

**DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
TAHOE-TRUCKEE UNIFIED SCHOOL DISTRICT**

In accordance with AB 1200 (Chapter 1213/1991), GC 3547.5 and CCR, Title V, Section 15449

The proposed agreement is a 1 year agreement with Tahoe Truckee Education Association that covers the period beginning July 1, 2020 and ending June 30, 2021, and will be acted upon by the Governing Board at its meeting on June 16, 2021. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group (Please use separate disclosure for each group)	Check one by marking with "x"	Cost of 1% *	Value of 1 contract day **
Certificated	X	\$292,256	\$ 157,976
Classified		\$0	
Confidential/Management		\$0	
Other		\$0	

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

\*\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment -

Estimated payment date: 7/9/2021

**A. Proposed Change in Compensation**

	Compensation	\$ Fiscal Impact of Proposed Agreement			%		
		Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
		2020/21	2021/22	2022/23	2020/21	2021/22	2022/23
1	Salary Schedule - Increase(Decrease)	488,723	497,520	506,475	1.67%	1.70%	1.73%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement				0.00%	0.00%	0.00%
3	Other Compensation (complete description below)	720,525	-	-	2.47%	0.00%	0.00%
4	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)	180,091	105,375	116,641	0.62%	0.36%	0.40%
5	Health/Welfare Benefits - Increase (Decrease)	-	-	-	0.00%	0.00%	0.00%
6	<b>Total Compensation</b>	<b>1,389,339</b>	<b>602,895</b>	<b>623,117</b>	<b>4.75%</b>	<b>2.06%</b>	<b>2.13%</b>
7	<b>Total Number (FTE) of Represented Employees</b>	<b>288</b>	<b>288</b>	<b>288</b>			
8	<b>Total Compensation Average Cost per Employee - Increase (Decrease)</b>	<b>4,821</b>	<b>2,092</b>	<b>2,162</b>			

Other Compensation - Increase (Decrease)

9 (One-time, Stipends, Bonuses, etc.) Provide Description Below

One-time payment of \$2,500 for all unit members prorated by FTE

10 Were any additional steps, columns, or ranges added to the schedules?

NO

If YES, please explain below

11 Does this bargaining group have a negotiated cap for Health and Welfare benefits?

1

If YES, please indicate the current cap amount.

\$8,900 emp only, \$10,300  
Emp+1, \$14,100 Emp+Fam

- B. Proposed change in compensation.** Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary

Tahoe Truckee Education Association will receive a 2% ongoing salary increase retroactive to July 1, 2020. In addition they will receive a \$2,500 one-time payment for each member prorated by FTE.

- C. Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

NA

- D. What are the specific impacts on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

No

- E. What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

None

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

- G. Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

No

**H. Source of funding for proposed agreement.**

Current year:

The 2% ongoing salary increases will be funded by General Fund. The one-time \$2,500 payment will be funded by the In-Person Instruction grant and unrestricted General Fund.

How will ongoing cost of the proposed agreement be funded in future years?

General Fund

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).

NA

**I. Describe the financial impact on other funds affected by the proposed settlement -**  
Please describe any current and multi-year effects on any other Funds

No impact on other funds.

