September 9, 2020

Dr. Andrew Johnsen
Superintendent
Lakeside Union School District
12335 Woodside Ave.
Lakeside, CA 92040

Superintendent Johnsen:

We have received the Lakeside Union Elementary School District’s Disclosure of Collective Bargaining Agreement for the Lakeside Teachers Association in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The proposed agreement is effective July 1, 2020 through June 20, 2021, or when the public health emergency due to COVID-19 ends, and will be acted upon by the governing board at its meeting on September 10, 2020.

The agreement calls for the following:

- One-time stipend of $250 to any unit member who provides both synchronous instruction or related services and in-person instruction or related service to students during the 2020-21 school year
- Unit members to be compensated hourly at the staff development presenter/preparation/attendance rate set forth in Article 15 of the parties’ CBA, to voluntarily participate in distance learning professional development offered by the district
- Unit members shall be compensated at 1/7 the individual unit member’s daily rate per hour to address backlogged IEPs as approved on an individual basis
- One Next Generation Science Stipend of $5,000 plus 5 release days
- One Immersion Stipend of $5,000 plus 5 release days
- Language addressing the following areas during the COVID-19 public health emergency:
  - Evaluations
  - In-person and distance learning instruction
  - Special Education
  - Safety
  - Leaves
The district projects the fiscal impact from the extension of this agreement for 2020-21 to be $185,740. In conversations with the district, they have indicated the cost of the agreement will be paid from Learning Loss Mitigation Funds. Therefore, there should be no impact to the Unrestricted General Fund.

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 Alex Wilmot, Business Advisor at (858) 292-6649.

Sincerely,

[Signature]

Brent Watson
Executive Director
District Financial Services

BW: AW: VS

cc: Erin Garcia, Assistant Superintendent, Business Services, Lakeside Union School District Retirement Reporting Unit, San Diego County Office of Education
November 9, 2020

Dr. Andrew Johnsen
Superintendent
Lakeside Union School District
12335 Woodside Ave.
Lakeside, CA 92040

Dear Superintendent Johnsen:

We have received the Lakeside Union Elementary School District’s Disclosure of Collective Bargaining Agreement for the California School Employees Association – Lakeside Chapter 240 in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The proposed agreement is effective July 1, 2020 through June 30, 2021, or when the public health emergency due to COVID-19 ends and will be acted upon by the governing board at its meeting on November 12, 2020.

The agreement calls for the following:

- One-time stipend of $300 for maintenance employees reporting to work through the entire year, that are assigned to clean and disinfect school facilities recently occupied by person(s) with COVID-19.
- One-time stipend of $300 for middle school employees and $200 for elementary school employees for the extra time required to prepare templates for certificated staff to record weekly assignment reports and daily student participation.
- Language addressing the following areas during the COVID-19 public health emergency:
  - Safety
  - Employee leaves
  - Classified service work schedules and arrangements

The district projects the fiscal impact from the extension of this agreement for 2020-21 to be $5,835. The district has indicated the cost of the agreement will be paid from the Elementary and Secondary School Relief Funds and the Coronavirus Relief Funds. Therefore, there should be no impact to the Unrestricted General Fund.
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 Alex Wilmot, Business Advisor at (858) 295-6649.

Sincerely,

Brent Watson
Executive Director
District Financial Services

BW: AW: VS

cc: Erin Garcia, Assistant Superintendent, Business Services, Lakeside Union School District Retirement Reporting Unit, San Diego County Office of Education
April 12, 2021

Dr. Andrew Johnsen
Superintendent
Lakeside Union School District
12335 Woodside Ave.
Lakeside, CA 92040

Dear Dr. Johnsen:

We have received the Lakeside Union Elementary School District’s Disclosure of Collective Bargaining Agreement for the Lakeside Teachers Association (LTA) in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The agreement fully resolves LTA’s limited reopener on the subject matter of compensation, pursuant to the Parties’ 2020-21 Side Letter of Agreement Regarding the COVID-19 Public Health Emergency. The proposed agreement is effective July 1, 2020 through June 30, 2021 and will be acted upon by the governing board at its meeting on April 15, 2021.

The agreement calls for the following:

- From October 1, 2020 through June 30, 2021, classroom teachers assigned by the District to maintain daily logs of student participation and weekly engagement records shall receive a monthly stipend in accordance with the following terms:
  - Eligible classroom teachers who maintain one (1) roster of students shall receive a $50 stipend per month
  - Eligible classroom teachers who maintain more than one (1) roster of students and elementary immersion teachers shall receive $100 per month
- One-time stipend to special education unit members who assess, instruct, or provide related services to students with exceptional needs throughout the 2020-21 school year as follows:
  - Special Day Class Teachers shall receive a $500 stipend
  - Resource Specialist Program Teachers, Preschool Assessment Teachers, and Adaptive Physical Education Teachers shall receive a $1,000 stipend
  - School Psychologists, Speech Language Pathologists, and School Nurses shall receive a $1,500 stipend
The district projects the fiscal impact from the extension of this agreement for 2020-21 to be $246,469. All costs associated with this agreement will be funded from the Elementary and Secondary School Emergency Relief Fund (ESSER II), which is included in the Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (CRRSA). Therefore, there will be no impact to the unrestricted general fund. We recommend the district review the planned expenditures from this funding source with the external auditors.

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 Alex Wilmot, Business Advisor at (858) 295-6649. This letter can be found on our website at: [https://www.sdcoe.net/business-services/financial-services/business-advisory-services/Pages/Correspondence.aspx](https://www.sdcoe.net/business-services/financial-services/business-advisory-services/Pages/Correspondence.aspx).

Sincerely,

Brent Watson
Executive Director
District Financial Services

BW: AW: VS

cc: Erin Garcia, Assistant Superintendent, Business Services, Lakeside Union School District Retirement Reporting Unit, San Diego County Office of Education
Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Lakeside Union School District

Name of Bargaining Unit: Lakeside Teachers Association
Certificated: X
Classified:

The proposed agreement covers the period:
Beginning: 7/1/2020
Ending: 6/30/2021

This agreement will be acted upon by the Governing Board at its meeting on:
4/15/2021

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>(a)</td>
<td>(b) 2020-2021</td>
</tr>
<tr>
<td>1. Step &amp; Column - Increase (Decrease) due to movement plus any changes due to settlement</td>
<td>$21,109,137.56</td>
<td>$210,250.00</td>
</tr>
<tr>
<td>2. Salary Schedule - Increase (Decrease)</td>
<td>$21,109,137.56</td>
<td>0.00%</td>
</tr>
<tr>
<td>3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.</td>
<td>$21,109,137.56</td>
<td>$207,250.00</td>
</tr>
<tr>
<td>4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.</td>
<td>$4,310,877.27</td>
<td>$39,212.84</td>
</tr>
<tr>
<td>5. Health/Welfare Benefits - Increase (Decrease)</td>
<td>$4,740,806.89</td>
<td>0.00%</td>
</tr>
<tr>
<td>6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)</td>
<td>$30,160,821.72</td>
<td>$246,468.64</td>
</tr>
<tr>
<td>7. Total Number of Represented Employees</td>
<td>268.00</td>
<td>268.00</td>
</tr>
<tr>
<td>8. Total Compensation Cost for Average Employee - Increase (Decrease)</td>
<td>$112,540.38</td>
<td>$919.66</td>
</tr>
</tbody>
</table>

Impact on other Funds: N/A - No impact on other funds.

