July 13, 2020

Ms. Liz Bystedt  
Superintendent  
Jamul-Dulzura Union School District  
14581 Lyons Valley Road  
Jamul, CA 91935-9701

Dear Ms. Bystedt:

We have received the Jamul-Dulzura Union School District’s Disclosure of Collective Bargaining Agreements in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The disclosure indicates that the proposed agreements are effective July 1, 2019 through June 30, 2021 for the Jamul-Dulzura United Teachers Association (JDUTA) and the Classified School Employees Association (CSEA) Jamul Chapter #664 bargaining unit. The agreements will be acted upon by the governing board at its meeting on July 14, 2020.

The agreements propose the following:

- Health and welfare benefits increase from $730.71/month to $759.71/month, effective December 1, 2019 for all members. This includes management, “me too” clause for eligible health and welfare benefits.
- A distance learning technology stipend of $25/month for JDUTA unit members from April 2020 through June 2020 and from August 2020 through June 2021.
- A vacation carryover allotment shall increase from two years of banked vacation leave to three years of banked vacation leave for CSEA unit members. This agreement expires on June 30, 2021.

The total estimated increase in compensation, including statutory and health and welfare benefits, is estimated as follows:

<table>
<thead>
<tr>
<th></th>
<th>2019-20</th>
<th>2020-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>$ 7,916</td>
<td>$15,450</td>
</tr>
<tr>
<td>Certificated</td>
<td>$ 3,451</td>
<td>$ 4,930</td>
</tr>
<tr>
<td>Classified</td>
<td>$ 1,624</td>
<td>$ 2,320</td>
</tr>
</tbody>
</table>

The health and welfare benefits costs for the Child Development Fund and the Cafeteria Fund are estimated to be $290 and $580, respectively, per year.
The district maintains the appropriate 4% reserve for economic uncertainties in the General Fund, and there does not appear to be any adverse impact due to the agreements in the current fiscal year.

The district superintendent and chief business official have certified that the cost of the collective bargaining agreement can be met during the term of the agreement. Furthermore, E.C. 42142 requires school districts to incorporate necessary budget revisions in the current year budget within 45 days of board approval of a collective bargaining agreement. Please forward a copy of the budget revisions and the original signed certification to our office upon board approval of the collective bargaining agreement.

Questions or concerns may be directed to me at (858) 295-6702, or Natalie Azzam, Business Advisor at (858) 295-6657.

Sincerely,

Brent Watson
Executive Director
District Financial Services

BW: NCA: VS

cc: Lori Wigg, Chief Business Official, Jamul-Dulzura Union School District Retirement Reporting Unit, San Diego County Office of Education
JAMUL-DULZURA UNION SCHOOL DISTRICT
14581 Lyons Valley Road
Jamul, CA 91935
(619) 669-7700

Public Hearing Notice
Tuesday July 14, 2020
Zoom Meeting: www.jdusd.net
1:00 p.m.

A. Public Hearing
At the date, time, and place noted, a public hearing will be held to allow public input regarding:

1) AB 1200 Disclosure of collective bargaining agreements
   a. Jamul-Dulzura United Teachers Association
   b. Jamul-Dulzura Union School District Certificated Management
   c. California School Employees Association and its Jamul Chapter 664
   d. Jamul-Dulzura Union School District Classified Management & Confidential

Posted: July 10, 2020
Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Jamul-Dulzura Union School District

Name of Bargaining Unit: Jamul-Dulzura United Teachers Association Certificated: x Classified:

The proposed agreement covers the period: Beginning: 7/1/2019 Ending: 8/30/2020

This agreement will be acted upon by the Governing Board at its meeting on: 7/14/2020 Date

