



San Juan Unified School District
Special Meeting of the Board of Education
3738 Walnut Avenue, Carmichael, CA 95608

Pam Costa, President
Saul Hernandez, Vice President
Ben Avey, Clerk
Paula Villescaz, Member
Tanya Kravchuk, Member
Manuel Perez, Member
Zima Creason, Member

Board of Education Agenda
July 30, 2024

CALL & NOTICE OF SPECIAL MEETING

NOTICE is hereby given that a meeting of the Board of Education of the San Juan Unified School District is hereby called by the board president, and will be held at 5:00 p.m. on Tuesday, July 30, 2024.

PUBLIC PARTICIPATION GUIDELINES

This special meeting of the Board of Education will be held in person in the board room located at 3738 Walnut Avenue, Carmichael, California. Alternatively, you can view the board meeting virtually via livestream from a computer, mobile device or tablet at <https://www.sanjuan.edu/boardmeeting>. The district has taken the following steps to assist the public in offering public comment:

1. In Person Public Comment - Public comment may be offered in person during the board meeting at the district office located at 3738 Walnut Avenue, Carmichael, California. Board Bylaw 9323 limits visitor comments to two (2) minutes per speaker, with no more than 30 minutes per single topic. Time will be extended for any speaker who uses an interpreter. Please be aware that public comments, including your name, become part of the public record.
2. Online Submission of Public Comment - Members of the public may submit written comments by using the comment form located on the district website at <http://www.sanjuan.edu/boardmeeting>. If you wish to submit a written comment on more than one agenda item, please submit a separate form for each item on which you are commenting. Written comments are limited to 1,500 characters. Comments will be provided to the members of the board.

During this special meeting, public comment will only be permitted on the items described in this notice prior to consideration of the item. Comments regarding other items should be submitted during the next regular board meeting scheduled for August 13, 2024.

NOTICE OF TELECONFERENCING

Government Code section 54953 permits the Board of Education to conduct its meeting from a different location via teleconference provided that at least a quorum of the board members participate from a location within district boundaries. This meeting shall be conducted using teleconferencing at the following locations, which shall be accessible to the public: (1.) Camino Real Polanco Mexico, Calzada General Mariano Escobedo No. 700 Col. Anzures, 11590 Ciudad de Mexico, CDMX, Mexico and (2.) 23000 Newport Coast Drive, Newport Coast, California 92657. Members of the public shall be afforded the opportunity to address the Board of Education as permitted under Government Code section 54954.3 at the teleconference location. Voting at this meeting shall be by roll call.

A. OPEN SESSION/CALL TO ORDER/PLEDGE OF ALLEGIANCE – 5:00 p.m.

B. CONSENT CALENDAR – B-1 – 5:05 p.m.

Action: The administration recommends that the consent calendar, item B-1, regarding regular business items, be approved. Any item may be removed for further discussion and separate action following consideration of remaining agenda items.

1. School Plan for Student Achievement (SPSA)

Action: The superintendent is recommending that the board approve the School Plan for Student Achievement (SPSA) and corresponding budget.

C. CONSENT CALENDAR (continued, if necessary)

Discussion and action on the items removed from the consent calendar.

D. BUSINESS ITEMS

1. **San Juan Unified School District Bond Opinion Research Results (Camarda) – 5:10 p.m.**

Discussion: The superintendent is recommending that the board hear a presentation on bond opinion research results toward a potential finance measure from Fairbank, Maullin, Metz and Associates (FM3 Research).

2. **Resolution for Proposition 39 General Obligation Bond Ballot Measure (Camarda) – 5:30 p.m.**

Action: The superintendent is recommending that the board adopt Resolution No. 4144 ordering an election to authorize the issuance of general obligation bonds, establishing specifications of the election order, and requesting consolidation with other elections occurring on November 5, 2024.

3. **Tentative Agreement Between the California School Employees Association, San Juan Chapter No. 127, and San Juan Unified School District (Thigpen) – 5:40 p.m.**

Action: The superintendent is recommending that the board approve the California School Employees Association, San Juan Chapter No. 127, tentative agreement with the San Juan Unified School District.

