

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

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

In accordance with the requirements of the Government Code Section 3547.5, the Superintendent and Chief Business Officer of Gerber Union Elementary School (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the:  
Gerber Teachers Association

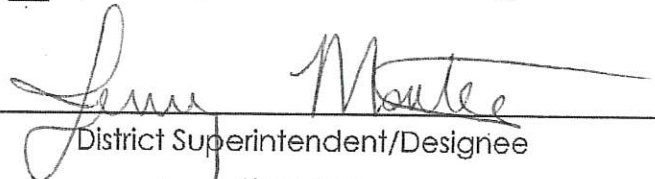
Bargaining Unit, during the term of the agreement from 07/01/2021 to 06/30/2024.

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

The settlement includes the following:

- Increase Extra Duty Pay from \$35 an hour to \$55.00 an hour
- 2021-22: 2% on schedule and a one time COVID bonus of \$3030
- 2022-23: 2% on schedule

N/A  (No budget revisions necessary)

  
District Superintendent/Designee  
Signature

5-7-21  
Date

  
Chief Business Officer  
Signature

5-7-21  
Date

**Special Note:**

The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

(required for all Collective Bargaining Agreements - suggested for all other employment agreements)

**PUBLIC DISCLOSURE SUMMARY CERTIFICATION No. 2**

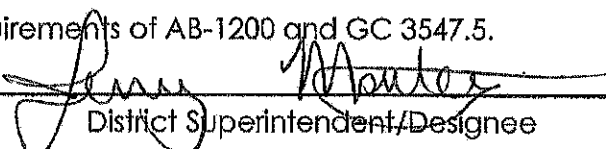
School District Bargaining Unit:  
Gerber Teachers Association

Effective Dates of Proposal: 07/01/2021 to 06/30/2024

Date Disclosure Posted: 5/7/2021  
(10 working days prior to Board approval)

Date Disclosure Filed with County: 5/7/2021

The information provided in this document summarizes the financial implications of the proposed bargaining agreement and is disclosed to the public in accordance with the requirements of AB-1200 and GC 3547.5.

 5-7-21  
 District Superintendent/Designee Date  
 Signature

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 5/17/2021, took action to approve the proposed Agreement with the Gerber Teachers Association Bargaining Unit.

\_\_\_\_\_  
 President, Governing Board Date  
 Signature

To be signed by the District Superintendent or designee when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

Certificated:	<u>Pending</u>
Classified:	<u>Pending</u>
Management:	<u>Pending</u>
Confidential:	<u>Pending</u>
Other:	<u>Pending</u>

## Disclosure of Collective Bargaining Agreement

**A.** Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain):

There were no additional steps, columns, or ranges added to the salary schedules.

**B.** Proposed Negotiated Changes in Health and Welfare Benefits:

There were no changes in Health and Welfare Benefits.

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

There were no changes in Non-Compensation item.

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

There are no negative impacts on instructional or support programs. There are no staff reductions or additions. An increase in wages allows us to retain our current staff stay competitive compared to other school districts.

**E.** What contingency language is included in the proposed agreement (i.e., reopeners, etc)?

There is no contingency language in the agreement.

**F.** Will this agreement create, increase or decrease deficit financing in the current or future year(s)? "Deficit Financing" is defined to exist when a district's expenditures exceeds its revenues in a given year. If yes, explain the amounts and justification for doing so.

This agreement will cause deficit spending. This will be supported by our ending fund balance.

## Disclosure of Collective Bargaining Agreement

**G.** Identify other major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.

NA

## **H.** Source of Funding for Proposed Agreement

### **1.** Current Year

The \$3030 will be paid out of our In-Person Instruction Grant.

The 2% on the salary schedule will be funded with our LCFF allocations.

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

This is a 3 year agreement.

**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).

The one time COVID bonus will come from our In-Person Instruction Grant.

Our LCFF allocations, COLA, and ending fund balance, will fund the 2% on the salary schedule for the 2 out years.

