

## DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with G.C. 3547.5., E.C. 42142 and Criteria and Standards adopted by the State Board of Education

Hemet Unified School District	School District	Certificated	X
		Classified	
Hemet Teachers Association	Bargaining Unit	New Agreement	X
		Reopener	

The proposed agreement is a three year agreement that covers the period beginning 7/1/2009  
and ending 6/30/2012 and will be acted upon by the Governing Board at its meeting on 4/16/2010  
(Date)

### A. PROPOSED CHANGE IN COMPENSATION (includes ALL funds)

Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year 20 09 -10	Year 2 20 10 - 11	Year 3 20 11 - 12
1. <b>Salary Schedule</b> - Increase/Decrease <i>(Includes Step and Column reported on Line 7)</i>	\$ 72,174,322 % to Salary Schedule	\$ (779,483) -1.08%	\$ (3,117,931) -4.37%	\$ - 0.00%
2. <b>Statutory Benefits</b> - STRS, PERS, FICA, Medicare, etc.	\$ 9,024,287 % to Statutory Benefits	\$ (97,462) -1.08%	\$ (389,849) -4.37%	\$ - 0.00%
3. <b>Base Costs</b> - Total of Lines 1 and 2	\$ 81,198,609 % to Base Costs	\$ (876,945) -1.08%	\$ (3,507,780) -4.37%	\$ - 0.00%
4. <b>Other Compensation</b> - Increase (Decrease) <i>Describe in Section 12, Page 2</i>	N/A % to Salary Schedule	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
<b>Changes to Step and Column due to settlement</b> <i>Describe in Section 11, Page 2</i>	N/A % to Salary Schedule	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
<b>Applicable Statutory Benefits</b>	N/A % to Salary Schedule	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
5. <b>Health/Welfare Benefits</b> - Increase (Decrease) Current Cap: <u>\$9,100</u> (+ \$108 OPEB) Proposed Cap: <u>\$ 9,100</u> (+\$108 for OPEB)	\$ 9,427,987 % to Salary Schedule	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
6. <b>Proposed Negotiated Change in Compensation</b> <i>(Total Lines of 1, 4 and 5)</i>	\$ 81,602,309 % to Salary schedule	\$ (779,483) -1.08%	\$ (3,117,931) -4.37%	\$ - 0.00%
7. <b>Step and Column due to movement</b> <i>% to prior year Salary Schedule</i> <i>(Included in amounts reported on Line 1)</i>	\$ - 0.00%	N/A N/A	\$ (56,124) -0.08%	\$ - 0.00%
8. <b>Total Number of Represented Employees</b>	1,076	1,076	1,031	1,031
9. <b>Total Compensation Cost for Average Employee</b> - Increase (Decrease)	\$ 84,563	\$ (724) -0.86%	\$ (3,024) -3.61%	\$ - 0.00%

10. What is the negotiated percentage increase? If the increase in "Year 1" is for less than a full year, indicate the annualized percentage of that increase for "Year 1".

Negotiated **decrease** in salaries is equivalent to 1.08% in current year, and an additional 3.24% in 2010-11 for a total of 4.32%. Decrease is made by reducing the BU members' work year by 2 days in the current year and 6 additional days for a total of 8 days in 2010-11 and 2011-12.

11. Are there any additional steps, columns, or ranges being added to the schedule due to the settlement? Include explanation of changes indicated on Page 1, Section A, Box 4.

No

12. Are there any other compensation items included in the settlement? Include explanation of changes indicated on Page 1, Section A, Box 4.

No

13. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

YES     NO

Describe the district's annual cost per employee.

District pays up to \$9,100 per FTE toward health and welfare benefits.

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

Employees who are involuntarily re-assigned or transferred will be allowed up to 3 days of release time for classroom set up, observation, and gathering materials. Involuntary transfers taking place in Grades K-5 due to staff reductions shall be determined on a voluntary basis or in the case of no volunteers, seniority. Staff meetings will be limited to two meeting per month for one hour each; SERP window extended to 4/30/10. Lay-off up to 15 BU members in 2010-11. Increasing from 3 to 4 the number of days that can be used for personal necessity of the 7 discretionary days allowed.