4. **Tentative Agreement Between San Juan Unified School District and the Teamsters Local No. 150 (Thigpen) – 5:45 p.m.**

Action: The superintendent is recommending that the board approve the Teamsters Local No. 150 tentative agreement with the San Juan Unified School District.

5. **Tentative Agreement Between San Juan Unified School District and the San Juan Supervisors Association (Thigpen) – 5:50 p.m.**

Action: The superintendent is recommending that the board approve the San Juan Supervisors Association tentative agreement with the San Juan Unified School District.

6. **Salary Schedule Adjustments for the San Juan Administrators Association, Confidential Unit and Unrepresented Groups (Thigpen) – 5:55 p.m.**

Action: The superintendent is recommending that the board approve the salary schedule adjustments for the San Juan Administrators Association, Confidential Unit and Unrepresented Groups.

7. **Employment Contract for Assistant Superintendent, Educational Services (Gaddis) – 6:00 p.m.**

Action: The superintendent is recommending that the board approve the employment contract for the Assistant Superintendent, Educational Services.

E. ADJOURNMENT – 6:05 p.m.

NOTE: Times indicated are approximate.

A person with a disability may contact the Board of Education office at (916) 971-7111, or email

stephanie.cunningham@sanjuan.edu at least 48 hours before the scheduled board meeting to request receipt of an agenda and other distributed writings in an appropriate alternative format, or to request disability-related modifications or accommodations, including auxiliary aids or services, in order to participate in the public board meeting.

Translation and interpretation services will be made available upon request with advance notice. If you wish to utilize these services, please notify the Board of Education office at (916) 971-7111, or email stephanie.cunningham@sanjuan.edu at least 24 hours before the scheduled board meeting to allow for the scheduling of appropriate translation staff and other resources.

Mission Statement

We partner with our San Juan Unified community in setting high expectations for academic achievement rooted in equity and unity to create supportive learning experiences in which all students, families and staff can excel and thrive.

**SAN JUAN UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

AGENDA ITEM:

B.1

MEETING DATE:

07/30/2024

SUBJECT: School Plan for Student Achievement (SPSA)

DEPARTMENT: Teaching and Learning

ACTION REQUESTED:

Action: The superintendent is recommending that the board approve the School Plan for Student Achievement (SPSA) and corresponding budget.

RATIONALE/BACKGROUND:

San Juan Unified School District schools annually review and revise their school plans based on current data analysis and the latest research using a collaborative process involving members of the school community. Division of Teaching and Learning staff have worked with site leaders to ensure that their plans include a comprehensive needs assessment, input from educational partners and the identification of resource inequities. The SPSA outlines specific strategies for improving student outcomes through goals and actions that are aligned to the district's Strategic Plan and the Local Control and Accountability Plan (LCAP) and comply with federal program regulations. The SPSA provides site leaders and educational partners with the opportunity to collaborate around goals and actions to mitigate resource inequities and promote equitable student outcomes. The SPSA is an additional tool to advance our focus on strategic results.

A link to the SPSA can be found [here](#). Pending board approval, plans will be translated and posted on both the district and school websites to enhance communication and transparency for parents and community members.

ATTACHMENT(S):

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

Superintendent's Cabinet: 06/17/2024

FISCAL IMPACT:

Current Budget: \$17,274,516

Funding Source: Supplemental (Title I and LCFF Supplemental)

PREPARED BY: Gwyn Dellinger, Director, Office of Student Learning Assistance
Crista Koch, Program Manager, Title I

APPROVED BY: Amy L. Slavensky, Ph.D., Interim Deputy Superintendent, Schools & Student Support
Melissa Bassanelli, Superintendent of Schools

SUBJECT: San Juan Unified School District Bond Opinion Research Results (Camarda) – 5:10 p.m.

