



**DATE:** December 13, 2023

**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

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### **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 two (2) steps on the current salary schedule and then removing Step 1 and Step 2 from all columns on the current salary schedule. Column 7 Step 23 will receive an ongoing increase of 3.2% on the newly compacted salary schedule. All remaining Steps and Columns will receive a 1.55% ongoing increase on the newly compacted schedule. TTEA will also receive an additional paid work day for professional development in the 2024 - 2025 School Year. Lastly, the health and welfare benefit contribution will be increased to the following amounts effective January 1, 2024:

Employee Only \$9,505  
Employee+1 \$10,933  
Employee+ Family \$14,809

The total cost of this agreement is \$1,953,669 in 2023 - 2024, \$2,227,191 in 2024 - 2025, and \$2,068,855 in 2025 -2026. The District has not yet reached settlement with CSEA and

unrepresented employees. After settlement occurs with other groups, it is anticipated that the District will experience a temporary deficit in the unrestricted general fund. However, the District is also anticipating additional savings in 2023 – 2024 due to vacancies which may offset a portion of the deficit. In 2024 – 2025, the District is conservatively projecting a 3.25% property tax increase. If property tax revenues come in higher the deficit may be reduced. Under the settlement agreement with TTEA, the Reserve for Economic Uncertainty is 15.46% in 2023 – 2024, 17.06% in 2024 – 2025, and 18.54% in 2025 -2026.

**RESOURCES REQUIRED:** General Fund

**PREPARED BY:** Laura Rowe, Administrative Assistant for Todd Rivera, Assistant Superintendent Chief Business Officer

Attachment: AB 1200 Analysis