**C.** What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, elimination or expansion of other services or programs (i.e. counselors, librarians, custodial staff, etc..)

Reduces current school year by 2 days, Reduces 2010-11 and 2011-12 school years by 5 days

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

Any increase to the actually funded base revenue limit shall be applied to employee compensation. The district shall meet and confer about the use of these additional funds. At the expiration of the agreement (6/30/2012) the work year will be restored to the 2008-09 contractual work year of the bargaining unit member.

**E. Will this agreement increase deficit spending in the current or subsequent year(s)? "Deficit Spending" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, please explain.**

No - agreement is designed to reduce deficit spending.

**F. Source(s) of Funding for Proposed Agreement**

**1. Current Year**

Unrestricted and Restricted General Fund and Charter School Special Revenue Fund.

**2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford the contract)?**

**3. If a multi-year agreement, what is the source(s) of funding for each year, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).**

Unrestricted and Restricted General Fund and Charter School Special Revenue Fund.

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR GENERAL FUND OPERATING BUDGET**

In Accordance with G.C. 3547.5, EC42142 and Criteria and Standards adopted by the State Board of Education

Date of governing board approval of budget revisions in Col. 2 April 16, 2010.

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

General Fund Only

	(Col. 1) Latest Board-Approved Operating Budget Before Settlement (As of 3/16/10)	(Col. 2)* Adjustments as a Result of Settlement	(Col. 3) Other Revisions Board Approval Date: _____	(Col. 4) Total Impact on Budget (Col 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources	8010-8099	\$ 109,184,229		\$ 109,184,229
Federal Revenue	8100-8299	\$ 21,243,796		\$ 21,243,796
Other State Revenue	8300-8599	\$ 22,238,016		\$ 22,238,016
Other Local Revenue	8600-8799	\$ 24,241,400		\$ 24,241,400
<b>TOTAL REVENUES</b>		<b>\$ 176,907,441</b>	<b>\$ -</b>	<b>\$ 176,907,441</b>
<b>EXPENDITURES</b>				
Certificated Salaries	1000-1999	\$ 87,764,351	\$ (779,483)	\$ 86,984,868
Classified Salaries	2000-2999	\$ 31,874,871		\$ 31,874,871
Employees' Benefits	3000-3999	\$ 34,615,142	\$ (97,462)	\$ 34,517,680
Books and Supplies	4000-4999	\$ 9,531,914		\$ 9,531,914
Services and Operating Expenditures	5000-5999	\$ 19,742,683		\$ 19,742,683
Capital Outlay	6000-6999	\$ 837,368		\$ 837,368
Other Outgo	7100-7299 7400-7499	\$ 5,404,180		\$ 5,404,180
Support Costs	7300-7399	\$ (540,305)		\$ (540,305)
<b>TOTAL EXPENDITURES</b>		<b>\$ 189,230,204</b>	<b>\$ (876,945)</b>	<b>\$ 188,353,259</b>
<b>OPERATING SURPLUS (DEFICIT)</b>				
Transfers In and Other Sources	8910-8979	\$ 191,346		\$ 191,346
Transfers Out and Other Uses	7610-7699	\$ 1,262,098		\$ 1,262,098
<b>TOTAL EXPENDITURES AND USES</b>		<b>\$ 190,492,302</b>	<b>\$ (876,945)</b>	<b>\$ 189,615,357</b>
<b>CURRENT INCREASE (DECREASE) IN FUND BALANCE</b>		<b>\$ (13,393,515)</b>	<b>\$ 876,945</b>	<b>\$ (12,516,570)</b>
BEGINNING BALANCE	9791, 9793, 9795	\$ 28,863,989		\$ 28,863,989
CURRENT YEAR ENDING BALANCE		\$ 15,470,474	\$ 876,945	\$ 16,347,419
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts	9710-9740	\$ 5,322,573		\$ 5,322,574
Reserves for Economic Uncertainties	9770	\$ 5,714,770		\$ 5,714,769
Board Designated Reserve Amounts	9780	\$ 4,433,131	\$ 876,945	\$ 5,310,076
Unappropriated Budget	9790	\$ -	\$ -	\$ 0

\* If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase on Page 1, Section A, Line 6, explain the variance below (i.e., increase was partially budgeted, salaries/benefits are budgeted in other funds, etc.).