DEPARTMENT: Operations

ACTION REQUESTED:

Discussion: The superintendent is recommending that the board hear a presentation on bond opinion research results toward a potential finance measure from Fairbank, Maullin, Metz and Associates (FM3 Research).

RATIONALE/BACKGROUND:

In order to effectively address the district's facilities improvements, significant capital improvement funds are needed. FM3 Research conducted a community survey for public assistance research to assist the district in determining the level of support for a potential bond in November of 2024. Tonight, FM3 Research will present the results of the survey to the board.

ATTACHMENT(S):

1. Presentation

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

Board of Education: 11/14/2023, 03/19/2024
Superintendent's Cabinet: 10/16/2023, 11/06/2023

FISCAL IMPACT:

N/A

PREPARED BY: Frank Camarda, Chief Operations Officer

APPROVED BY: Melissa Bassanelli, Superintendent of Schools

The cover page features a blue and yellow diagonal striped header. Below it is the San Juan Unified School District logo, which includes a stylized tree and the text "San Juan Unified SCHOOL DISTRICT". The main title "San Juan USD Voter Attitudes Toward a Finance Measure" is centered in large, bold, black font. Below the title is the subtitle "Key Findings of a Districtwide Survey Conducted July 10-15, 2024" in a smaller, italicized black font. At the bottom left is the FM3 Research logo, consisting of a yellow square with "FM3" in blue and "RESEARCH" in white below it. To the right of the logo is the text "FAIRBANK, MASLIN, MAULLIN, METZ & ASSOCIATES" and the phone number "220-7090".

1

Survey Specifics and Methodology

Dates	July 10-15, 2024
Survey Type	Dual-mode Voter Survey
Research Population	Likely November 2024 Voters in San Juan USD
Total Interviews	648
Margin of Sampling Error	±4.0% at the 95% Confidence Level
Contact Methods	Telephone Calls Email Invitations Text Invitations
Data Collection Modes	Telephone Interviews Online Interviews
Survey Tracking	2016 and 2023
Languages	English and Spanish

(Note: Not All Results Will Sum to 100% Due to Rounding)

2

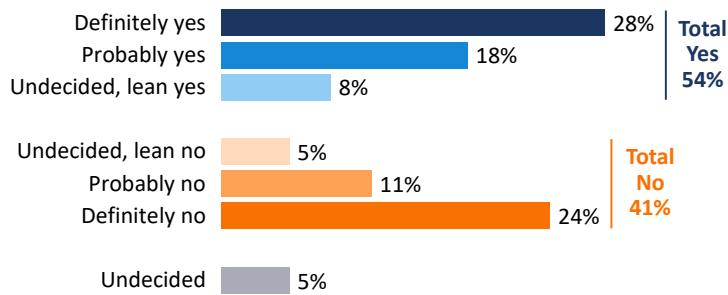


Issue Context

3

A majority of voters say they will support the proposed statewide bond.

CALIFORNIA SCHOOL BONDS. FUNDING FOR K-12 SCHOOL AND COMMUNITY COLLEGE FACILITIES. INITIATIVE STATUTE. Authorizes \$14 billion in general obligation bonds for new construction and modernization of K-12 public school facilities; charter schools and career technical education facilities; and California Community Colleges facilities. Fiscal Impact: Increased state costs to repay bonds estimated at about \$934 million per year over the next roughly 30 years.



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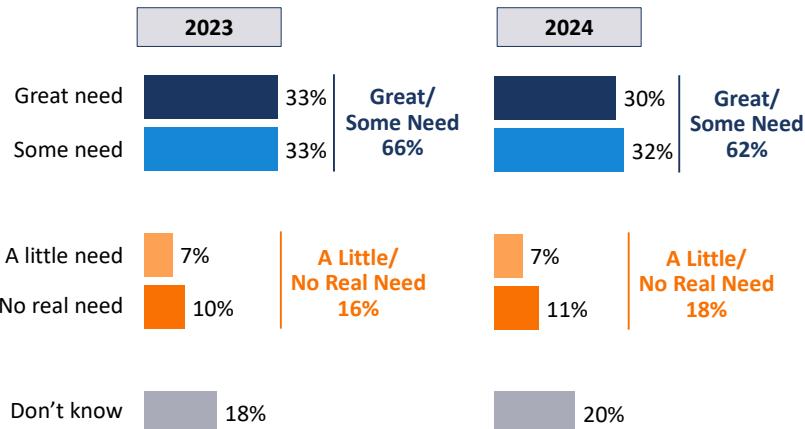
Based on this description, would you vote yes in favor of this measure or no to oppose it?

