

BOARD OF EDUCATION

Attachment: Action

9

PALO ALTO UNIFIED SCHOOL DISTRICT

Date:

11.17.09

TO: Kevin Skelly, Superintendent

FROM: Scott Bowers, Assistant Superintendent, Human Resources

SUBJECT: Proposed Ratification of Tentative Agreement with the California School Employees Association

STRATEGIC PLAN INITIATIVE

Staff Recruitment and Development

BACKGROUND

Representatives of the Board of Education and the California School Employees Association (CSEA) have concluded their negotiations for the 2009-10 school year. The California School Employees' Association membership held a ratification vote earlier this month and will report the results of the vote at the Board meeting on November 10, 2009.

The following information highlights changes that will be made to the current agreement as a result of these negotiations. A financial disclosure statement is also included. Copies of the tentative agreement have been given to the Board members and are available upon request from the Human Resource Center.

ARTICLE II – Term

- Language was modified to reflect our current negotiations schedule. The deadline for CSEA to “sunshine” its articles for negotiations is May 1 of each year, with the commencement of negotiations by September 1 of each year.

ARTICLE VI - Compensation and Benefits

- The District will increase the ongoing dollars made available for employee health benefits and increase the commitment of \$12,125 average per employee to \$12,865 average per employee per year.
- New language allows early retirees eligible for fully paid District benefits to opt out of the District's coverage and receive \$3,000 for each year of eligibility forfeited.
- New language specifies that life insurance coverage will be provided for qualified active employees only.
- New language establishes a PPO dental plan for all eligible employees hired on or after January 1, 2010. Current employees have the option of choosing the new PPO dental plan or remaining on the dental incentive program currently in place.

APPENDIX B - Reclassification

- Language was restructured and modified to bring more clarity to the reclassification process.

RECOMMENDATION

This item was discussed and a public hearing held on November 10, 2009. It is recommended the Board approve this tentative agreement.

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
In Accordance with AB 1200

PALO ALTO UNIFIED SCHOOL DISTRICT

Name of Bargaining Unit: CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Certificated

Classified XX

The proposed agreement covers the period beginning 07/01/2009 and ending 06/30/2010 and will be acted upon by the Governing Board at the meeting on 11/17/09.

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year Increase / Decrease 2009-10	Year 2 Increase / Decrease 2010-11	Year 3 Increase / Decrease 2011-12
1. Regular Compensation	N/A	N/A	N/A	N/A
		%	%	%
2. Other Compensation Stipends, Bonuses, etc.	N/A	N/A	N/A	N/A
Description of other compensation				
3. Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare , etc.	N/A	N/A	N/A	N/A
4. Health / Welfare Plans	\$ 5,851,806	\$ 226,486	\$ 161,776	\$ -
Notes for Health / Welfare costs	Average cost / FTE = \$12,125	Average cost / FTE = \$12,556	Average cost / FTE = \$12,865	
5. Total Compensation Add Items 1 through 4 to equal 5	N/A	\$ 226,486	\$ 161,776	\$ -
6. Step and Column Due to movement plus any changes due to settlement. This is a subset of Item No. 1	N/A	N/A	N/A	N/A
7. Total Number of Represented Employees (Use FTEs if appropriate)	484 FTE	484 FTE	484 FTE	484 FTE

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Impact of Proposed Agreement on Current Year and Next Two Years Unrestricted Reserves **

B. State Reserve Standard

	Current Year	Year 2	Year 3
1. Total Expenditures, Transfers Out, and Uses (including Cost of Proposed Agreement) **	\$ 152,180,931	\$ 152,956,191	\$ 154,516,753
2. State Standard Minimum Reserve Percentage for this District	3%	3%	3%
3. State Standard minimum reserve amount for this District (Line 1 times 2 or \$50,000 for a district with less than 1,001 ADA)	\$ 4,565,428	\$ 4,588,686	\$ 4,635,503

C. Budgeted Unrestricted reserve (After Impact of Proposed Agreement)

1. General Fund Budgeted <u>Unrestricted</u> Designated for Economic Uncertainties	\$ 4,565,428	\$ 4,588,686	\$ 4,635,503
2. General Fund Budgeted <u>Unrestricted</u> Unappropriated Amount	\$ 5,931,537	\$ 3,954,358	\$ 1,977,179
3. Special Reserve Fund (J-207) Budgeted Designated for Economic Uncertainties	\$ 9,510,721	\$ 9,796,043	\$ 10,089,924
4. Special Reserve Fund (J-207) Budgeted Unappropriated Amount	\$	\$	\$
5. Article XIII-B Fund (J-241) Budgeted for Economic Uncertainties	\$	\$	\$
6. Article XIII-B Fund (J-241) Budgeted Unappropriated Amount	\$	\$	\$
7. Total District Budgeted <u>Unrestricted</u> Reserves	\$ 20,007,686	\$ 18,339,086	\$ 16,702,605

D. Do unrestricted reserves meet the state standard minimum reserve amount for the current and next two fiscal years? YES: XX NO: ____

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

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

E. CERTIFICATION

To be signed by the District Superintendent upon submission to the Governing Board and the Board President upon formal Board action on the proposed 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 Collective Bargaining Agreement").

District Superintendent (or Designee)
(Signature)

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at this meeting on November 17, 2009, took action to approve the proposed Agreement with the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200.