

SIDE LETTER OF AGREEMENT  
BETWEEN  
SIERRA SANDS UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

According to paragraph 6.a. of the April 17, 2014 Tentative Agreement between the District and CSEA, if any other bargaining unit receives an off-schedule or on-going increase for 2013-14 or 2014-15 greater than the amount specified in this agreement, CSEA shall also be given the benefit of that higher increase. On May 23, 2014, the District and the Desert Area Teachers Association (DATA) completed negotiations regarding a successor collective bargaining agreement which included:

- A. Health and Welfare Benefits. The District shall fully fund all health and welfare benefit increases during the 2013-2014 and 2014-15 school years.
- B. 2013-14 Salary. The District will provide a 1% on-schedule increase (retroactive to July 1, 2013) for the 2013-14 school year.
- C. 2014-15 Salary. In July of 2014, the District will provide a 0.5% on schedule salary increase retroactive to July 1, 2013.
- D. 2014-15 Salary. On July 1, 2014, the District will provide a 4% on-schedule increase for the 2014-15 school year. This increase shall be added to the .5% increase described in paragraph 3 above. (Note: this increase is not retroactive to July 1, 2013 like the increase in paragraph 4, but takes effect on July 1, 2014).
- E. 2014-15 Contingency. If the District receives more than a nine-percent (9.00%) increase in new, on-going LCFF monies for 2014-15 as calculated using the Department of Finance GAP percentages in the FCMAT LCFF Calculator, the parties agree to return to the table no later than January 2015 to negotiate an additional increase to the salary for the 2014-2015 school year.

The above described terms result in an on-going increase for the 2013-14 and 2014-15 school years as contemplated by paragraph 6.a. of the April 17, 2014 Tentative Agreement between the District and CSEA. This Side Letter of Agreement implements the terms of paragraph 6.a.

In accordance with paragraph 6.a. of the April 17, 2014 Tentative Agreement, CSEA members will receive the following:

- 1. Health and Welfare Benefits. The District shall fully fund all health and welfare benefit increases during the 2013-2014 and 2014-15 school years.

2. 2013-14 Salary. The District will provide a 1% on-schedule increase (retroactive to July 1, 2013) for the 2013-14 school year.
3. 2014-15 Salary. In July of 2014, the District will provide a 0.5% on schedule salary increase retroactive to July 1, 2013.
4. 2014-15 Salary. On July 1, 2014, the District will provide a 4% on-schedule increase for the 2014-15 school year. This increase shall be added to the .5% increase described in paragraph 4 above. (Note: this increase is not retroactive to July 1, 2013 like the increase in paragraph 3, but takes effect on July 1, 2014).
5. 2014-15 Contingency. If the District receives more than a nine-percent (9.00%) increase in new, on-going LCFF monies for 2014-15 as calculated using the Department of Finance GAP percentages in the FCMAT LCFF Calculator, the parties agree to return to the table no later than January 2015 to negotiate an additional increase to the salary for the 2014-2015 school year.

Retroactive compensation described in paragraphs 2. And 3. above will be paid to CSEA members on or about July 10, 2014. With the exception of the terms described in this Side Letter, all other terms of the collective bargaining agreement, and any other currently effective memoranda of understanding, remain unchanged.

Agreed:

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Randy Coit (CSEA CHAPTER 188)  
CSEA Chapter 188 President

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Ernie Bell  
Sierra Sands Unified School District