4

4

Three in five continue to see great or some need for funding for local schools.

Would you generally say that the San Juan Unified School District has a great need for additional funding, some need, a little need, or no real need for additional funding?

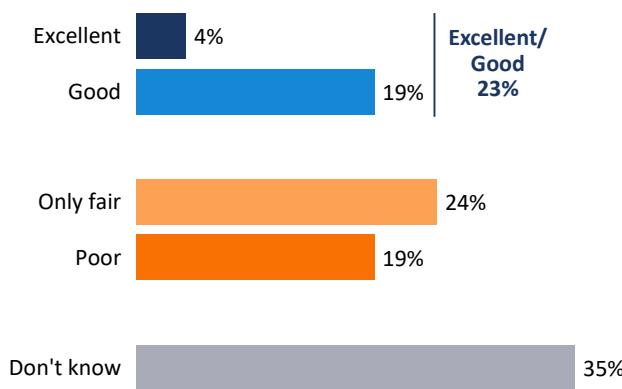


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5

A plurality of voters don't know enough to rate the District's financial management.

How would you rate the job that the San Juan Unified School District is doing at managing its finances—is it doing an excellent job, a good job, an only fair job, or a poor job?



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6

6



Introducing the Bond Measure

7

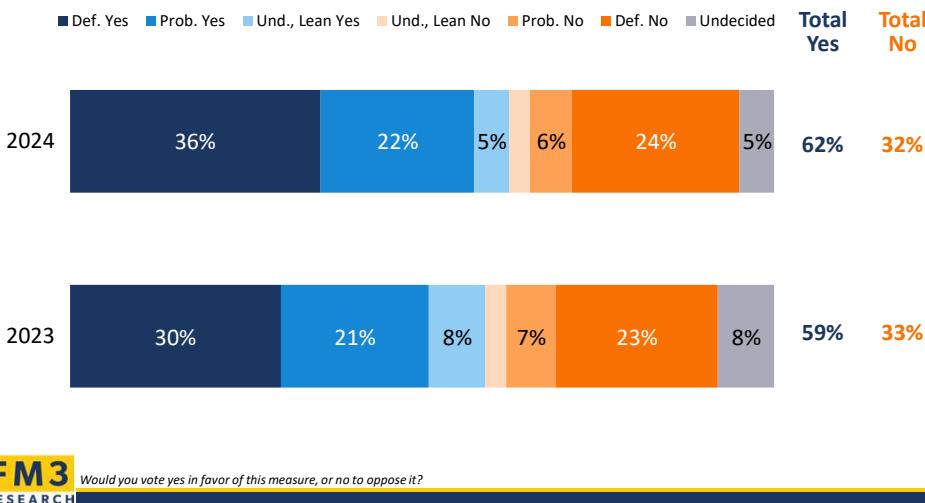
Ballot Language Tested

(Approved by Legal Counsel)

SAN JUAN UNIFIED SCHOOL DISTRICT CLASSROOM REPAIR MEASURE.

To prepare students for college/careers by repairing/upgrading aging classrooms, restrooms, leaky roofs; removing asbestos/lead/mold; upgrading safety/security; improving education by retaining/attracting quality teachers in safe/clean schools; shall San Juan Unified School District's measure authorizing \$950,000,000 in bonds at legal rates, levying rates of approximately (**SPLIT SAMPLE C:** \$60 per \$100,000) (**SPLIT SAMPLE D:** 6 cents per \$100) of assessed value be adopted, generating approximately \$60,500,000 annually while bonds are outstanding, with local control of funds, citizens' oversight and independent audits?