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H. Multi-Year Financial Projections

**Hemet Unified School District**  
**Combined General Fund Projections 2007-08 through 20011-12**

DESCRIPTION	Second Prior Year Actuals 2007-08	Prior Year Actuals 2008-09	Percent of Change over PY	Current Year Adopted Budget 2009-10	Percent of Change over PY	Current Year Revised Budget 2009-10	Percent of Change over PY	Projected Budget 2010-11	Percent of Change over PY	Projected Budget 2011-12	Percent of Change over PY
COLA Actual/Projection %	4.53%	5.66%		4.25%		4.25%		-0.38%		1.8% / 0.0%	
ADA Actual/Projection (Number) (excluding County and Charter)	22,294.62	22,042.82	-1.13%	21,561.63	-2.18%	20,722.47	-5.99%	20,363.97	-1.73%	20,363.97	0.00%
<b>REVENUES</b>											
REVENUE LIMIT	\$129,886,192	\$127,172,355	-2.09%	\$115,257,723	-9.37%	\$ 109,184,229	-14.14%	105,384,954	-3.48%	103,619,702	-1.68%
FEDERAL	\$15,307,604	\$22,190,296	44.96%	\$14,968,915	-32.54%	\$ 21,243,796	-4.27%	18,094,763	-14.82%	14,008,711	-22.58%
STATE	\$27,679,428	\$25,199,666	-8.96%	\$23,629,555	-6.23%	\$ 22,238,016	-11.75%	22,513,512	1.24%	22,788,963	1.22%
LOCAL	\$20,795,897	\$24,865,962	19.57%	\$21,406,108	-13.91%	\$ 24,241,400	-2.51%	23,316,400	-3.82%	23,316,400	0.00%
<b>REVENUE TOTALS</b>	<b>\$193,669,121</b>	<b>\$199,428,279</b>	<b>2.97%</b>	<b>\$175,262,301</b>	<b>-12.12%</b>	<b>\$176,907,441</b>	<b>-11.29%</b>	<b>\$169,309,629</b>	<b>-4.29%</b>	<b>\$163,733,776</b>	<b>-3.29%</b>
<b>EXPENDITURES</b>											
Certificated Salaries	\$94,581,287	\$90,149,135	-4.69%	\$86,070,097	-4.52%	\$ 86,984,868	-3.51%	76,586,711	-11.95%	77,812,098	1.60%
Classified Salaries	\$30,290,166	\$32,119,138	6.04%	\$30,675,597	-4.49%	\$ 31,874,871	-0.76%	29,522,440	-7.38%	29,994,799	1.60%
Benefits	\$35,430,008	\$35,602,692	0.49%	\$34,283,216	-3.71%	\$ 34,517,680	-3.05%	32,174,513	-6.79%	32,471,403	0.92%
Books & Supplies	\$11,648,974	\$8,934,106	-23.31%	\$7,184,991	-19.58%	\$ 9,531,914	6.69%	8,551,914	-10.28%	5,879,724	-31.25%
Contracts & Services	\$17,700,125	\$18,901,798	6.79%	\$17,028,183	-9.91%	\$ 19,742,683	4.45%	17,277,995	-12.48%	17,277,995	0.00%
Capital Outlay	\$1,517,016	\$1,485,688	-2.07%	\$180,809	-87.83%	\$ 837,368	-43.64%	137,368	-83.60%	137,368	0.00%
Other Outgo	\$3,428,614	\$5,090,180	48.46%	\$5,331,517	4.74%	\$ 5,404,180	6.17%	5,404,180	0.00%	5,404,180	0.00%
