

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

**MAJOR PROVISIONS OF PROPOSED AGREEMENT
WITH THE**

Calif. School Employees Assoc. (CSEA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **02/26/14**

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning **07/01/13** and ending **06/30/14** for the following fiscal years

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current-Year Costs Before Agreement	\$50,637,705.32
2. Current-Year Costs After Agreement	\$51,200,385.32
3. Total Cost Change	\$562,680.00
4. Percentage Change	1.11%
5. Value of 1 % Change	416,379

C. PERCENTAGE SALARY CHANGE FOR AVERAGE REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average represented employee under this proposed agreement:

1. Salary Schedule change (% Change To Existing Salary Schedule)	0
(% change for one time only bonus/stipend or salary reduction)	1.57%
2. Step & Column (Average % Change Over Prior-Year Salary Schedule)	0
3. TOTAL PERCENTAGE CHANGE FOR THE AVERAGE REPRESENTED EMPLOYEE	1.57%
4. # Furlough or Non-Work Days associated with change	0
5. Total # of Instructional Days to be provided in Fiscal Year (as applicable to Certificated BU agreements only)	180

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RIALTO UNIFIED SCHOOL DISTRICT

D.

PERCENTAGE BENEFIT CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	17,421,271.32
2.	Cost of Benefits After Agreement	17,520,584.32
3.	Percentage Change in Total Costs	0.57%

E.

IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$ 234,263,382.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$ 7,027,901.46

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$7,004,927.01
5.	Unassigned/Unappropriated (Object 9790)	\$5,714,614.00
6.	Total Reserves: (Object 9789 + 9790)	\$12,719,541.01

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	0
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$12,719,541.01
9.	Percentage of General Fund Expenditures/Uses	5.43%
	Difference between District Reserves and Minimum State Requirement	\$5,691,639.55

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RIALTO UNIFIED

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

None.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

None.

H. NARRATIVE OF AGREEMENT

The District and CSEA agree to a one-time salary bonus of 1.57% off the salary schedule. The bonus will be calculated from the employees' annual base salary on July 1, 2013 or subsequent date of hire. Bonus will be issued only to employees who are in active status with the District on December 13, 2013. The off salary schedule pay (bonus) will be credited to the employees' retirement account based on PERS guidelines issued by the California Public Employees' Pension Act (PEPRA) of 2013.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund, Fund 13, Fund 12 and Categorical Funds.

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RIALTO UNIFIED SCHOOL DISTRICT

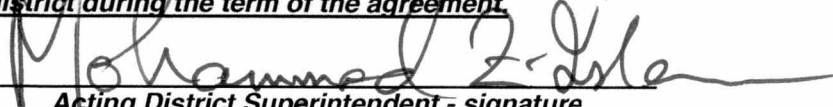
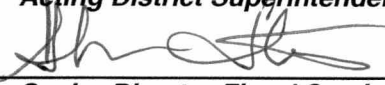
CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

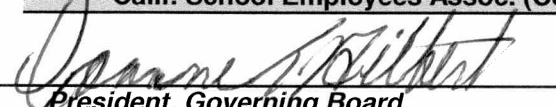
District with a Qualified & Negative Status: Per Government Code 3540.2 signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for Review 10 days prior to board meeting ratifying agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB-1200, AB -2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

 Acting District Superintendent - signature	Tuesday, February 18, 2014 Date
 Senior Director Fiscal Services- signature	Tuesday, February 18, 2014 Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Wednesday, February 26, 2014 took action to approve the proposed Agreement with the Calif. School Employees Assoc. (CSEA) Bargaining Unit.

 President, Governing Board (signature)	Wednesday, February 26, 2014 Date
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SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT

WITH THE BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on :
 Budget Revisions to be INPUT no later than 45 days after approval: *(will calc + 45 days)*

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

(This document is required at any time all or even part of an agreement is ratified or modified)

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <input type="text"/>	<input type="text"/>
Classified: <input type="text" value="California School Employees Association (CSEA)"/>	<input type="text" value="800.417"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:
 and ending on:

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Reopeners: Yes or NO ?

if Yes, What Areas?

<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above mentioned Bargaining unit:

Current-Year Salary Cost Before Settlement
(Based on Year to Date (YTD) Actuals Projected through 6/30):

Current-Year Salary Cost After Settlement
(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Total Cost Increase or (Decrease):
 Percentage Increase or (Decrease):

SALARY CHANGE FOR AN AVERAGE-REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>		
% increase or (decrease) to existing schedule	<input type="text" value="0.00%"/>	per employee
% increase or (decrease) for one time only bonus/stipend or (salary reduction)	<input type="text" value="1.57%"/>	per employee
<u>Step & column</u>		
average % annual change over the prior-year schedule	<input type="text" value="0.00%"/>	per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="1.57%"/>	per employee

Indicate # of Furlough/Non-Work Days associated with any Percentage Change:
 Indicate Total # of Instructional Days to be provided for Fiscal Year:

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory benefits: *(Object 3XXX less 34XX)*
 (STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:
 Current Costs:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

RIALTO UNIFIED

SCHOOL DISTRICT

Proposed Costs:	\$ 8,520,818.09
Total Cost Increase or (decrease):	\$99,313.00
Percentage Change:	1.18%

District Health/Welfare Plans-Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:	
Current Costs:	\$ 8,999,766.23
Proposed Costs:	\$ 8,999,766.23
Total Cost Increase or (decrease):	\$0.00
Percentage Change:	0.00%

Please indicate if Health/Welfare Benefit is Capped :		
<i>(Indicate any details such as different caps per health plans or any super composite rates. Also indicate if cap includes health benefit only or also other insurances)</i>		
No Cap. No change in Benefit plans.		
Current Cap:	\$ -	
Proposed Cap:	\$ -	
Average Capped Amount increase or (decrease) per employee FTE	\$0.00	0.00%

**TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES
(REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)**

Section 5: The "total cost increase or (decrease)" for salaries and employee benefits in the proposed agreement.

