



DATE: January 11, 2023

TO: Board of Education

FROM: Carmen Ghysels, Superintendent Chief Learning Officer

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

PRESENTED BY: Todd Rivera, Assistant Superintendent Chief Business Officer

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 Classified 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. Please note that the "Other Revisions" section in the analysis represents salary increases for Confidential and Management employees.

The proposed agreement for CSEA includes an ongoing salary increase of 7% retroactive to July 1, 2022 in addition to a one-time payment of \$1,500 for all unit members of CSEA prorated by FTE. The one-time payment will be funded primarily with reserves. The agreement also includes movement in ranges for specific classification on the salary schedule. Current CSEA job classifications on Range 11 of the salary schedule were moved to Range 13 and job classifications on Range 13 were moved to Range 14 retroactive to July 1, 2022. In addition, the District will combine Calendars CLAS 9(193) & 8(195) to 8, CLAS 5(203) & 6(208) to 6 and CLAS 3(223) & 4(227) to 4 effective July 1, 2023. These costs are included in the salary schedule increases in all years. Lastly, the health and welfare benefit contribution will be increased to the following amounts effective July 1, 2023:

Employee Only	\$9,078
Employee+1	\$10,506
Employee+ Family	\$14,382

The total cost of this agreement is \$1,712,573 in 2022- 2023, \$1,390,512 in 2023 - 2024, and \$1,414,087 in 2024 -2025. The District will be able to fund the ongoing salary increase and one-time payment without impacting the Reserve for Economic Uncertainty. This disclosure does include a portion of the estimated costs associated with potential salary agreements with other bargaining units.

RESOURCES REQUIRED: General Fund, One-time Grant Funding

PREPARED BY: Todd Rivera

Attachment: AB 1200 Analysis