Classified Salary Schedule  
7 % + 4% = 11% Increase Eff 07/01/14

14-15 7%+4%=11% Eff 07/01/2014		7%+4%=11 eff 7/1/14											
							6% (7th)	6%(11th)	6%(15th)	6%(19)	6%(23)	6%(26)	6%(28)
POSITIONS	Range	A	B	C	D	E	L1	L2	L3	L4	L5	L6	L7
FSA I	8	\$9.23	\$9.69	\$10.18	\$10.69	\$11.22	\$11.89	\$12.61	\$13.36	\$14.17	\$15.02	\$15.92	\$16.87
	9	\$9.48	\$9.96	\$10.45	\$10.98	\$11.53	\$12.22	\$12.95	\$13.73	\$14.55	\$15.42	\$16.35	\$17.33
FSA II, Noon Duty(Elem) FS Teller, Trans Monitor, Crossing Guard	10	\$9.72	\$10.21	\$10.72	\$11.26	\$11.82	\$12.53	\$13.28	\$14.08	\$14.92	\$15.81	\$16.76	\$17.77
	11	\$9.96	\$10.46	\$10.98	\$11.53	\$12.11	\$12.84	\$13.61	\$14.42	\$15.29	\$16.21	\$17.18	\$18.21
	12	\$10.20	\$10.71	\$11.25	\$11.81	\$12.40	\$13.15	\$13.93	\$14.77	\$15.66	\$16.60	\$17.59	\$18.65
Paraprofessional, Paraprofessional/Bilingual	13	\$10.45	\$10.98	\$11.53	\$12.10	\$12.71	\$13.47	\$14.28	\$15.13	\$16.04	\$17.00	\$18.02	\$19.11
FSA III	14	\$10.73	\$11.26	\$11.83	\$12.42	\$13.04	\$13.82	\$14.65	\$15.53	\$16.46	\$17.45	\$18.50	\$19.61
Noon Duty(Secondary)	15	\$10.99	\$11.54	\$12.12	\$12.72	\$13.36	\$14.16	\$15.01	\$15.91	\$16.87	\$17.88	\$18.95	\$20.09
Clk II/Combo,LibrMediaAsst I,CompPara,Primary Intevention Aide,B/A Inst aide, Instruc Aide-Assessment Technician	16	\$11.26	\$11.83	\$12.42	\$13.04	\$13.69	\$14.51	\$15.38	\$16.31	\$17.29	\$18.32	\$19.42	\$20.59
Receptionist	17	\$11.55	\$12.13	\$12.73	\$13.37	\$14.04	\$14.88	\$15.77	\$16.72	\$17.72	\$18.79	\$19.92	\$21.11
Clerk Typist, Utility Clerk	18	\$11.84	\$12.43	\$13.05	\$13.70	\$14.39	\$15.25	\$16.17	\$17.13	\$18.16	\$19.25	\$20.41	\$21.63
	19	\$12.13	\$12.74	\$13.38	\$14.05	\$14.75	\$15.63	\$16.57	\$17.56	\$18.62	\$19.74	\$20.92	\$22.18
Regr I, Cust,Clk III, ClkTrans, Libr Spec, StuSupv, LibSpec, CCCTech	20	\$12.44	\$13.06	\$13.72	\$14.40	\$15.12	\$16.03	\$16.99	\$18.01	\$19.09	\$20.24	\$21.45	\$22.74
School Bus Driver I	21	\$12.76	\$13.40	\$14.07	\$14.77	\$15.51	\$16.44	\$17.43	\$18.47	\$19.58	\$20.76	\$22.00	\$23.32
Adm Sec I, Bi IntClk, FSM I, InfoMediaAsst, Grndswkr	22	\$13.05	\$13.70	\$14.38	\$15.10	\$15.86	\$16.81	\$17.82	\$18.89	\$20.02	\$21.22	\$22.50	\$23.85
Acct Clk II, Warehouse Worker	23	\$13.42	\$14.10	\$14.80	\$15.54	\$16.32	\$17.30	\$18.33	\$19.43	\$20.60	\$21.84	\$23.15	\$24.53
AcctClk III, FSMII, AudViClk, HdCust, InSuEqTec, MtHpr, Reg II, SBDII	24	\$13.74	\$14.43	\$15.15	\$15.91	\$16.71	\$17.71	\$18.77	\$19.90	\$21.09	\$22.36	\$23.70	\$25.12
	25	\$14.09	\$14.79	\$15.53	\$16.31	\$17.12	\$18.15	\$19.24	\$20.39	\$21.62	\$22.91	\$24.29	\$25.75
SchOfcMgr, LibTextTech, SupServSecry, Auto/Diesel Mech I	26	\$14.42	\$15.14	\$15.90	\$16.69	\$17.53	\$18.58	\$19.69	\$20.87	\$22.13	\$23.45	\$24.86	\$26.35
AcctClk IV, FS Ofc Asst., AdmSec II,	27	\$14.80	\$15.53	\$16.31	\$17.13	\$17.98	\$19.06	\$20.21	\$21.42	\$22.70	\$24.07	\$25.51	\$27.04
Head Custodian II, State Cert Bus Driver Instructor	28	\$15.16	\$15.92	\$16.71	\$17.55	\$18.43	\$19.53	\$20.71	\$21.95	\$23.26	\$24.66	\$26.14	\$27.71
	29	\$15.54	\$16.31	\$17.13	\$17.99	\$18.89	\$20.02	\$21.22	\$22.49	\$23.84	\$25.27	\$26.79	\$28.40
Paraprofessional/WorkJobCoach, Para/Work Job Developer	30	\$15.95	\$16.75	\$17.58	\$18.46	\$19.39	\$20.55	\$21.78	\$23.09	\$24.47	\$25.94	\$27.50	\$29.15