Support Costs	(\$244,374)	(\$498,873)	104.14%	(\$471,034)	-5.58%	\$ (540,305)	8.31%	(350,000)	-35.22%	(350,000)	0.00%
<b>EXPENDITURES TOTAL</b>	<b>\$194,351,816</b>	<b>\$191,783,864</b>	<b>-1.32%</b>	<b>\$180,283,376</b>	<b>-6.00%</b>	<b>\$188,353,259</b>	<b>-1.79%</b>	<b>\$169,305,121</b>	<b>-10.11%</b>	<b>\$168,627,567</b>	<b>-0.40%</b>
<b>OTHER SOURCES &amp; USES</b>											
Transfers In & Other Sources	\$2,702,865	\$1,320,293	-51.15%	\$127,011	-90.38%	\$ 191,346	-85.51%	127,011	-33.62%	127,011	0.00%
Transfers Out & Other Uses	\$1,197,616	\$1,788,658	49.35%	\$1,296,961	-27.49%	\$ 1,262,098	-29.44%	1,262,098	0.00%	1,262,098	0.00%
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$195,549,432</b>	<b>\$193,572,522</b>	<b>-1.01%</b>	<b>\$181,580,337</b>	<b>-6.20%</b>	<b>\$189,615,357</b>	<b>-2.04%</b>	<b>\$170,567,219</b>	<b>-10.05%</b>	<b>\$169,889,665</b>	<b>-0.40%</b>
<b>NET INCREASE/DECREASE IN FUND BALANCE</b>	<b>\$822,554</b>	<b>\$7,176,050</b>	<b>772.41%</b>	<b>(\$6,191,025)</b>	<b>-186.27%</b>	<b>(\$12,516,570)</b>	<b>-274.42%</b>	<b>(\$1,130,579)</b>	<b>-90.97%</b>	<b>(\$6,028,878)</b>	<b>433.26%</b>
<b>FUND BALANCE, RESERVES</b>											
Beginning Balance	\$20,865,385	\$21,687,939	3.94%	\$19,390,459	-10.59%	\$ 28,863,989	33.09%	\$16,347,419	-43.36%	\$15,216,840	-6.92%
Ending Balance	\$21,687,939	\$28,863,989	33.09%	\$13,199,434	-54.27%	\$16,347,419	-43.36%	\$15,216,840	-6.92%	\$9,187,962	-39.62%
Reserve Amounts:											
Revolving Cash	\$25,000	\$25,000		\$25,000		\$25,000		\$25,000		\$25,000	
Stores	\$337,660	\$313,312		\$337,660		\$313,312		\$313,312		\$313,312	
Designated for Economic Uncert.	<b>\$5,876,490</b>	<b>\$5,825,000</b>		<b>\$5,680,848</b>		<b>\$5,714,769</b>		<b>\$5,117,021</b>		<b>\$5,096,690</b>	
Prepaid Expenditures	\$1,157,600	\$1,465,104		\$0		\$0		\$0		\$0	
Legally Restricted Balances	\$5,962,900	\$9,573,250		\$4,867,298		\$4,984,262		\$1,100,000		\$300,000	
Designated for Unrestricted Carry Over	\$2,530,890	\$8,592,430		\$1,014,312		\$5,310,076		\$8,661,507		\$3,452,960	
Designated for OPEB	\$2,167,613	\$0		\$0		\$0		\$0		\$0	
Designated for Restricted Carry Over	\$3,629,786	\$3,069,893		\$1,274,316		\$0		\$0		\$0	
Unappropriated	\$0	\$0		\$0		\$0		\$0		\$0	
<b>Total Ending Balance</b>	<b>\$21,687,939</b>	<b>\$28,863,989</b>		<b>\$13,199,434</b>		<b>\$16,347,419</b>		<b>\$15,216,840</b>		<b>\$9,187,962</b>	
% of reserve (9770 and 9790) Revised 7/2007	3.01%	3.01%		3.13%		3.01%		3.00%		3.00%	