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:

1. Monthly stipends from October 1, 2020 to June 30, 2021 for classroom teachers maintaining distance learning attendance records ($167,499)
2. One-time stipends for Special Education unit members to account for the increased workload resulting from COVID-19 ($78,970)

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

There are no non-compensation items proposed in the 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.

There are no impacts of non-negotiated changes to instructional/support programs to accommodate the agreement.

Revised 07/04

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


---

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

1. Current Year – CRRSAA funding ESSER II

---

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

   There are no ongoing costs for future years.

---

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)

   N/A – Not a multi-year agreement

---
### 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</td>
<td>$61,680,512</td>
</tr>
<tr>
<td>Agreement)</td>
<td></td>
</tr>
<tr>
<td>b. State Standard Minimum Reserve Percentage for this District</td>
<td>3.00%</td>
</tr>
<tr>
<td>c. Projected P-2 ADA</td>
<td>4,806.47</td>
</tr>
<tr>
<td>d. State Standard Minimum Reserve Amount for this District</td>
<td>$1,850,415.36</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>$1,857,809.41</td>
</tr>
<tr>
<td>b. General Fund Budgeted Unrestricted Unappropriated Amount</td>
<td>$7,886,796.02</td>
</tr>
<tr>
<td>c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties</td>
<td>$0.00</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>$9,744,605.43</td>
</tr>
</tbody>
</table>

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)  
3.30.21

Chief Business Official  
(Signature)  
3-30-2021

Contact Person: Shannon Johnston  
Telephone No.: 619-390-2640

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

Date of governing board approval of budget revisions in Col. 2: 4/15/2021
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 Before Settlement as of 2nd Interim</th>
<th>(Col. 2) Adjustments as a Result of Settlement</th>
<th>(Col. 3) Other Revisions</th>
<th>(Col. 4) Total Impact on Budget (Cols. 1 + 2 + 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LCFF Sources (8010-8099)</td>
<td>44,123,530</td>
<td></td>
<td>44,123,530</td>
<td></td>
</tr>
<tr>
<td>Remaining Revenues (8100-8799)</td>
<td>18,991,599</td>
<td></td>
<td>18,991,599</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>63,115,129</td>
<td></td>
<td>63,115,129</td>
<td></td>
</tr>
<tr>
<td><strong>EXPENDITURES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 Certificated Salaries</td>
<td>24,622,890</td>
<td>207,256</td>
<td>24,830,146</td>
<td></td>
</tr>
<tr>
<td>2000 Classified Salaries</td>
<td>8,750,226</td>
<td></td>
<td>8,750,226</td>
<td></td>
</tr>
<tr>
<td>3000 Employee Benefits</td>
<td>17,886,936</td>
<td>39,213</td>
<td>17,926,149</td>
<td></td>
</tr>
<tr>
<td>4000 Books and Supplies</td>
<td>2,913,108</td>
<td></td>
<td>2,913,108</td>
<td></td>
</tr>
<tr>
<td>5000 Services and Operating Expenses</td>
<td>7,149,219</td>
<td></td>
<td>7,149,219</td>
<td></td>
</tr>
<tr>
<td>6000 Capital Outlay</td>
<td>267,287</td>
<td></td>
<td>267,287</td>
<td></td>
</tr>
<tr>
<td>7000 Other</td>
<td>(109,154)</td>
<td></td>
<td>(109,154)</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>61,480,512</td>
<td>246,468</td>
<td>61,726,980</td>
<td></td>
</tr>
<tr>
<td>OPERATING SURPLUS (DEFICIT)</td>
<td>1,634,617</td>
<td>(246,468)</td>
<td>1,388,149</td>
<td></td>
</tr>
<tr>
<td>OTHER SOURCES AND TRANSFERS IN</td>
<td>60,783</td>
<td></td>
<td>60,783</td>
<td></td>
</tr>
<tr>
<td>OTHER USES AND TRANSFERS OUT</td>
<td>200,000</td>
<td></td>
<td>200,000</td>
<td></td>
</tr>
<tr>
<td>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</td>
<td>1,496,400</td>
<td>(246,468)</td>
<td>1,248,932</td>
<td></td>
</tr>
<tr>
<td>BEGINNING BALANCE</td>
<td>11,077,283</td>
<td></td>
<td>11,077,283</td>
<td></td>
</tr>
<tr>
<td>CURRENT YEAR-ENDING BALANCE</td>
<td>12,572,683</td>
<td>(246,468)</td>
<td>12,326,215</td>
<td></td>
</tr>
<tr>
<td>COMPONENTS OF ENDING BALANCE:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonspendable (9711-9719)</td>
<td>85,000</td>
<td></td>
<td>85,000</td>
<td></td>
</tr>
<tr>
<td>Restricted (9740)</td>
<td>1,959,079</td>
<td>(253,862)</td>
<td>1,705,217</td>
<td></td>
</tr>
<tr>
<td>Committed (9750/9760)</td>
<td>791,393</td>
<td></td>
<td>791,393</td>
<td></td>
</tr>
<tr>
<td>Assigned (9780)</td>
<td>0</td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Reserve Economic Uncertainties (9789)</td>
<td>1,850,415</td>
<td>7,394</td>
<td>1,857,809</td>
<td></td>
</tr>
<tr>
<td>Unassigned/Unappropriated (9790)</td>
<td>7,886,796</td>
<td></td>
<td>7,886,796</td>
<td></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:

Revised: 07/2011
*This supplement is a composite recap of *all* the bargaining agreements shown on the preceding pages.
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).
LAKESIDE UNION SCHOOL DISTRICT

Governing Board Meeting Date: Sept. 10, 2020

Agenda Item:

Background (Describe purpose/rationale of the agenda item):
Government Code 3547.5 requires local educational agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement. 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 current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Fiscal Impact (Cost):

$185,740

Funding Source:
LLMF (Learning Loss Mitigation Funds)

Addresses Emphasis Goal(s):

☐ #1: Academic Achievement
☐ #2: Social Emotional
☐ #3: Physical Environments

Recommended Action:

☐ Informational
☐ Denial/Rejection
☐ Discussion
☐ Ratification
☐ Approval
☐ Adoption
☐ Explanation: Click here to enter text.