**J. If necessary, include any additional explanations or information here**

**TAHOE-TRUCKEE UNIFIED SCHOOL DISTRICT**  
**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 June 16, 2021

Agreement(s) included: Tahoe Truckee Education Association

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

UNRESTRICTED GENERAL FUND- CURRENT YEAR				2020/21
	(Col. 1) Latest Board- approved budget before settlement  (as of 6/23/2021)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	55,439,162			55,439,162
Remaining Revenues (8100-8799)	2,995,728			2,995,728
<b>TOTAL REVENUES</b>	<b>58,434,890</b>	-	-	<b>58,434,890</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	21,218,875	321,269	(321,269)	21,218,875
2000 Classified Salaries	8,207,523	-		8,207,523
3000 Employee Benefits	10,976,860	62,969	(62,969)	10,976,860
4000 Books and Supplies	1,427,375		-	1,427,375
5000 Services and Operating Expenses	4,300,456		-	4,300,456
6000 Capital Outlay	838,200		-	838,200
7000 Other	(45,661)		-	(45,661)
<b>TOTAL EXPENDITURES</b>	<b>46,923,628</b>	<b>384,238</b>	<b>(384,238)</b>	<b>46,923,628</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>11,511,262</b>	<b>(384,238)</b>	<b>384,238</b>	<b>11,511,262</b>
Other Sources and Transfers In (8910-8979)				-
Other Uses and Transfers Out (7610-7699)	904,423			904,423
Contributions (8980-8999)	(8,665,506)			(8,665,506)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>1,941,333</b>	<b>(384,238)</b>	<b>384,238</b>	<b>1,941,333</b>
<b>BEGINNING BALANCE</b>	<b>\$ 9,918,216</b>			<b>9,918,216</b>
<b>ENDING BALANCE</b>	<b>\$ 11,859,549</b>			<b>\$ 11,859,549</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Reserves (9711-9719)	57,743			57,743
Stabilization Arrangements (9750)	-			-
Other Commitments (9760)	-			-
Other Assignments (9780)	1,438,719			1,438,719
Reserve for Economic Uncertainties (9789)	10,363,087			10,363,087
Unassigned/Unappropriated (9790)	-			10,363,087

Additional narrative- if necessary

Base Year is Estimated Actuals to be approved on June 23, 2021. Estimated Actuals Include a 2% ongoing for all groups plus a 1% one-time payment. The \$2,500 one-time exceeds the cost of the 1% one-time, however, it variance will be covered by Inperson Instruction grants on the restricted side.

**TAHOE-TRUCKEE UNIFIED SCHOOL DISTRICT**  
**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**  
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 6/4/2019

Agreement(s) included: Tahoe Truckee Education Association

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

	RESTRICTED GENERAL FUND- CURRENT YEAR			2020/21
	(Col. 1) Latest Board- approved budget before settlement  (as of 6/23/2021)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	585,344			585,344
Remaining Revenues (8100-8799)	21,183,823	804,826		21,988,649
<b>TOTAL REVENUES</b>	<b>21,769,167</b>	<b>804,826</b>	-	<b>22,573,993</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	9,586,859	887,979	(167,454)	10,307,384
2000 Classified Salaries	3,090,404			3,090,404
3000 Employee Benefits	7,686,522	117,122	(32,821)	7,770,823
4000 Books and Supplies	3,235,064			3,235,064
5000 Services and Operating Expenses	3,120,696			3,120,696
6000 Capital Outlay	87,929			87,929
7000 Other	482,370			482,370
<b>TOTAL EXPENDITURES</b>	<b>27,289,844</b>	<b>1,005,101</b>	<b>(200,275)</b>	<b>28,094,670</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(5,520,677)</b>	<b>(200,275)</b>	<b>200,275</b>	<b>(5,520,677)</b>
Other Sources and Transfers In (8910-8979)				-
Other Uses and Transfers Out (7610-7699)				-
Contributions (8980-8999)	8,665,506			8,665,506
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>3,144,829</b>			<b>3,144,829</b>
<b>BEGINNING BALANCE</b>	<b>\$ 1,096,990</b>			<b>1,096,990</b>
<b>ENDING BALANCE</b>	<b>\$ 4,241,819</b>			<b>\$ 4,241,819</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Reserves (9711-9719)				
Restricted Reserves (9740)	4,241,819			4,241,819

Additional narrative- if necessary

In Person Instruction Grant Revenue added in Column 2 to cover one-time payment

Disclosure of Collective Bargaining Agreement

**TAHOE-TRUCKEE UNIFIED SCHOOLDISTRICT**  
**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**  
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 June 16, 2021

Agreements included:

Tahoe Truckee Education Association

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

	Current Year 1: 2020/21			
	(Col. 1) Latest Board-approved budget before settlement  (as of 6/23/2021)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	56,024,506	-	-	\$ 56,024,506
Remaining Revenues (8100-8799)	24,179,551	804,826	-	\$ 24,984,377
<b>TOTAL REVENUES</b>	<b>80,204,057</b>	<b>804,826</b>	<b>-</b>	<b>\$ 81,008,883</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	30,805,734	1,209,248	(488,723)	\$ 31,526,259
2000 Classified Salaries	11,297,927	-	-	\$ 11,297,927
3000 Employee Benefits	18,663,382	180,091	(95,790)	\$ 18,747,683
4000 Books and Supplies	4,662,439	-	-	\$ 4,662,439
5000 Services and Operating Expenses	7,421,152	-	-	\$ 7,421,152
6000 Capital Outlay	926,129	-	-	\$ 926,129
7000 Other	436,709	-	-	\$ 436,709
<b>TOTAL EXPENDITURES</b>	<b>74,213,472</b>	<b>1,389,339</b>	<b>(584,513)</b>	<b>\$ 75,018,298</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>5,990,585</b>	<b>(584,513)</b>	<b>584,513</b>	<b>\$ 5,990,585</b>
Other Sources and Transfers In	-	-	-	\$ -
Other Uses and Transfers Out	904,423	-	-	\$ 904,423
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>5,086,162</b>	<b>(584,513)</b>	<b>584,513</b>	<b>\$ 5,086,162</b>
<b>BEGINNING BALANCE</b>	\$ 11,015,206			\$ 11,015,206
<b>ENDING BALANCE</b>	\$ 16,101,368			\$ 16,101,368
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	57,743	-	-	\$ 57,743
Restricted Reserves (9740)	4,241,819	-	-	\$ 4,241,819
Stabilization Arrangements (9750)	-	-	-	\$ -
Other Commitments (9760)	-	-	-	\$ -
Other Assignments (9780)	1,438,719	-	-	\$ 1,438,719
Reserve for Economic Uncertainties (9789)	10,363,087	-	-	\$ 10,363,087
Unassigned/Unappropriated (9790)	-	-	-	\$ -

ERROR

If total revisions in Column 2 do not equal total settlement compensation or if Column 3 requires explanation- enter information here.

% Ongoing salary increase already included in 2021-22 budget and MYP

**TAHOE-TRUCKEE UNIFIED SCHOOL DISTRICT**  
**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

Agreements included: Tahoe Truckee Education Association

	(Col. 5) Latest Board-approved MYP before settlement	Year 2: (Col. 6) Revisions Necessary as a result of proposed	20 (Col. 7) Other Revisions	20 1/22 (Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board-approved MYP before settlement	Year 3: (Col. 10) Revisions Necessary as a result of proposed	20 (Col. 11) Other Revisions	20 22/23 (Col. 12) Total impact on budget (col. 9+10+11)
<b>REVENUES</b>								
LCFF Sources (8010-8099)	\$ 58,151,780			\$ 58,151,780	\$ 59,992,914			\$ 59,992,914
Remaining Revenues (8100-8799)	\$ 21,047,704			\$ 21,047,704	\$ 17,364,868			\$ 17,364,868
<b>TOTAL REVENUES</b>	79,199,484		-	\$ 79,199,484	77,357,782			\$ 77,357,782
<b>EXPENDITURES</b>								
1000 Certificated Salaries	\$ 31,695,136	\$ 497,520	-497,520	\$ 31,695,136	\$ 31,546,720	\$ 506,475	-506,475	\$ 31,546,720
2000 Classified Salaries	\$ 12,638,656			\$ 12,638,656	\$ 12,605,302			\$ 12,605,302
3000 Employee Benefits	\$ 20,486,847	\$ 105,375	-105,375	\$ 20,486,847	\$ 21,500,759	\$ 116,641	-116,641	\$ 21,500,759
4000 Books and Supplies	\$ 4,345,605			\$ 4,345,605	\$ 3,639,559			\$ 3,639,559
5000 Services and Operating Expenses	\$ 6,910,248			\$ 6,910,248	\$ 6,891,063			\$ 6,891,063
6000 Capital Outlay	\$ 676,397			\$ 676,397	\$ 694,000			\$ 694,000
7000 Other	\$ 356,592			\$ 356,592	\$ 179,434			\$ 179,434
<b>TOTAL EXPENDITURES</b>	77,109,481.00		(602,895.00)	\$ 77,109,481	77,056,837		(623,116.00)	\$ 77,056,837
<b>OPERATING SURPLUS (DEFICIT)</b>	2,090,003.00		602,895.00	\$ 2,090,003	300,945		623,116.00	\$ 300,945
Other Sources and Transfers In				\$ -				\$ -
Other Uses and Transfers Out	\$ 961,005			\$ 961,005	\$ 811,005			\$ 811,005
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	1,128,998		602,895	\$ 1,128,998	(510,060)			\$ (510,060)
<b>BEGINNING BALANCE</b>	\$ 16,101,368			\$ 16,101,368	\$ 17,230,366			\$ 17,230,366
<b>ENDING BALANCE</b>	\$ 17,230,366			\$ 17,230,366	\$ 16,720,306			\$ 16,720,306
<b>COMPONENTS OF ENDING BALANCE:</b>								
Nonspendable Reserves (9711-9719)	\$ 60,000			\$ 60,000	\$ 60,000			\$ 60,000.00
Restricted Reserves (9740)	\$ 4,633,353			\$ 4,633,353	\$ 3,580,145			\$ 3,580,145
Stabilization Arrangements (9750)								
Other Commitments (9760)								
Other Assignments (9780)	\$ 1,242,927			\$ 1,242,927	\$ 1,210,895			\$ 1,210,895
Reserve for Economic Uncertainties (9789)	\$ 11,294,086			\$ 11,294,086	\$ 11,869,266			\$ 11,869,266
Unassigned/Unappropriated (9790)								
	ERROR			ERROR	ERROR			ERROR