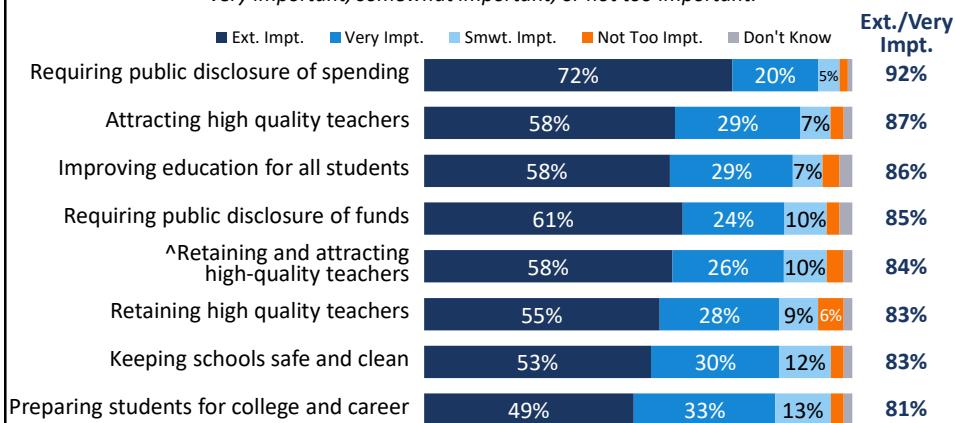
Support for the proposed bond is consistent with the baseline survey, but with greater intensity of support



9

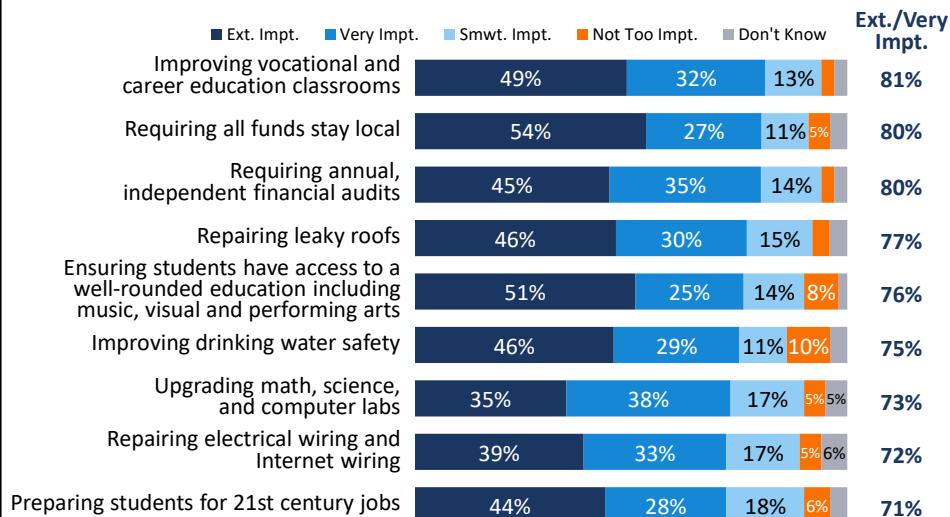
Voters' highest priorities relate to public disclosure, retaining and attracting quality teachers, and improving education for all students.

I am going to read you a list of types of projects that could be funded, or provisions that could be included in this measure. Please tell me how important each is to you: extremely important, very important, somewhat important, or not too important.



10

Vocational and career education classrooms, local control, and financial audits are all highly important.