Originating Department/School: Business Services

Submitted/Recommended By: Erin Garcia, Assistant Superintendent

Approved for Submission to the Governing Board: Dr. Andy Johnsen, Superintendent

Reviewed by Cabinet Member
Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Lakeside Union School District

Name of Bargaining Unit: Lakeside Teachers Association  Certificated: X  Classified: 

The proposed agreement covers the period:  
Beginning: 7/1/2020  
Ending: 6/20/2021  

This agreement will be acted upon by the Governing Board at its meeting on:  
September 10, 2020  

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>(a) $</td>
<td>Current Year 2020 - 2021</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(b) $</td>
</tr>
<tr>
<td>1. Step &amp; Column - Increase (Decrease) due to movement plus any changes due to settlement</td>
<td>$21,357,842</td>
<td>$0.00</td>
</tr>
<tr>
<td>2. Salary Schedule - Increase (Decrease)</td>
<td>$21,357,842</td>
<td>$0.00</td>
</tr>
<tr>
<td>3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.</td>
<td>$21,357,842</td>
<td>$156,189.26</td>
</tr>
<tr>
<td>4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.</td>
<td>$4,374,711</td>
<td>$29,551.01</td>
</tr>
<tr>
<td>5. Health/Welfare Benefits - Increase (Decrease)</td>
<td>$4,481,747</td>
<td></td>
</tr>
<tr>
<td>6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)</td>
<td>$30,214,300</td>
<td>$185,740.27</td>
</tr>
<tr>
<td>7. Total Number of Represented Employees</td>
<td>285</td>
<td>285</td>
</tr>
<tr>
<td>8. Total Compensation Cost for Average Employee - Increase (Decrease)</td>
<td>$106,015</td>
<td>$651.72</td>
</tr>
</tbody>
</table>

Impact on other Funds: No impact on other funds.

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 changes in compensation are as follows:

- Compensation and Benefits B: One-time stipend of $250 to any unit member providing synchronous and in-person instruction or related services ($79,082)
- Distance Learning Q: Unit members will be paid at the staff development rate to voluntarily participate in distance learning professional development offered by the District. ($57,776)
- Special Education E: Unit members shall be compensated at 1/7 their daily rate to address backlogged IEPs as approved on an individual basis. ($35,563)
- Next Generation Science Standards Stipend of $5,000 plus 5 release days. ($6,660)
- Immersion Stipend of $5,000 plus 5 release days. ($6,660)

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

The side letter addresses various areas during the COVID-19 public health emergency such as evaluations, in-person and distance learning instruction, Special Education, safety, and leaves. This agreement does not change any component of the current Collective Bargaining 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.

There are no impacts of non-negotiated changes to instructional/support programs to accommodate the agreement.
D. **What contingency language is included in the proposed agreement?**
Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

As a side letter of agreement in regards to the COVID-19 public health emergency, the agreement only applies in the current fiscal year or until the public health emergency due to COVID-19 ends.

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

1. Current Year – General Fund

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

   This agreement does not have any ongoing costs to future years.

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)

   This agreement only pertains to the current fiscal year.
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</td>
<td>$61,973,186</td>
</tr>
<tr>
<td>Agreement)</td>
<td></td>
</tr>
<tr>
<td>b. State Standard Minimum Reserve Percentage for this District</td>
<td>3.00%</td>
</tr>
<tr>
<td>c. Projected P-2 ADA</td>
<td>4,806.47</td>
</tr>
<tr>
<td>d. State Standard Minimum Reserve Amount for this District</td>
<td>$1,859,195.58</td>
</tr>
<tr>
<td>(Line 1a times Line 1b, or $50,000, whichever is greater, for a district</td>
<td></td>
</tr>
<tr>
<td>with less than 1,001 ADA</td>
<td></td>
</tr>
</tbody>
</table>

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>$1,859,195.60</td>
</tr>
<tr>
<td>b. General Fund Budgeted Unappropriated Amount</td>
<td>$6,993,039.56</td>
</tr>
<tr>
<td>c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties</td>
<td></td>
</tr>
<tr>
<td>d. Special Reserve Fund 17-Budgeted Unappropriated Amount</td>
<td></td>
</tr>
<tr>
<td>e. Total District Budgeted Unrestricted Reserves</td>
<td>$8,852,235.17</td>
</tr>
</tbody>
</table>

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.

[Signature]

District Superintendent

[Signature]

Chief Business Official

[Signature]

Contact Person:

[Signature]

Telephone No.: 415-390-2040

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

Date of governing board approval of budget revisions in Col. 2: September 10, 2020

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 Before Settlement as of (insert date)</th>
<th>(Col. 2) Adjustments as a Result of Settlement</th>
<th>(Col. 3) Other Revisions</th>
<th>(Col. 4) (Cols. 1 + 2 + 3) 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>LCFF Sources (8010-8099)</td>
<td>44,092,601</td>
<td></td>
<td></td>
<td>44,092,601</td>
</tr>
<tr>
<td>Remaining Revenues (6100-8799)</td>
<td>16,941,831</td>
<td></td>
<td></td>
<td>16,941,831</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>61,034,432</td>
<td>0</td>
<td>0</td>
<td>61,034,432</td>
</tr>
<tr>
<td><strong>EXPENDITURES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 Certificated Salaries</td>
<td>24,662,632</td>
<td>156,189</td>
<td></td>
<td>24,818,821</td>
</tr>
<tr>
<td>2000 Classified Salaries</td>
<td>8,829,152</td>
<td></td>
<td></td>
<td>8,829,152</td>
</tr>
<tr>
<td>3000 Employee Benefits</td>
<td>17,674,468</td>
<td>29,551</td>
<td></td>
<td>17,704,019</td>
</tr>
<tr>
<td>4000 Books and Supplies</td>
<td>3,909,188</td>
<td></td>
<td></td>
<td>3,909,188</td>
</tr>
<tr>
<td>5000 Services and Operating Expenses</td>
<td>6,722,798</td>
<td></td>
<td></td>
<td>6,722,798</td>
</tr>
<tr>
<td>6000 Capital Outlay</td>
<td>75,000</td>
<td></td>
<td></td>
<td>75,000</td>
</tr>
<tr>
<td>7000 Other</td>
<td>(129,931)</td>
<td></td>
<td></td>
<td>(129,931)</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>61,743,307</td>
<td>185,740</td>
<td>0</td>
<td>61,929,048</td>
</tr>
<tr>
<td>OPERATING SURPLUS (DEFICIT)</td>
<td>(708,875)</td>
<td>(185,740)</td>
<td>0</td>
<td>(894,615)</td>
</tr>
<tr>
<td>OTHER SOURCES AND TRANSFERS IN</td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>OTHER USES AND TRANSFERS OUT</td>
<td>44,139</td>
<td></td>
<td></td>
<td>44,139</td>
</tr>
<tr>
<td>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</td>
<td>(753,014)</td>
<td>(185,740)</td>
<td>0</td>
<td>(938,754)</td>
</tr>
<tr>
<td>BEGINNING BALANCE</td>
<td>10,956,097</td>
<td></td>
<td></td>
<td>10,956,097</td>
</tr>
<tr>
<td>CURRENT YEAR-ENDING BALANCE</td>
<td>10,203,083</td>
<td>(185,740)</td>
<td></td>
<td>10,017,343</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>85,000</td>
<td></td>
<td></td>
<td>85,000</td>
</tr>
<tr>
<td>Restricted (9740)</td>
<td>680,108</td>
<td></td>
<td></td>
<td>680,108</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>400,000</td>
<td></td>
<td></td>
<td>400,000</td>
</tr>
<tr>
<td>Reserve Economic Uncertainties (9789)</td>
<td>1,853,623</td>
<td>5,572</td>
<td></td>
<td>1,859,196</td>
</tr>
<tr>
<td>Unassigned/Unappropriated (9790)</td>
<td>7,184,352</td>
<td>(191,312)</td>
<td></td>
<td>6,993,040</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:

____________________________________________________________________

____________________________________________________________________

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

Revised: 07/2011
LAKESIDE UNION SCHOOL DISTRICT

Governing Board Meeting Date: November 12, 2020

Agenda Item:
Approval of the side letter of agreement with the District and the California School Employees Association (CSEA) and its Lakeside Chapter 240 regarding COVID19.