## Disclosure of Collective Bargaining Agreement

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

1. State Reserve Standard, including impact of proposed agreement
- a. Total Expenditures, Transfers Out, and Uses (including Cost of Proposed Agreement) \$ 5,095,566.00
  - b. State Standard Minimum Reserve Percentage for this District 4%
  - c. State Standard Minimum Reserve amount for this District \$ 203,822.64  
(The greater of Line 1a times line 1b OR \$64,000 for a district with less than 1,001 ADA)
2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)
- a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties \$ 765,208.00
  - b. General Fund Budgeted Unrestricted Unappropriated Amount \$ 0.00
  - c. Special Reserve Fund Budgeted Designated for Economic Uncertainties \$ 0.00
  - d. Special Reserve Fund Budgeted Unappropriated Amount \$ 0.00
  - e. Other Reserve Funds \$ 765,208.00
  - f. Total District Budgeted Unrestricted Reserves
3. Do unrestricted reserves meet the state standard minimum reserve amount? Yes  No

If no, how do you plan to restore your reserves?

**Please include a copy of your multi-year projection, assumptions, proposed salary schedule(s) and revised contract(s).**

## Collective Bargaining Public Disclosure Summary

Current Salary Schedule vs. Proposed Salary Schedule

Unit: <b>Certificated</b>	21/22	22/23	23/24
<b>Salaries</b>			
Proposed	1,479,212	1,453,045	1,511,505
Current	<u>1,390,855</u>	<u>1,418,672</u>	<u>1,447,045</u>
Difference	\$ 88,357	\$ 34,373	\$ 64,460
<b>Benefits-Statutory</b>			
Proposed	314,850	324,974	338,048
Current	<u>296,043</u>	<u>317,286</u>	<u>323,632</u>
Difference	\$ 18,807	\$ 7,688	14,416
<b>Benefits-Health/Welfare</b>			
Proposed			
Current			
Difference	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

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<b>Unit: _____</b>			
<b>Salaries</b>			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -
<b>Benefits</b>			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -
<b>Benefits-Health/Welfare</b>			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -

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<b>Unit: _____</b>			
<b>Salaries</b>			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -
<b>Benefits</b>			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -
<b>Benefits-Health/Welfare</b>			
Proposed	-	-	-
Current	<u>-</u>	<u>-</u>	<u>-</u>
Difference	\$ -	\$ -	\$ -

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<b>TOTAL COST</b>			
Proposed Salaries/Benefits	1,794,062	#	1,778,019
Current Salaries/Benefits	<u>1,686,898</u>	#	<u>1,735,958</u>
Difference	\$ 107,164		\$ 78,876

**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Multi-Year Projection**

Enter Bargaining Unit:

**Gerber Teachers Association**

	Year 1	Year 2	Year 3
	FY: 2021/22	FY: 2022/23	FY: 2023/24
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	4,174,471	4,201,384	4,325,248
Remaining Revenues (8100-8799)	716,448	664,048	664,048
<b>TOTAL REVENUES</b>	4,890,919	4,865,432	4,989,296
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	2,086,587	2,071,261	2,142,085
Classified Salaries (2000-2999)	664,822	678,118	691,680
Employee Benefits (3000-3999)	1,377,542	1,442,148	1,469,885
Books and Supplies (4000-4999)	303,956	309,488	328,194
Services, Other Operating Exp (5000-5999)	473,498	482,116	492,336
Capital Outlay (6000-6999)	10,000	10,000	10,000
Other Outgo (7100-7299) (7400-7499)	106,700	106,700	106,700
Direct Support/Indirect Cost (7300-7399)			
Other Adjustments			
<b>TOTAL EXPENDITURES</b>	5,023,105	5,099,831	5,240,880
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(132,186)</b>	<b>(234,399)</b>	<b>(251,584)</b>
TRANSFERS IN & OTHER SOURCES (8910-8979)			
TRANSFERS OUT & OTHER USES (7610-7699)	72,461	72,461	72,641
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(204,647)</b>	<b>(306,860)</b>	<b>(324,225)</b>
<b>BEGINNING BALANCE</b>	1,732,717	1,528,070	1,221,210
Prior-Year Adj/Restatements (9793/9795)			
<b>CURRENT-YEAR ENDING BALANCE</b>	1,528,070	1,221,210	896,985
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	4,000	4,000	4,000
Reserved for Economic Uncertainties (9789)	<b>765,208</b>	<b>785,410</b>	<b>805,796</b>
Committed Amounts (9750)			
Assigned Amounts (9780)	758,862	431,800	87,189
Unappropriated Amount - Unrestricted (9790)			

**Making Board Reserves all 3 years.**