H1. Multi-Year Projection Assumptions

	Hemet Unified									School District						
	1XXX	2XXX	3XXX	4XXX	5XXX	6XXX	7100-7299 7400-7499	7300-7399	7610-7629	Rev Limit 80XX	Federal 81XX-82XX	State 83XX-85XX	Local 86XX-87XX	Other 89XX	Total Change	
2009-10	86,984,868	31,874,871	34,517,680	9,531,914	19,742,683	837,368	5,404,180	(540,305)	1,262,098	189,615,357	109,184,229	21,243,796	22,238,016	24,241,400	191,346	177,098,787
2010-11 Adjustments										-						-
List separately:										-						-
COLA Increase/(Decrease)										-	(499,212)	(84,504)				(583,716)
COLA Deficits										-						-
Per ADA RL Reduction										-	384,192					384,192
Step & Column	1,404,229	509,998	325,446							2,239,673						-
BU Agreement /settlement includes 15 CE layoffs	(4,124,079)	(1,927,465)	(1,189,971)							(7,241,515)						-
Brd Apprvd Bdgt Plan	(6,006,807)	(771,764)	(1,514,281)	(980,000)	(1,764,688)					(11,037,540)						-
ADA Growth/(Decline)	(571,500)	(163,200)	(273,080)							(1,007,780)	(3,684,255)					(3,684,255)
One-Time expenses/carryover	(1,100,000)		(136,939)		(700,000)	(700,000)				(2,636,939)	(3,149,033)	360,000	(925,000)	(64,335)		(3,778,368)
Unemployment Increase			445,658							445,658						-
Indirect Rate Reduction								190,305		190,305						-
2010-11 TOTALS	76,586,711	29,522,440	32,174,513	8,551,914	17,277,995	137,368	5,404,180	(350,000)	1,262,098	170,567,219	105,384,954	18,094,763	22,513,512	23,316,400	127,011	169,436,640
2011-12 Adjustments										-						-
List separately:										-						-
COLA										-		275,451				275,451
COLA Deficits										-						-
Per ADA RL Reduction										-	89,625					89,625
Step & Column	1,225,387	472,359	296,890							1,994,636						-
BU Agreement /settlement										-						-
ADA Growth/(Decline)										-	(1,854,877)					(1,854,877)
One-Time expenses/carryover				(2,672,190)						(2,672,190)	(4,086,052)					(4,086,052)
One-Time ARRA funding	(2,268,969)	(189,170)	(682,634)							(3,140,773)						-
ARRA Costs Reverted Back	2,268,969	189,170	682,634							3,140,773						-
2011-12 TOTALS	77,812,098	29,994,799	32,471,403	5,879,724	17,277,995	137,368	5,404,180	(350,000)	1,262,098	169,889,665	103,619,702	14,008,711	22,788,963	23,316,400	127,011	163,860,787





**K. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT FISCAL YEARS OPERATING BUDGET**  
 Itemized Budget Revisions Included in the Multi-Year Projections to Meet Cost of Agreement

	Major Object Code Series	Amount	County Use Only: Date Action Taken
<i>Subsequent Year 2, 20 10 - 11</i>			
Description of the Revision			
Listed in 2009-10 2nd Interim report		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
<b>TOTAL YEAR 2</b>		<b>\$ -</b>	

	Major Object Code Series	Amount	County Use Only: Date Action Taken
<i>Subsequent Year 3, 20 11 - 12</i>			
Description of the Revision			
Listed in 2009-10 2nd Interim report		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
<b>TOTAL YEAR 3</b>		<b>\$ -</b>	

No budget revisions necessary. Please provide explanation:

2009-10 second interim MYP assumed salary reductions at the level included in negotiated settlement