Background (Describe purpose/rationale of the agenda item):
Approval is requested of the attached side letter of agreement between the District and the CSEA in regards to the COVID-19 Public Health Emergency. The agreement addresses safety, leaves, compensation, classified service work and other miscellaneous items pertaining to the novel Coronavirus (COVID-19) public health emergency and CSEA Classified staff. The agreement is in effect for the 2020-21 school year where each party may reopen two subject matters of the party’s choice, including new subject matter and/or both parties mutually agree to negotiate a subject matter related to COVID-19. Costs associated with this side letter are detailed in the Collective Bargaining Disclosure.

Fiscal Impact (Cost):
Listed in the Collective Bargaining Disclosure

Funding Source:
N/A

Addresses Emphasis Goal(s):

☐ #1: Academic Achievement  ☐ #2: Social Emotional  ☐ #3: Physical Environments

Recommemded Action:

☐ Informational
☐ Discussion
☒ Approval
☐ Adoption

Originating Department/School: Business Services

Submitted/Recommended By: Erin Garcia, Assistant Superintendent

Approved for Submission to the Governing Board: Dr. Andy Johnsen, Superintendent

Reviewed by Cabinet Member
SIDE LETTER OF AGREEMENT

BETWEEN THE LAKESIDE UNION SCHOOL DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION ("CSEA")
AND ITS CHAPTER NO. 240

October 28, 2020

This Side Letter of Agreement (hereinafter “Agreement”) is entered into by and between the Lakeside Union School District (hereinafter “District”) and the California School Employees Association and its Lakeside Chapter No. 240 (hereinafter “CSEA”) regarding the changes to District schools as a result of the novel coronavirus (COVID-19) public health emergency.

The District and CSEA recognize the importance of continuing to serve students and deliver high quality instruction and services through distance learning and possibly staggered instruction when traditional, full-time, in-person instruction is offered to all students. The District and CSEA recognize that schools are critical to daily life and that classified employees are considered essential workers during the public health emergency. We agree that continuity of District operations should be maintained, and the provisions contained in this Agreement should be made for District employees who are impacted by the public health emergency.

The District and CSEA agree as follows:

Recognition

1. The District values and appreciates its classified employees and the dedicated service that they provide during this unprecedented time.

Safety

2. The District shall provide a safe working environment and shall implement health and safety protocols consistent with the operative San Diego County Health Officer order(s). The District shall also monitor and consider school specific guidance issued by the California Department of Public Health and safety guidelines published by the California Department of Education. The District may update its COVID-19 Prevention Plan(s) to stay current with expert advice regarding the prevention of COVID-19.
3. When unit members are required to physically report to work, the District and unit members will follow the operative San Diego County Health Officer order(s) as applicable to public schools, including required testing and screening measures for students and/or staff, facility capacity, face covering(s), distancing requirements, and contact tracing.

4. The District will provide training to unit members regarding the applicable COVID-19 Prevention Plan, including the health and safety protocols set forth therein. These protocols include:
   a. public health measures,
   b. hygiene,
   c. applicable gatherings and distancing,
   d. applicable screening and exclusions from the workplace;
   e. sanitation to help prevent the spread of COVID-19.

5. The District and CSEA understand and agree that the District may be legally required to periodically test employees for COVID-19 and that when required by the District, employees will submit to such tests, and such tests will be provided at no cost to employees. Employees shall be provided release time, as necessary, to undergo COVID-19 testing.

6. The District will not collect or record any medical data or health-related information from unit members except when it is required to do so in order to demonstrate compliance with the law and public health orders. Any information or data that the District collects from unit members will be treated as confidential medical information that is protected under state privacy laws.

7. As soon as practicably possible, unit members shall report to their supervisor in writing any concern regarding an unsafe condition, serious injury, or illness in connection with their employment. The District shall investigate said reported unsafe condition and as appropriate, advise the employee of any finding(s) and corrective action(s).
Leaves

8. Subject to District approval, Employees shall have the ability to use leave consistent with the current law and the District’s operational needs.

9. The District will not discharge, discipline, or discriminate against employees who lawfully take paid sick leave, expanded family and medical leave, or extended sick leave.

10. In the event a CSEA bargaining-unit employee is exposed to COVID-19, tests positive for COVID-19, or presents with symptoms of COVID-19 (fever, cough, or difficulty breathing) such employee shall not report to work and shall use the appropriate, available leave for time off work relating to such symptoms, such as leave pursuant to the Families First Coronavirus Response Act (HR 6201), sick leave, and vacation leave.

11. Eligible employees unable to work because they are caring for a child whose school or place of care is closed for reasons related to COVID-19 may take leave available to them under the Families First Coronavirus Response Act (HR 6201).

12. Employees eligible for ¾ pay leave under the Families First Coronavirus Response Act may use their accrued sick or vacation leave, consistent with the operable Collective Bargaining Agreement, so that the employee receives 100% of their regular pay for up to ten (10) workdays. During this time, the employee’s leave will be deducted 1/3 of a sick day or vacation day for every regular workday that they are absent from work.

13. Employees eligible for leave under the Families First Coronavirus Response Act or any extension thereto may draw this leave prior to other forms of paid or unpaid leave.

14. Any unit member on an approved leave of absence, prior to and continuing during this Agreement, will continue as originally approved.

15. Unit members who provide to the District’s Human Resources Department medical documentation of limitation(s) and/or restriction(s) shall engage with the District in an interactive process in accordance with the Americans with Disabilities Act of 1990. While reasonable accommodations depend on the particular position and circumstances, examples may include, but are not limited to enhanced PPE, physical barriers to separate employees from each other or the public; moving employees’ workstations; or use of available leave.
Compensation

16. The District will continue to compensate all unit members who continue to perform work duties or who are on an approved paid leave of absence.

17. In the event any District facility must be closed, or any District operations are curtailed due to the coronavirus pandemic, CSEA bargaining unit employees will not suffer an involuntary reduction in regularly assigned time absent a layoff.