Current Year Combined Cost Before Settlement: *(data pulls from above)*
(Based on YTD Actuals Projected through 6/30 based on current agreement)

Salaries	\$ 33,216,434.00	
Benefits	\$ 17,421,271.32	
Total:		\$ 50,637,705.32

Current Year Cost After Settlement: *(data pulls from above)*
(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Salaries	\$ 33,679,801.00	
Benefits	\$ 17,520,584.32	
Total:		\$ 51,200,385.32

TOTAL COST INCREASE OR (DECREASE)	\$562,680.00
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	
PERCENTAGE CHANGE	1.11%
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	\$ 416,379.39

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement: *(Please indicate, in detail, the terms of the agreement covered in each section)*

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc.(Amts, staff affected, total cost and/or savings)

The District and CSEA agree to a one-time salary bonus of 1.57% off the salary schedule. This agreement is due to Article XXII (2): pay and Allowances(Me Too Clause) in the CSEA collective bargaining agreement. The bonus will be calculated from the employees' annual base salary on July 1, 2013 or subsequent date of hire. Bonus will be issued only to employees who are in active status with the District on December 13, 2013. The off salary schedule pay (bonus) will be credited to the employees' retirement account based on PERS guidelines issued by the California Public Employees' Pension Act (PEPRA) of 2013.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE RIALTO UNIFIED SCHOOL DISTRICT

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/Grades affected; and if CDE waiver (attach copy) applied for), Staff Development Days, Teacher Prep Time, etc. Be specific.

None.

C. CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopener and specific Contingency and/or Restoration language (submit details to COE, including when would occur)

None.

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*
 Minimum State Reserve Percentage **(input %)**
 Minimum State Reserve Requirement: *(formula included Total Exp/Uses x Minimum Reserve %)*

\$	234,263,382.00
	3%
\$	7,027,901.46

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5: (pulls from above Governing Board Date plus 45 days)	4/12/2014
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Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT Batch #'s:	Batch #'s: mm/dd/yy
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If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over any previous Form MYP filed with this office. SEE Attached MYP

Assumptions used for LCFF gap%, Unduplicated %, Other Revenue COLAs, Add/Reduced staffing, etc, explain below

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows : Submit copies of all provisions to COE. (text pulls into disclosure)

None.

Section 11: FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract): (text pulls into disclosure)

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE RIALTO UNIFIED SCHOOL DISTRICT

None.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. (Text pulls into disclosure)

The District and CSEA agree to a one-time salary bonus of 1.57% off the salary schedule. The bonus will be calculated from the employees' annual base salary on July 1, 2013 or subsequent date of hire. Bonus will be issued only to employees who are in active status with the District on December 13, 2013. The off salary schedule pay (bonus) will be credited to the employees' retirement account based on PERS guidelines issued by the California Public Employees' Pension Act (PEPRA) of 2013.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. (Pulls into disclosure):

General Fund, Fund 13, Fund 12 and Categorical Funds.

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5.

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5. which asks: Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA

Section 14: LCFF

(a) Current-year (CY) LCFF Average Rate per ADA:		Estimated
(CY LCFF BASC Calculator, Line J61)		\$6,617.74
(b) Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA:		
(PY LCFF, BASC Calculator Line I61)		\$6,136.94
(c) = Amount of Current-Year Increase or (decrease):		
(a) minus (b)		480.80
(d) = Percentage Increase or (decrease) in LCFF per ADA:		
(c) divided by (b)		7.83%
(e) ADA Increase/(Decrease) from Prior Year as %		
Current year P-2 LCFF funded ADA(greater of PY guarantee or current year)	25,688.93	
Prior Year P-2 LCFF funded ADA(greater of PY guarantee or current year)	25,901.41	
(f) Total LCFF % increase or (decrease) plus ADA % change		7.01%
(g) Indicate Total Settlement Percentage Change from Section 5		1.11%

If proposed agreement % on Line g is greater than Line f, please provide explanation below

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official upon submission to the Governing Board and by the Board President upon formal Board action on the proposed agreement.

District with a Qualified & Negative Status: Per Government Code 3540.2 signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for Review 10 days prior to board meeting ratifying agreement.

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 "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB-1200, AB-2756, GC 3547.5, and GC 3540.2

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

RIALTO UNIFIED

SCHOOL DISTRICT

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

Mohammad Z. Ishaq
Acting District Superintendent - signature

Tuesday, February 18, 2014

Date

Sha
Senior Director Fiscal Services- signature

Tuesday, February 18, 2014

Date

Wednesday, February 26, 2014
the Calif. School Employees Assoc. (CSEA)

took action to approve the proposed Agreement with

Bargaining Unit.

James
President, Governing Board signature

Wednesday, February 26, 2014

Date