Classified Salary Schedule  
7 % + 4% = 11% Increase Eff 07/01/14

POSITIONS	Range	A	B	C	D	E	L1	L2	L3	L4	L5	L6	L7
Buyer	31	\$16.34	\$17.15	\$18.01	\$18.91	\$19.86	\$21.05	\$22.31	\$23.65	\$25.07	\$26.57	\$28.17	\$29.86
	32	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.56	\$22.86	\$24.23	\$25.68	\$27.23	\$28.86	\$30.59
Dup/Rep Tech, A/D Mech II	33	\$17.14	\$17.99	\$18.89	\$19.84	\$20.83	\$22.08	\$23.40	\$24.81	\$26.30	\$27.88	\$29.55	\$31.32
CompRepairTech, SoftwareSupportTech	34	\$17.59	\$18.47	\$19.40	\$20.37	\$21.39	\$22.67	\$24.03	\$25.47	\$27.00	\$28.62	\$30.34	\$32.16
Automated Syst Spec, Skilled Craftsperson, Perf Arts Ctr Tech	35	\$18.03	\$18.93	\$19.88	\$20.87	\$21.91	\$23.23	\$24.62	\$26.10	\$27.67	\$29.33	\$31.08	\$32.95
Lead Mechanic, Transportation Technician	36	\$18.47	\$19.40	\$20.37	\$21.39	\$22.46	\$23.80	\$25.23	\$26.74	\$28.35	\$30.05	\$31.85	\$33.76
Senior Skilled Craftsperson,	37	\$18.95	\$19.90	\$20.90	\$21.94	\$23.04	\$24.42	\$25.89	\$27.44	\$29.09	\$30.83	\$32.68	\$34.64
	38	\$19.42	\$20.39	\$21.41	\$22.48	\$23.61	\$25.02	\$26.53	\$28.12	\$29.80	\$31.59	\$33.49	\$35.50
Lead Maint, Research Asst., Network Service Tech	39	\$19.91	\$20.91	\$21.95	\$23.05	\$24.20	\$25.66	\$27.20	\$28.83	\$30.56	\$32.39	\$34.34	\$36.40

Sierra Sands Unified School District  
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5  
 California School Employees Association (CSEA)

*The proposed agreement covers the period beginning July 1, 2013 and ending June 30, 2015 and will be acted upon by the Governing Board at its meeting on June 19, 2014*

**Note:**

1% salary increase =	\$	47,216	\$53,198	\$53,198
1% statutory benefit increase =	\$	12,839	\$10,889	\$10,889
1% Total Compensation increase =	\$	60,055	\$64,087	\$64,087

A. Proposed Change in Compensation - Fund 01 - General Fund				Fiscal Impact of Proposed Agreement			Comments
Compensation			Current Year 2013-14	Year 2 2014-15	Year 3 2015-16		
1.	Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-) Percent of Total Comp					Step/Column previously included in budget
2.	Salary Schedule - Increase/(Decrease)	Cost (+/-) Percent of Total Comp	\$ 71,060 1.18%	\$ 656,240 10.24%	\$ 656,240 10.24%		On-schedule increases of 1% and 0.5% for 13-14 and 11% for 14-15. 11% in 14-15 offset by approximately 7% related to change in employee PERS contribution (See below). Amounts shown for 14-15 and 15-16 are reflective of impact of 13-14 and 14-15 increases to respective budgets.
3.	Other Compensation	Cost (+/-) Percent of Total Comp					
4.	Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-) Percent of Total Comp	\$ 19,323 0.32%	\$ (218,743) -3.41%	\$ (218,743) -3.41%		In accordance with new law, beginning July 1, 2014, the district can no longer pay the 7% employee PERS contribution.
5.	Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-) Percent of Total Comp					Health/Welfare previously included in budget
6.	Total Compensation - Increase/(Decrease) Total of Lines 1-5.	Cost (+/-) Percent of Total Comp	\$ 90,382 1.51%	\$ 437,498 6.83%	\$ 437,498 6.83%		
7.	Total Number of Represented Employees		260	260	260		
8.	Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-) Percent of Total Comp	\$ 348 1.51%	\$ 1,683 6.83%	\$ 1,683 6.83%		

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

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

**D. What contingency language is included in the proposed agreement?** (reopeners, etc.)  
 If the district receives more than a nine-percent (9.00%) increase in new, on-going LCFF monies for 2014-15 as calculated using the Department of Finance GAP percentages in the FCMAT LCFF Calculator, the parties agree to return to the table no later than January 2015 to negotiate an additional increase to the salary for the 2014-15 school year.