18. CSEA and the District recognize that during the 2020-2021 school year, maintenance workers will be assigned to clean and disinfect school facilities that have been recently occupied by persons with COVID-19. Accordingly, the District will issue a one-time, only, stipend in the amount of three hundred dollars ($300) to maintenance workers who are employed and reporting to work to perform this duty for the entirety of the 2020-2021 school year. This stipend will be issued in December 2020 and shall be subject to applicable payroll taxes and deductions. Any employee whose employment ends prior to June 30, 2021 will be entitled to the stipend on a pro-rata basis only. Any employee who is issued the full stipend, but then subsequently retires or resigns shall be required to reimburse the District on a pro-rata basis for any overpayment of the stipend. Any maintenance worker hired after December 2020 is ineligible for this stipend.

19. Only if this Agreement is ratified by CSEA and the District’s Governing Board no later than November 12, 2020, the District will issue a one-time, only, stipend to eight (8) unit members who are assigned to and satisfactorily prepare weekly assignment report templates and daily participation report templates (in Google Sheets) for every teacher at one of the following school sites: Lakeside Farms Elementary, Lakeside Middle School, Lakeview Elementary, Lemon Crest Elementary, Lindo Park School, Riverview International Academy, Tierra Del Sol Middle School, and Winter Gardens School. So long as this assignment is timely and satisfactory completed, this stipend shall be paid to assigned employees no later than December 18, 2020. The following compensation rules apply to this stipend:

   a. This stipend will be assigned in the District’s sole discretion based on the unit members’ expertise, qualifications, willingness, and availability to timely complete such assignment;

   b. Each unit member who timely and satisfactorily prepares one (1) weekly assignment report template and one (1) daily participation report template for
every teacher at the assigned middle school site shall receive a one-time, only, **stipend in the amount of three hundred dollars ($300); and**

c. Each unit member who timely and satisfactorily prepares one (1) weekly assignment report template and one (1) daily participation report template for every teacher at the assigned elementary school site shall receive a one-time, only, **stipend in the amount of two hundred dollars ($200).**

**Classified Service Work**

20. Absent approved leave or authorization to work from home, unit members shall report to their physical workspace as directed by their supervisor.

21. Remote work arrangements shall be entirely at the District’s discretion, and no grievance or appeal right may arise from denial of any employee request for remote work. Absent approved leave, during their duty hours, unit members approved to work remotely shall:

a. Comply with all District policies, administrative regulations, work schedules, and job assignments;

b. Continue to perform their job duties within regular work hours established for the position, unless otherwise agreed upon by the Superintendent or designee in writing;

c. Conduct their work in a location that is safe and free of obstructions, hazards, and distractions;

d. Report to their supervisor any serious injury or illness occurring in the home workspace or in connection with their employment as soon as practicably possible;

e. Notify their supervisor when unable to work due to illness, equipment failure, or other unforeseen circumstances;

f. Take appropriate, uninterrupted meal and rest breaks, and shall report the hours they work to their supervisor;

g. Remain in regular communication with their supervisors, including monitoring their voicemail and District email throughout their workday; and

h. Be on-call and available to physically report to work as needed.
22. Absent approved leave, unit members directed by their supervisor not to physically report to work shall:

a. Be ready, willing, and available to work;
b. Be accessible by phone; and
c. Be ready and able to report to their physical workspace within one (1) hour.

23. During the COVID-19 public health emergency, the District may require unit members to perform their regular work assignment (at their regular workplace, another site, or remotely) or work outside of their regular work assignment.

24. Education Code section 45101(a) requires that all classified positions have set duties. Due to the current public health emergency, the parties agree that employees may be assigned to perform duties not specifically set forth in their current job descriptions, including, but not limited to assisting with child care, performing temperature checks and screening, distributing meals, and sanitizing surfaces and door knobs. However, unit members assigned to a higher classification for a period of five (5) working days within a fifteen (15) calendar day period shall be compensated in accordance with Article 10.7 of the CBA. This Paragraph shall not be considered a waiver of CSEA’s rights to negotiate the transfer of duties after this Agreement expires, nor shall this Paragraph be interpreted to expand CSEA’s rights.

25. The District may temporarily modify unit members’ work schedules during the period of this Agreement. The District and CSEA agree the assigned duties will be a temporary solution to the current pandemic need and shall not result in the right or entitlement of any unit member to continue working such modified work hours. To avoid layoffs, the parties agree that work schedules that are temporarily increased pursuant to this Agreement shall, before or upon expiration of this Agreement, revert back to the unit members’ regular assigned hours. Employees directed to work more than eight (8) hours per day or more than forty (40) hours per week shall receive overtime pay. Before temporarily modifying the work schedules of all of the unit members in a classification, the District shall inform CSEA of the temporary scheduling change.

26. Unit members are prohibited from participating in for-profit activities during their duty hours.
Miscellaneous

27. All components of the operative Collective Bargaining Agreement between the District and CSEA not addressed by the terms of this Agreement shall remain in full effect.

28. The District and CSEA agree that this Agreement shall not be admitted into evidence or used by either party against the other as evidence of any violation of the collective bargaining agreement between the parties, any precedent or practice of the parties, unfair practice charge, or any violation of law in any administrative or judicial tribunal of any kind or nature, except to prove a violation of this Agreement.

29. The District and CSEA agree that with the exception of Paragraph 22, above, the Grievance Procedure set forth in Article 14 of the CBA shall apply to this Agreement.

30. The terms of this Agreement shall expire June 30, 2021, or when the public health emergency due to COVID-19 ends, whichever occurs first.

31. The contents of this Agreement supersede the parties’ previous COVID-19 Impacts & Effects Side Letter of Agreement and represents the sole and only agreement of the Parties as to all issues related to its contents, and neither Party has relied upon any representations by the other which are not set forth in this Agreement.

32. This Agreement is non-precedent setting. This Agreement resolves any and all negotiable effects of the COVID-19 public health emergency and includes the following “Subject Matters”: Recognition, Safety, Leaves, Compensation, and Classified Service Work. The District and CSEA agree that during the term of this Side Letter of Agreement, each party may reopen two (2) Subject Matters of the party’s choice, including new subject matters. The parties may reopen additional subject matters related to COVID-19 only by mutual agreement. The District and CSEA reserve the right to negotiate any impacts and effects in the 2020-2021 school year unrelated to the COVID-19 public health emergency.

[CONTINUES ON FOLLOWING PAGE]
33. This Agreement is subject to ratification by the District’s Governing Board and CSEA’s internal process.

Dated: 10/29/2020

By: [Signature]
For CSEA

Dated: 10/29/2020

By: [Signature]
For CSEA

Dated: 10-29-2020

By: [Signature]
For Lakeside Union School District

Date Ratified by the Lakeside Union School District’s Governing Board: ________________

Background (Describe purpose/rationale of the agenda item):
Government Code 3547.5 requires local educational agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement. 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 current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Fiscal Impact (Cost):

Total Impact: $5,835

Impact to Funds: COVID Funding

Funding Source:
General Fund, Child Development Fund, and Cafeteria Fund

Recommended Action:
☐ Informational  ☐ Denial
☐ Discussion  ☐ Ratification
☒ Approval  ☐ Explanation: .

