare benefit contribution was increased at a value of 0.8% to the following amounts, effective January 1, 2025:

Employee Only \$10,551
Employee+1 \$12,136
Employee+ Family \$16,438

The total ongoing compensation increase is approximately 4.25%.

The total cost of this agreement is \$1,444,764 in 2024-2025, \$1,622,073 in 2025-2026, and \$1,645,803 in 2026-2027. The District will not experience an operating deficit in the unrestricted general fund as a result of this agreement alone. When combined with tentative agreements with CSEA and unrepresented groups, the District does anticipate minor deficit spending of approximately \$120,000 in 2024-2025, \$520,075 in 2025-2026, and \$573,172 in 2026-2027. However, some of the deficit spending is due to planned one-time expenditures. The reserve for economic uncertainty is projected to decrease by only \$133,663 in 2025-2026 and \$153,190 in 2026-2027 before seeing growth again in 2027-2028. In addition, the District is conservatively projecting only a 3.25% property tax increase for the 2025-2026 fiscal year. If property tax revenues come in higher the deficit may be reduced. With all negotiated agreements the Reserve for Economic Uncertainty is 14.88% in 2024-2025, 14.69% in 2025-2026, and 14.46% in 2026-2027.

RESOURCES REQUIRED: General Fund

PREPARED BY: Laura Rowe, Business Services Coordinator for Todd Rivera, Assistant Superintendent Chief Business Officer