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

General Fund

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

*1. State Reserve Standard*

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	46,396,740
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	1,391,902

*2. Unrestricted Fund Balance (After Impact of Proposed Agreement)*

a. General Fund Unrestricted Reserve for Economic Uncertainties	\$	2,319,837
b. General Fund Unrestricted Nonspendable Amounts (e.g. Revolving Cash, Stores inventory, etc)	\$	64,176
c. General Fund Unrestricted Committed/Assigned Amounts	\$	1,873,465
d. General Fund Unrestricted Unassigned/Unappropriated Amounts	\$	(0)
e. Total District Unrestricted Fund Balance	\$	4,257,477

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

**Impact Of Proposed Agreement On Current Year Operating Budget  
Fund 01 - General Fund**

Description	Column 1 Latest Board Approved Budget (2nd Interim)	Column 2 Adjustments for Estimated Actuals	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
<b>Revenues</b>				
Local Control Funding Formula (8010-8099)	\$ 30,978,261	\$ (267,175)	\$ -	\$ 30,711,086
Remaining Revenues (8100-8799)	\$ 11,253,729	\$ 834,480	\$ -	\$ 12,088,210
<b>Total Revenues</b>	<b>\$ 42,231,990</b>	<b>\$ 567,305</b>	<b>\$ -</b>	<b>\$ 42,799,296</b>
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 18,252,496	\$ 302,992	\$ -	\$ 18,555,489
2000 Classified Salaries	\$ 5,985,844	\$ (36,974)	\$ 71,060	\$ 6,019,929
3000 Employees' Benefits	\$ 11,899,350	\$ (18,169)	\$ 19,323	\$ 11,900,504
4000 Books & Supplies	\$ 3,615,426	\$ 128,878	\$ -	\$ 3,744,304
5000 Services & Operating Expenses	\$ 4,416,878	\$ 216,202	\$ -	\$ 4,633,080
6000 Capital Outlay	\$ 334,300	\$ 392,964	\$ -	\$ 727,264
7000 Other	\$ 753,593	\$ -	\$ -	\$ 753,593
<b>Total Expenditures</b>	<b>\$ 45,257,887</b>	<b>\$ 985,893</b>	<b>\$ 90,383</b>	<b>\$ 46,334,163</b>
Operating Surplus (Deficit)	\$ (3,025,897)	\$ (418,588)	\$ (90,383)	\$ (3,534,868)
Other Sources and Transfers In	\$ 300,299	\$ (1,600)	\$ -	\$ 298,699
Other Uses and Transfers Out	\$ 329,752	\$ (267,175)	\$ -	\$ 62,577
Current Yr Incr/(Decr) In Fund Balance	\$ (3,055,350)	\$ (153,013)	\$ (90,383)	\$ (3,298,746)
Beginning Balance	\$ 8,066,990	\$ -	\$ -	\$ 8,066,990
Current-Year Ending Balance	\$ 5,011,640	\$ (153,013)	\$ (90,383)	\$ 4,768,244
Components of Ending Balance				
Nonspendable	\$ 72,000	\$ (7,824)	\$ -	\$ 64,176
Restricted	\$ 662,318	\$ (151,551)	\$ -	\$ 510,767
Committed	\$ 1,997,940	\$ (29,573)	\$ (94,902)	\$ 1,873,465
Assigned	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainty	\$ 2,279,382	\$ 35,936	\$ 4,519	\$ 2,319,837
Unassigned/Unappropriated	\$ 0	\$ 0	\$ (0)	\$ (0)

\* If the total amount of the Adjustment in Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted, there were revenue revisions as reflected in Col. 3., etc.), explain the variance below.

Please include comments and explanations as necessary:

**G. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT**

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the (Insert School District Here), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees Association, during the term of the agreement from July 1, 2013 to June 30, 2015.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

	2013-14 Budget Adjustment Increase (Decrease)	2014-15 Budget Adjustment Increase (Decrease)
Budget Adjustment Categories:		
Revenues/Other financing Sources	\$ -	\$ -
Expenditures/Other Financing Uses	<u>\$ 90,383</u>	<u>\$ 437,498</u>
Ending Balance Increase (Decrease)	<u>\$ (90,383)</u>	<u>\$ (437,498)</u>

N/A \_\_\_\_\_ (no budget revisions necessary)

\_\_\_\_\_  
District Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Business Officer

\_\_\_\_\_  
Date



**CERTIFICATION NO. 2:**

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Disclosure of Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Financial Officer  
(Signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 19, 2014 took action to approve the proposed Agreement with the California School Employees Association.

\_\_\_\_\_  
President (or Clerk) of the Governing Board  
(Signature)

\_\_\_\_\_  
Date