

## Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);  
GC § 3547.5 (Statutes of 2004, Chapter 52)

### San Diego Unified School District

Bargaining Unit: San Diego Education Association (impacts to all bargaining units listed)      Certificated: 6,32 Classified: 4,121

The proposed agreement covers the period:      Beginning: 7/1/2017      Ending: 6/30/2020

This agreement will be acted upon by the Governing Board at its meeting on: July 30, 2019  
Date

#### A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2019 - 2020		Year 2 2020 - 2021		Year 3 2021 - 2022	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. <b>Step &amp; Column - Increase</b> (Decrease) due to movement plus any changes due to settlement	\$12,900,390.00	\$273,502.00	2.12%	\$555,940.00	4.22%	\$565,028.00	4.12%
2. <b>Salary Schedule - Increase</b> (Decrease)	\$789,096,061.00	\$14,783,902.00	1.87%	\$30,050,793.00	3.74%	\$30,542,045.00	3.66%
3. <b>Other Compensation - Increase</b> (Decrease) in Stipends, Bonuses, etc.	\$0.00	\$0.00		\$5,327,500.00		\$5,327,500.00	
4. <b>Statutory Benefits - Increase</b> (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$263,920,062.00	\$3,628,387.00	1.37%	\$9,143,250.00	3.42%	\$9,341,501.00	3.38%
5. <b>Health/Welfare Benefits - Increase</b> (Decrease)	\$196,149,818.00	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
6. <b>Total Compensation - Increase</b> (Decrease) Total Lines 3(a), 4(a), 5(a)	\$1,262,066,331.00	\$18,685,791.00	1.48%	\$45,077,483.00	3.52%	\$45,776,074.00	3.45%
7. <b>Total Number of Represented Employees</b>	10,503.00	10,503.00		10,503.00		10,503.00	
8. <b>Total Compensation Cost for Average Employee - Increase</b> (Decrease)	\$120,162.46	\$1,779.09	1.48%	\$4,291.87	3.52%	\$4,358.38	3.45%

Impact on other Funds:

General Fund will absorb the cost of 3.70% salary increase for Fund 12.

Note:

3.7% salary increase effective January 1, 2020.

Impacted Bargaining Units include SDEA, CSEA, POA, Non-Rep and Confidential

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

The impact to 2019-20 is a mid-year increase of 3.7%. Effective June 30, 2020, an annual longevity stipend added for unit members who have completed six or more years on Step 17 of the Salary Schedule.

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- B. Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc.)**

For 2019-20, an allocation of 20:1 for Mild/Moderate teachers. If teachers have 21 or 22 students for 10 consecutive work days the teacher will receive a stipend of \$324 per month they are over caseload. Beginning in 2020-21, there will be a 20:1 hard cap. Teachers may be paid up to 8 hours at the non-classroom rate for over 4 assessments per year.

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

There are no expected reductions or eliminations in the current year.

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

n/a

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**E. Source of Funding for Proposed Agreement**

1. Current Year

The 2019-20 budget assumes a salary increase equivalent to 1.5%. The final settlement is slightly more (see supplement to this disclosure) with the difference supported by fund balance, as well as, other funding opportunities.

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

The District is committed to maintaining a balanced budget and is currently working on solutions to solve for shortfalls in the out-years. Possible solutions include advocacy efforts and program adjustments/efficiencies.

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3. 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)

See E.2. The District is committed to maintaining a balanced budget and is currently working on solutions to solve the shortfalls in the out-years.

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## F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

### 1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$1,424,977.852
b. State Standard Minimum Reserve Percentage for this District	2.00%
c. Projected P-2 ADA	96,374.00
d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i>	\$28,499,557.04

### 2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$28,500,000.00
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$0.00
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	\$0.00
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	\$0.00
e. Total District Budgeted Unrestricted Reserves	\$28,500,000.00

3. Do unrestricted reserves meet the state standard minimum reserve amount?

Yes

No


## G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 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.

\_\_\_\_\_  
District Superintendent  
(Signature)

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chief Business Official  
(Signature)

7-26-19  
\_\_\_\_\_  
Date

Contact Person: GREGORY K. OTTINGER, ESQ. Telephone No.: (619) 260-5460

## Supplement

### H. Impact of Proposed Agreement on Current Year Operating Budget\*

Date of governing board approval of budget revisions in Col. 2: July 30, 2019  
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board- Approved Budget Before Settlement as of 7/1/2019	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
<b>REVENUES:</b>				
LCFF Sources (8010-8099)	1,041,226,850			1,041,226,850
Remaining Revenues (8100-8799)	327,675,294			327,675,294
<b>TOTAL REVENUES</b>	1,368,902,144	0	0	1,368,902,144
<b>EXPENDITURES:</b>				0
1000 Certificated Salaries	596,018,330	2,616,599		598,634,929
2000 Classified Salaries	217,578,401	840,525		218,418,926
3000 Employee Benefits	462,994,218	704,049		463,698,267
4000 Books and Supplies	42,714,981			42,714,981
5000 Services and Operating Expenses	87,630,008			87,630,008
6000 Capital Outlay	687,266			687,266
7000 Other	(911,900)			(911,900)
<b>TOTAL EXPENDITURES</b>	1,406,711,304	4,161,173	0	1,410,872,477
OPERATING SURPLUS (DEFICIT)	(37,809,160)	(4,161,173)	0	(41,970,333)
OTHER SOURCES AND TRANSFERS IN	21,066,880			21,066,880
OTHER USES AND TRANSFERS OUT	14,108,066			14,108,066
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(30,850,346)	(4,161,173)	0	(35,011,519)
BEGINNING BALANCE	107,168,545			107,168,545
CURRENT YEAR-ENDING BALANCE	76,318,199	(4,161,173)		72,157,026
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	2,582,028			2,582,028
Restricted (9740)	37,831,196			37,831,196
Committed (9750/9760)				0
Assigned (9780)	7,487,976	(4,244,173)		3,243,803
Reserve Economic Uncertainties (9789)	28,417,000	83,000		28,500,000
Unassigned/Unappropriated (9790)	(1)	0		(1)

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

The 2019-20 budget includes a set-aside for a salary increase. While page 1 reflects the cost of the agreement, this table reflects the difference between the final negotiated amount as compared to the budget assumptions.

\*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.