Originating Department/School: Business Services

Submitted/Recommended By: Erin Garcia, Assistant Superintendent

Approved for Submission to the Governing Board:
Dr. Andy Johnson, Superintendent

Reviewed by Cabinet Member:
Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); GC § 3547.5 (Statutes of 2004, Chapter 52)

Lakeside Union School District

Name of Bargaining Unit: CSEA Chapter 240 Certificated: Classified: X

The proposed agreement covers the period: Beginning: 7/1/2020 Ending: 6/30/2021

This agreement will be acted upon by the Governing Board at its meeting on: November 12, 2020

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>(a) $</td>
<td>Current Year 2020 - 2021</td>
</tr>
<tr>
<td></td>
<td>(b) $ (c) %</td>
<td>(b) $ (c) %</td>
</tr>
<tr>
<td>1. Step &amp; Column - Increase (Decrease) due to movement plus any changes due to settlement</td>
<td>$7,316,542</td>
<td>$0 0.00%</td>
</tr>
<tr>
<td>2. Salary Schedule - Increase (Decrease)</td>
<td>$7,316,542</td>
<td>$0 0.00%</td>
</tr>
<tr>
<td>3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.</td>
<td>$7,316,542</td>
<td>$4,500 0.06%</td>
</tr>
<tr>
<td>4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.</td>
<td>$2,184,247</td>
<td>$1,335 0.06%</td>
</tr>
<tr>
<td>5. Health/Welfare Benefits - Increase (Decrease)</td>
<td>$2,418,899</td>
<td>$0 0.00%</td>
</tr>
<tr>
<td>6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)</td>
<td>$11,919,688</td>
<td>$5,835 0.05%</td>
</tr>
<tr>
<td>7. Total Number of Represented Employees</td>
<td>230.34</td>
<td>230.34</td>
</tr>
<tr>
<td>8. Total Compensation Cost for Average Employee - Increase (Decrease)</td>
<td>$51,748.23</td>
<td>$25 0.05%</td>
</tr>
</tbody>
</table>

Impact on other Funds: No impact on other funds; Restricted General Fund will be impacted approx $3,501 in ESSER funds and $2,334 in CRF.

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:**

Maintenance employees reporting to work through the entire year will receive a **$300 stipend for cleaning and disinfecting school facilities recently occupied by person(s) with COVID-19.** These stipends will be paid from Elementary and Secondary School Relief (ESSER) funds.

**Eight unit members that prepare templates for certificated staff to record weekly assignment reports and daily student participation will receive a $300 stipend if at a middle school and a $200 stipend if at an elementary school.** This stipend is for the extra time it requires to prepare these templates and will be paid from Coronavirus Relief Funds (CRF).

---

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

The side letter addresses various areas during the COVID-19 public health emergency such as safety, employee leaves, and classified service work schedules and arrangements. This agreement does not permanently change any component of the current Collective Bargaining 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.

**There are no impacts of non-negotiated changes to instructional/support programs to accommodate the agreement.**

---

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

As a Side Letter of Agreement in regards to the COVID-19 public health emergency, the agreement only applies in the current fiscal year or until the public health emergency due to COVID-19 ends.

During the term of the Side Letter of Agreement each party may reopen two subject matters of choice, including new matters, and any additional subject matters related to COVID-19 may only be reopened upon mutual agreement.

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

1. Current Year – General Fund

   *Approximately $3,501 from ESSER funds and $2,334 from CRF.*

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

   This agreement does not have any ongoing costs to future years.

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)

   This agreement only pertains to the current fiscal year.
F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

| (Line 1a times Line 1b, or $50,000, whichever is greater, for a district with less than 1,001 ADA) |
|---|---|
| a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement) | $61,979,022 |
| b. State Standard Minimum Reserve Percentage for this District | 3.00% |
| c. Projected P-2 ADA | 4,806.47 |
| d. State Standard Minimum Reserve Amount for this District | $1,859,371 |

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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties</td>
<td>$1,859,371</td>
</tr>
<tr>
<td>b. General Fund Budgeted Unrestricted Unappropriated Amount</td>
<td>$6,987,029</td>
</tr>
<tr>
<td>c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties</td>
<td></td>
</tr>
<tr>
<td>d. Special Reserve Fund 17-Budgeted Unappropriated Amount</td>
<td></td>
</tr>
<tr>
<td>e. Total District Budgeted Unrestricted Reserves</td>
<td>$8,846,400</td>
</tr>
</tbody>
</table>

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) 10-30-20
Date

Chief Business Official
(Signature) 10-30-2020
Date

Contact Person: Miranda Durning Telephone No.: 619-390-2440
Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget

Date of governing board approval of budget revisions in Col. 2: November 12, 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>REVENUES:</th>
<th>(Col. 1) Latest Board-Approved Budget Before Settlement as of 08-13-2020</th>
<th>(Col. 2) Adjustments as a Result of Settlement</th>
<th>(Col. 3) Other Revisions LTA Side Letter Approved 9/10/2020</th>
<th>(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCFF Sources (8010-8099)</td>
<td>44,092,601</td>
<td></td>
<td>44,092,601</td>
<td></td>
</tr>
<tr>
<td>Remaining Revenues (8100-8799)</td>
<td>16,941,831</td>
<td></td>
<td>16,941,831</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td><strong>61,034,432</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>61,034,432</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENDITURES:</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1000 Certificated Salaries</td>
<td>24,662,632</td>
<td></td>
<td>156,189</td>
<td>24,818,821</td>
</tr>
<tr>
<td>2000 Classified Salaries</td>
<td>8,829,152</td>
<td>4,500</td>
<td>8,833,652</td>
<td></td>
</tr>
<tr>
<td>3000 Employee Benefits</td>
<td>17,674,468</td>
<td>1,335</td>
<td>29,551</td>
<td>17,705,554</td>
</tr>
<tr>
<td>4000 Books and Supplies</td>
<td>3,909,188</td>
<td></td>
<td>3,909,188</td>
<td></td>
</tr>
<tr>
<td>5000 Services and Operating Expenses</td>
<td>6,722,798</td>
<td></td>
<td>6,722,798</td>
<td></td>
</tr>
<tr>
<td>6000 Capital Outlay</td>
<td>75,000</td>
<td></td>
<td>75,000</td>
<td></td>
</tr>
<tr>
<td>7000 Other</td>
<td>(129,931)</td>
<td></td>
<td>(129,931)</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td><strong>61,743,307</strong></td>
<td><strong>5,835</strong></td>
<td><strong>185,740</strong></td>
<td><strong>61,934,883</strong></td>
</tr>
</tbody>
</table>