A. Proposed Change in Compensation

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Cost Prior to Proposed Agreement</th>
<th>Fiscal Impact of Proposed Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>Current Year 2019 - 2020</td>
</tr>
<tr>
<td></td>
<td>(a) $</td>
<td>(b) $</td>
</tr>
<tr>
<td>1. Step &amp; Column - Increase (Decrease) due to movement plus any changes due to settlement</td>
<td>$1,837,526.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>2. Salary Schedule - Increase (Decrease)</td>
<td>$48,556.00</td>
<td>$2,025.00</td>
</tr>
<tr>
<td>3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.</td>
<td>$381,574.52</td>
<td>$409.66</td>
</tr>
<tr>
<td>4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.</td>
<td>$19,729.17</td>
<td>$5,481.00</td>
</tr>
<tr>
<td>5. Health/Welfare Benefits - Increase (Decrease)</td>
<td>$2,287,485.79</td>
<td>$7,915.66</td>
</tr>
<tr>
<td>6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)</td>
<td>27.00</td>
<td>27.00</td>
</tr>
<tr>
<td>7. Total Number of Represented Employees</td>
<td>$84,721.70</td>
<td>$293.17</td>
</tr>
</tbody>
</table>

Impact on other Funds: The settlement will not impact other funds. The cost of the "no to" for Cert Mgmt is $603 in 2019-20 and $610 in 2020-21 & 2021-22.

Revised: 06/06
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 monthly cap for health insurance will increase to $759.71 per month, effective 12/1/19.
- Unit members assigned to a distance learning program shall receive a monthly stipend of $25/month from April through June 2020 and from August 2020 to June 2021.

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

No other changes are proposed in this agreement.

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.

As a result of declining enrollment, certificated FTE will be reduced by 2 in 2020-21

Revised: 06/06
D. **What contingency language is included in the proposed agreement?**
Include specific areas identified for openers, applicable fiscal years, and specific contingency language.

Eligibility to receive the technology stipend in 2020-21 is contingent upon being assigned to a distance learning program.

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

1. **Current Year**
   - General Fund reserves

2. **How will the ongoing cost of the proposed agreement be funded in future years?**
   - The ongoing costs of the agreement will be funded by general fund revenues & reserves.

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)
   - Single Year agreement only. However, ongoing costs of the agreement will be supported by the above measures.

Revised: 06/06
F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)</td>
<td>$6,821,417</td>
</tr>
<tr>
<td>b. State Standard Minimum Reserve Percentage for this District</td>
<td>4.00%</td>
</tr>
<tr>
<td>c. Projected P-2 ADA</td>
<td>525.35</td>
</tr>
<tr>
<td>d. State Standard Minimum Reserve Amount for this District</td>
<td>$272,856.68</td>
</tr>
</tbody>
</table>

(Line 1a times Line 1b, or $50,000, whichever is greater, for a district with less than 1,001 ADA)

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

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties</td>
<td>$414,687.12</td>
</tr>
<tr>
<td>b. General Fund Budgeted Unrestricted Unappropriated Amount</td>
<td>$0.00</td>
</tr>
<tr>
<td>c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties</td>
<td>$423,616.68</td>
</tr>
<tr>
<td>d. Special Reserve Fund 17-Budgeted Unappropriated Amount</td>
<td>$0.00</td>
</tr>
<tr>
<td>e. Total District Budgeted Unrestricted Reserves</td>
<td>$838,303.80</td>
</tr>
</tbody>
</table>

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

_________________________________________  7/7/2020  
District Superintendent  
(Signature)  

_________________________________________  7/7/2020  
Chief Business Official  
(Signature)  

Contact Person: Lori Wigg  Telephone No.: (619) 669-7703

Revised: 06/06
**H. Impact of Proposed Agreement on Current Year Operating Budget**

Date of governing board approval of budget revisions in Col. 2 7/14/2020
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.