If total revisions in Columns 6 & 10 do not total settlement compensation in years 2 & 3 or if Columns 7 or 11 require explanations, enter information here.

% Ongoing salary increase already included in 2021-22 budget and MYP

**Impact of Proposed Agreement on Unrestricted Reserves**

		Current Year 2020/21	Year 2 2021/22	Year 3 2022/23
1.	State Reserve Standard (after impact of Proposed Agreement)			
	a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 75,922,721	\$ 78,070,486	\$ 77,867,842
	b. State Standard Minimum Reserve for Economic Uncertainties (REU) Percentage for this district	3.00%	3.00%	3.00%
	c. State Standard Minimum REU amount for this district <i>(greater of line 1-c or \$65,000 for districts w/less than 100 ADA)</i>	\$ 2,277,682	\$ 2,342,115	\$ 2,336,035

		Current Year 2020/21	Year 2 2021/22	Year 3 2022/23
2.	Budgeted <u>Unrestricted</u> reserve (after impact of Proposed Agreement)			
	a. General Fund budgeted Unrestricted Reserve for Economic Uncertainties- REU (9789)	\$ 10,363,087	\$ 11,294,086	\$ 11,869,266
	b. General Fund budgeted Unrestricted Unassigned/Unappropriated amount (9790)	\$ -	\$ -	-
	c. Special Reserve Fund 17 budgeted REU (9789)	\$ -		
	d. Special Reserve Fund 17 Budgeted Unappropriated/Unassigned amount (9790)	\$ -		
	<b>e. Total District budgeted Unrestricted reserves</b>	<b>\$ 10,363,087</b>	<b>\$ 11,294,086</b>	<b>\$ 11,869,266</b>

3. Do Unrestricted reserves meet the state minimum standard amount?

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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



This document is intended to assist the Governing Board in determining that the district can meet the costs incurred under the tentative bargaining agreement referenced below in the current and subsequent fiscal years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. Absence of one or both signatures should serve as "red flag" to the Governing Board; however, it does not prevent them from taking action on the agreement.

**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of <u>TAHOE-TRUCKEE UNIFIED SCHOOL DISTRICT</u> , hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the <u>Tahoe Truckee Education Association</u> Bargaining Unit, during the term of the agreement from <u>7/1/2020</u> to <u>6/30/2021</u> .	
<input checked="" type="checkbox"/> The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 7 & 8 of this document. If the district does not adopt all budget revisions needed in the current year to meet the costs of the agreement, the County Superintendent of Schools is required to issue a qualified or negative certification at the next interim reporting period.	
<input type="checkbox"/> N/A - No budget revisions necessary.	
_____ <b>District Superintendent (Signature)</b>	_____ <b>Date</b>
_____ <b>Chief Business Official (Signature)</b>	_____ <b>Date</b>

**Certification #2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the <i>Public Disclosure of Proposed Bargaining Agreement</i> in accordance with the requirement of AB 1200 and Government Code Section 3547.5.	
_____ <b>District Superintendent or Designee (Signature)</b>	_____ <b>Date</b>
_____ <b>Contact Person</b>	_____ <b>Phone</b>
After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on <u>6/16/2021</u> , took action to approve the proposed agreement with the Bargaining Unit.	
_____ <b>President (or Clerk), Governing Board (Signature)</b>	_____ <b>Date</b>