| OPERATING SURPLUS (DEFICIT)   | (708,875)                                                               | (5,835)                                      | (185,740)                                                   | (900,450)                                       |
| OTHER SOURCES AND TRANSFERS IN |                                                                         |                                               |                                                             |                                                 |
| OTHER USES AND TRANSFERS OUT  | 44,139                                                                  |                                               | 44,139                                                      |                                                 |
| CURRENT YEAR INCREASE         |                                                                         |                                               |                                                             |                                                 |
| (DECREASE) IN FUND BALANCE    | (753,014)                                                               | (5,835)                                      | (185,740)                                                   | (944,590)                                       |
| BEGINNING BALANCE             | 10,956,097                                                              |                                               |                                                             | 10,956,097                                      |
| CURRENT YEAR-ENDING BALANCE   | 10,203,083                                                              | (5,835)                                      | (185,740)                                                   | 10,011,507                                      |

| COMPONENTS OF ENDING BALANCE: |                                                                         |                                               |                                                             |                                                 |
| Nonspendable (9711-9719)      | 85,000                                                                  |                                               | 85,000                                                      |                                                 |
| Restricted (9740)             | 680,108                                                                 |                                               | 680,108                                                     |                                                 |
| Committed (9750/9760)         | 0                                                                       |                                               | 0                                                           |                                                 |
| Assigned (9780)               | 400,000                                                                 |                                               | 400,000                                                     |                                                 |
| Reserve Economic Uncertainties (9789) | 1,853,623                                                             | 175                                          | 5,572                                                       | 1,859,371                                       |
| Unassigned/Unappropriated (9790) | 7,184,352                                                              | (6,010)                                      | (191,312)                                                   | 6,987,029                                       |

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:

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

Revised: 07/2011
Governing Board Meeting Date: April 15, 2021

Agenda Item:


Background (Describe purpose/rationale of the agenda item):
Government Code 3547.5 requires local educational agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement. 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 current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Fiscal Impact (Cost):

$246,468.84

Funding Source:
General Fund

Recommended Action:

☐ Informational
☐ Discussion
☒ Approval
☐ Denial
☐ Ratification
☐ Explanation: 

Originating Department/School: Business Services

Submitted/Recommended By: Erin Garcia, Assistant Superintendent

Approved for Submission to the Governing Board: Dr. Andy Johnsen, Superintendent

Reviewed by Cabinet Member:
Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Lakeside Union School District

Name of Bargaining Unit: Lakeside Teachers Association
Certificated: X Classified: 

The proposed agreement covers the period:
Beginning: 7/1/2020 Ending: 6/30/2021

This agreement will be acted upon by the Governing Board at its meeting:
Date 4/15/2021

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>(a) $</td>
<td>Current Year 2020-2021</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(b) $</td>
</tr>
<tr>
<td>1. Step &amp; Column - Increase (Decrease) due to movement plus any changes due to settlement</td>
<td>$21,109,137.56</td>
<td>0.00%</td>
</tr>
<tr>
<td>2. Salary Schedule - Increase (Decrease)</td>
<td>$21,109,137.56</td>
<td>0.00%</td>
</tr>
<tr>
<td>3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.</td>
<td>$21,109,137.56</td>
<td>$207,256.00</td>
</tr>
<tr>
<td>4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.</td>
<td>$4,310,877.27</td>
<td>$39,212.84</td>
</tr>
<tr>
<td>5. Health/Welfare Benefits - Increase (Decrease)</td>
<td>$4,740,806.89</td>
<td>$0.00%</td>
</tr>
<tr>
<td>6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)</td>
<td>$30,160,821.72</td>
<td>$246,468.84</td>
</tr>
<tr>
<td>7. Total Number of Represented Employees</td>
<td>268.00</td>
<td>268.00</td>
</tr>
<tr>
<td>8. Total Compensation Cost for Average Employee - Increase (Decrease)</td>
<td>$112,540.38</td>
<td>$919.66</td>
</tr>
</tbody>
</table>

Impact on other Funds: N/A - No impact on other funds.

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:

1. Monthly stipends from October 1, 2020 to June 30, 2021 for classroom teachers maintaining distance learning attendance records ($167,499)
2. One-time stipends for Special Education unit members to account for the increased workload resulting from COVID-19 ($78,970)

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

There are no non-compensation items proposed in the 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.

There are no impacts of non-negotiated changes to instructional/support programs to accommodate the agreement.

Revised 07/04

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


---

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

1. Current Year – CRRSAA funding ESSER II

---

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

There are no ongoing costs for future years.

---

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)

N/A – Not a multi-year agreement

---
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>Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)</td>
<td>$61,680,512</td>
</tr>
<tr>
<td>State Standard Minimum Reserve Percentage for this District</td>
<td>3.00%</td>
</tr>
<tr>
<td>Projected P-2 ADA</td>
<td>4,806.47</td>
</tr>
<tr>
<td>State Standard Minimum Reserve Amount for this District</td>
<td>$1,850,415.36</td>
</tr>
<tr>
<td>(Line 1a times Line 1b, or $50,000, whichever is greater, for a district with less than 1,001 ADA)</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund Budgeted Unrestricted Designated for Economic Uncertainties</td>
<td>$1,857,809.41</td>
</tr>
<tr>
<td>General Fund Budgeted Unrestricted Unappropriated Amount</td>
<td>$7,886,796.02</td>
</tr>
<tr>
<td>Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties</td>
<td>$0.00</td>
</tr>
<tr>
<td>Special Reserve Fund 17-Budgeted Unappropriated Amount</td>
<td>$0.00</td>
</tr>
<tr>
<td>Total District Budgeted Unrestricted Reserves</td>
<td>$9,744,605.43</td>
</tr>
</tbody>
</table>