<table>
<thead>
<tr>
<th></th>
<th>(Col. 1) Latest Board-Approved Budget as of 6/23/2020</th>
<th>(Col. 2) Adjustments as a Result of Settlement 2020-21</th>
<th>(Col. 3) Other Revisions</th>
<th>(Col. 4) Total Impact on Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue Limit Sources (8010-8099)</td>
<td>5,004,296</td>
<td></td>
<td></td>
<td>5,004,296</td>
</tr>
<tr>
<td>Remaining Revenues (8100-8799)</td>
<td>1,522,397</td>
<td></td>
<td></td>
<td>1,522,397</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>6,526,693</td>
<td>0</td>
<td>0</td>
<td>6,526,693</td>
</tr>
<tr>
<td><strong>EXPENDITURES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 Certificated Salaries</td>
<td>2,473,809</td>
<td>6,875</td>
<td></td>
<td>2,480,684</td>
</tr>
<tr>
<td>2000 Classified Salaries</td>
<td>1,269,894</td>
<td></td>
<td></td>
<td>1,269,894</td>
</tr>
<tr>
<td>3000 Employee Benefits</td>
<td>1,400,743</td>
<td>1,326</td>
<td></td>
<td>1,402,069</td>
</tr>
<tr>
<td>4000 Books and Supplies</td>
<td>308,651</td>
<td></td>
<td></td>
<td>308,651</td>
</tr>
<tr>
<td>5000 Services and Operating Expenses</td>
<td>1,289,681</td>
<td></td>
<td></td>
<td>1,289,681</td>
</tr>
<tr>
<td>6000 Capital Outlay</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>7000 Other</td>
<td>78,639</td>
<td></td>
<td></td>
<td>78,639</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>6,821,417</td>
<td>8,201</td>
<td>0</td>
<td>6,829,618</td>
</tr>
<tr>
<td>Operating Surplus (Deficit)</td>
<td>(294,724)</td>
<td>(8,201)</td>
<td></td>
<td>(302,925)</td>
</tr>
<tr>
<td>Other Sources and Transfers In</td>
<td>176,169</td>
<td></td>
<td></td>
<td>176,169</td>
</tr>
<tr>
<td>Other Uses and Transfers Out</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Current Year Increase (Decrease) in Fund Balance</td>
<td>(118,555)</td>
<td>(8,201)</td>
<td></td>
<td>(126,756)</td>
</tr>
<tr>
<td>Beginning Balance</td>
<td>550,443</td>
<td></td>
<td></td>
<td>550,443</td>
</tr>
<tr>
<td>Current Year-Ending Balance</td>
<td>431,888</td>
<td></td>
<td></td>
<td>423,687</td>
</tr>
<tr>
<td><strong>Components of Ending Balance:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonspendable (9711-9719)</td>
<td>9,000</td>
<td></td>
<td></td>
<td>9,000</td>
</tr>
<tr>
<td>Restricted (9740)</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Committed (9750/9760)</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Assigned (9780)</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Reserve Economic Uncertainties (9789)</td>
<td>422,888</td>
<td></td>
<td></td>
<td>414,687</td>
</tr>
<tr>
<td>Unassigned/Unappropriated (9790)</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

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:

Health Insurance Increase was already included in the 2020-21 Adopted Budget

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

Revised: 07/2011
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least ten (10) working days prior to the date the governing board will take action on the proposed bargaining agreement.

- Separate documents must be completed for each collective bargaining agreement, but if more than one agreement is discussed at the same time, you may summarize the financial impact of "all" agreements on page 4 (supplement).

- Include, as applicable, Cost Prior to Proposed Agreement, Current Year, Year 2 and Year 3 information for the period covered in the proposed agreement. For example, for a 2-year multi-year agreement, complete Cost Prior to Proposed Agreement, Current Year and Year 2.

- Any time a contract is reopened with a financial impact on "any area of compensation," a disclosure of the proposed agreement must be made.

- The specific manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the local district.

- The governing board shall adopt revisions to its budget needed in the current fiscal year to fulfill the terms of the collective bargaining agreement within 45 days of adoption (EC § 42142). Provide a copy of the board-approved budget revisions and board minutes to the county office. 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.

- All revisions to the budget needed in the current fiscal year to meet the costs of the collective bargaining agreement shall be adopted no later than the statutory deadline for certification of the next interim report by the county superintendent of schools (GC § 3547.5, EC § 42131).

SPECIFIC INSTRUCTIONS FOR COMPLETION

PROPOSED CHANGE IN COMPENSATION

1. Step and Column
   a. Cost Prior to Proposed Agreement: Enter the total annual cost of all salaries for the bargaining unit prior to the proposed agreement. Remove any "one-time" bonuses or payments that were paid in prior year, if applicable.
   b. $: Enter the annual increase cost of Step and Column movement on the Salary Schedule for the affected bargaining unit.
   c. %: Divide the annual cost of Step and Column, Line 1(b), by the Cost Prior to Proposed Agreement, Line 1(a).

2. Salary Schedule
   a. Cost Prior to Proposed Agreement: Enter the amount from Line 1(a) plus Line 1(b).
   b. $: Enter the annual $ amount of the proposed change in the Salary Schedule.
3. **Other Compensation**

   **Description:** Indicate specific changes in Other Compensation for the current year. For example: 1% off schedule or $200/employee. For Year 2 and Year 3, explain in "Comments" section, if applicable.

   a. **Cost Prior to Proposed Agreement:** Enter the amount from Line 2(a).
   
   b. $$:** Enter the annual amount of the proposed change in Other Compensation.
   
   c. $$%:** Divide the amount by the Cost Prior to the Proposed Agreement, Line 3(a).

4. **Statutory Benefits**

   a. **Cost Prior to Proposed Agreement:** Enter the total prior year cost of Statutory Benefits of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" benefit costs that would not carry over to current year.
   
   b. $$:** Enter the amount of the proposed change in Statutory Benefits resulting from changes in Salary Schedule, Step and Column, and Other Compensation reported on Line 1(b) through Line 3(b).
   
   c. $$%:** Divide Line 4(b) by the amount of dollars shown in Cost Prior to Proposed Agreement, Line 4(a).

5. **Health/Welfare Benefits**

   a. **Cost Prior to Proposed Agreement:** Enter the total annual cost of Health/Welfare Benefits of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" costs that would not carry over to current year.
   
   b. $$:** Enter the amount of the proposed change in Health/Welfare Benefits, resulting from the affected bargaining unit agreement.
   
   c. $$%:** Divide Line 5(b) by the amount of dollars shown in Cost Prior to Proposed Agreement Line 5(a).

6. **Total Compensation**

   a. **Cost Prior to Proposed Agreement:** Total Lines 3(a), 4(a), and 5(a).
   
   b. $$:** Total Lines 1(b), 2(b), 3(b), 4(b), and 5(b).
   
   c. $$%:** Divide the total by Cost Prior to Proposed Agreement, Line 6(a).

7. **Total Number of Represented Employees**

   Enter the total full-time equivalent (FTE) employees for the affected bargaining unit for each applicable year.

8. **Total Compensation Cost for Average Employee**

   a. **Cost Prior to Proposed Agreement:** Divide Cost Prior to Proposed Agreement, Line 6(a) by Prior Year FTE Employees, Line 7.
   
   b. $$:** Divide Total Compensation, Line 6(b) by FTE employees, Line 7, for each applicable year.
   
   c. $$%:** Divide Total Compensation Cost for Average Employee, Line 8(b) by Cost Prior to Proposed Agreement, Line 8(a).

Revised: 06/08
Check Report Type
Regular Monthly Manager’s Report
Requested Written Report
Action Item


Information: An agreement was reached between the District and JDUTA regarding health insurance benefits for 2019-2020 and technology stipends for distance learning.

Recommendation (if any): Approve the tentative agreement between the Jamul-Dulzura Union School District and the Jamul-Dulzura United Teachers Association.
TENTATIVE AGREEMENT

Between the
JAMUL-DULZURA UNION SCHOOL DISTRICT
and the
JAMUL-DULZURA UNION TEACHERS ASSOCIATION

1. Article 7-Fringe Benefits
   ○ For each eligible full-time unit member or permanent part-time member (at least .5 FTE), the maximum monthly contribution from the District towards the actual cost of health and welfare benefits (medical, dental, vision, and life) shall be increased from $730.71 per month to $759.71 per month, effective December 1, 2019.
   ○ Article 16-Wages.
     • Commencing on April 1, 2020, all JDUTA unit members assigned to a distance learning program shall receive a monthly technology stipend of $25 per month. The monthly stipend for the 2019-20 school year shall be effective April 1, 2020 and shall continue through June 30, 2020.
     • JDUTA unit members who are assigned to a distance learning program during the 2020-21 school shall receive a monthly technology stipend of $25 per month. The monthly stipend for the 2020-21 school year shall commence on August 1, 2020 and continue through June 20, 2021 or until the unit member is no longer assigned to a distance learning program, whichever is sooner.

FOR THE DISTRICT

Elizabeth Bystedt, Superintendent

Date 6/8/2020

FOR THE ASSOCIATION

Heidi Connolly

Date 6/8/2020