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)  
3-30-21  
Date

Chief Business Official  
(Signature)  
3-30-2021  
Date

Contact Person: Shannon Johnston  
Telephone No.: 619-390-2640

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

Date of governing board approval of budget revisions in Col. 2: 4/15/2021
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>(Col. 1) Latest Board-Approved Budget Before Settlement as of 2nd Interim</th>
<th>(Col. 2) Adjustments as a Result of Settlement</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>
</tr>
<tr>
<td>LCFF Sources (8010-8099)</td>
<td>44,123,530</td>
<td></td>
<td>44,123,530</td>
</tr>
<tr>
<td>Remaining Revenues (8100-8799)</td>
<td>18,991,599</td>
<td></td>
<td>18,991,599</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>63,115,129</td>
<td></td>
<td>63,115,129</td>
</tr>
<tr>
<td><strong>EXPENDITURES:</strong></td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 Certificated Salaries</td>
<td>24,622,890</td>
<td>207,256</td>
<td>24,830,146</td>
</tr>
<tr>
<td>2000 Classified Salaries</td>
<td>8,750,226</td>
<td></td>
<td>8,750,226</td>
</tr>
<tr>
<td>3000 Employee Benefits</td>
<td>17,886,936</td>
<td>39,213</td>
<td>17,926,149</td>
</tr>
<tr>
<td>4000 Books and Supplies</td>
<td>2,913,108</td>
<td></td>
<td>2,913,108</td>
</tr>
<tr>
<td>5000 Services and Operating Expenses</td>
<td>7,149,219</td>
<td></td>
<td>7,149,219</td>
</tr>
<tr>
<td>6000 Capital Outlay</td>
<td>267,287</td>
<td></td>
<td>267,287</td>
</tr>
<tr>
<td>7000 Other</td>
<td>(109,154)</td>
<td></td>
<td>(109,154)</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>61,480,512</td>
<td>246,468</td>
<td>61,726,980</td>
</tr>
<tr>
<td>OPERATING SURPLUS (DEFICIT)</td>
<td>1,634,617</td>
<td>(246,468)</td>
<td>1,388,149</td>
</tr>
<tr>
<td>OTHER SOURCES AND TRANSFERS IN</td>
<td>60,783</td>
<td></td>
<td>60,783</td>
</tr>
<tr>
<td>OTHER USES AND TRANSFERS OUT</td>
<td>200,000</td>
<td></td>
<td>200,000</td>
</tr>
<tr>
<td>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</td>
<td>1,495,400</td>
<td>(246,468)</td>
<td>1,248,932</td>
</tr>
<tr>
<td>BEGINNING BALANCE</td>
<td>11,077,283</td>
<td></td>
<td>11,077,283</td>
</tr>
<tr>
<td>CURRENT YEAR-ENDING BALANCE</td>
<td>12,572,683</td>
<td>(246,468)</td>
<td>12,326,215</td>
</tr>
<tr>
<td>COMPONENTS OF ENDING BALANCE:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonspendable (9711-9719)</td>
<td>85,000</td>
<td></td>
<td>85,000</td>
</tr>
<tr>
<td>Restricted (9740)</td>
<td>1,959,079</td>
<td>(253,862)</td>
<td>1,705,217</td>
</tr>
<tr>
<td>Committed (9750/9760)</td>
<td>791,393</td>
<td></td>
<td>791,393</td>
</tr>
<tr>
<td>Assigned (9780)</td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Reserve Economic Uncertainties (9789)</td>
<td>1,850,415</td>
<td>7,394</td>
<td>1,857,809</td>
</tr>
<tr>
<td>Unassigned/Unappropriated (9790)</td>
<td>7,886,796</td>
<td></td>
<td>7,886,796</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:
*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.
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.

Revised: 06/06
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: 06/06
LAKESIDE UNION SCHOOL DISTRICT

Governing Board Meeting Date: April 15, 2021

Agenda Item:
Approval of the Tentative Agreement with Lakeside Teachers Association (LTA) regarding the COVID-19 Side Letter of Agreement, Compensation and Benefits.

Background (Describe purpose/rationale of the agenda item):
Approval is requested of the Tentative Agreement between the District and the Lakeside Teachers Association to resolve LTA’s limited reopener: Compensation and Benefits, on the impacts and effects of the COVID-19 public health emergency. Under compensation and benefits, the District agrees to a one-time stipend related to maintaining daily logs of student participation and engagement records. As well the District agrees to a one-time stipend to Special Education members as listed on the attached agreement.

Fiscal Impact (Cost):
See Collective Bargaining Agreement

Funding Source:
General Fund, Child Development Fund

Addresses Emphasis Goal(s):

☐ #1: Academic Achievement  ☐ #2: Social Emotional  ☐ #3: Physical Environments

Recommended Action:

☐ Informational  ☐ Denial/Rejection
☒ Discussion  ☒ Ratification
☐ Approval  ☐ Explanation: Click here to enter text.

Originating Department/School: Business Services

Submitted/Recommended By:  Approved for Submission to the Governing Board:

Erin Garcia, Assistant Superintendent  Dr. Andy Johnsen, Superintendent

Reviewed by Cabinet Member
TENTATIVE AGREEMENT

RESOLVING THE LAKESIDE TEACHERS ASSOCIATION LIMITED REOPENER TO THE AGREEMENT BETWEEN

THE LAKESIDE UNION SCHOOL DISTRICT AND 
THE LAKESIDE TEACHERS ASSOCIATION
REGARDING THE COVID-19 PUBLIC HEALTH EMERGENCY

March 15, 2021

This Side Letter of Agreement (Agreement) is entered into by the Lakeside Union School District (District) and the Lakeside Teachers Association (LTA), (collectively, the “Parties”) to fully resolve LTA’s limited reopener pursuant to the Parties’ 2020-2021 Side Letter of Agreement resolving the impacts and effects of the COVID-19 public health emergency.

1. The undersigned agree on behalf of the Parties to amend the subject of Compensation and Benefits as follows:

Compensation and Benefits

A. The District will continue to compensate all unit members who continue to perform work duties or who are on an approved leaves of absence.

B. The District will issue a one-time, only, stipend in the amount of two hundred fifty dollars ($250) to any unit member who provides synchronous (distance learning) instruction or related services to students during the 2020-2021 school year. Unit members on leave during September 2020 and unit members in the following classifications were not eligible for this stipend: counselors, school psychologists, nurses, and teachers on special assignment. No additional stipends will be issued pursuant to this paragraph.

C. For the period of October 1, 2020 through June 30, 2021, classroom teachers assigned by the District to maintain daily logs of student participation and weekly engagement records in accordance with Education Code section 43504 shall receive a monthly stipend in accordance with the terms set forth herein.

i. The following rules shall apply to this stipend:

a. Eligible classroom teachers who maintain one (1) roster of students shall receive a $50 stipend per month;

b. Eligible classroom teachers who maintain more than one (1) roster of students (such as middle school teachers and distance learning teachers with
students enrolled in more than one school site) and elementary immersion teachers shall receive $100 stipend per month; and

c. Eligible classroom teachers shall receive pro-rata compensation based on the stipend set forth in section C (ii) (a) and (b) above.

D. To account for the increased workload resulting from school closures and applicable health orders, the District will issue a one-time, only stipend to special education unit members who assess, instruct, or provide related services to students with exceptional needs throughout the 2020-2021 school year as follows:

a. Special Day Class Teachers shall receive a stipend in the amount of $500;

b. Resource Specialist Program Teachers, Preschool Assessment Teachers, and Adaptive Physical Education Teachers shall receive a stipend in the amount of $1,000; and

c. School Psychologists, Speech Language Pathologists, and School Nurses shall receive a stipend in the amount of $1,500.

E. The District will compensate unit members on a pro rata basis for any Board approved stipends to the extent that unit members actually perform the stipend work.


3. The Parties further agree that this Agreement is not precedent setting, is subject to ratification by the District’s Governing Board, the contents of this Agreement represent the sole and only agreement of the Parties as to all issues related to its contents, and that neither has relied upon any representations by the other which are not set forth in this Agreement.
4. This Agreement constitutes the entire agreement between the parties and supersedes any prior understandings or oral or written agreements between the parties.

For the LTA

Dated: 3/16/2021

For the District

Dated: 3/16/2021

Date ratified by Governing Board: ________________