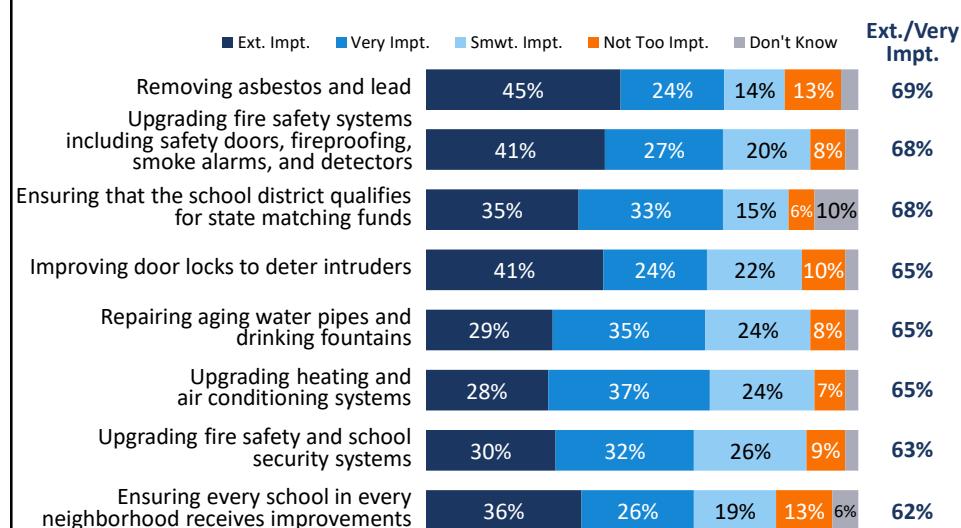
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RESEARCH

I am going to read you a list of types of projects that could be funded, or provisions that could be included in this measure. Please tell me how important each is to you: extremely important, very important, somewhat important, or not too important. Split Sample

11

11

More than two-thirds say removing asbestos and lead, fire safety, and qualifying for state matching funds is very important.

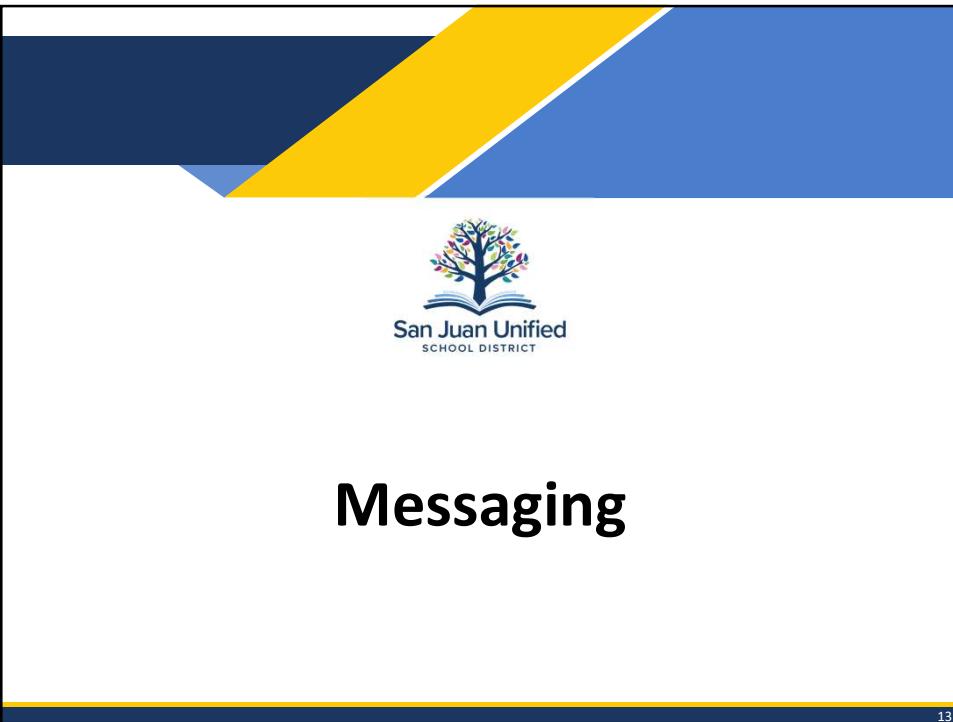


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I am going to read you a list of types of projects that could be funded, or provisions that could be included in this measure. Please tell me how important each is to you: extremely important, very important, somewhat important, or not too important. Split Sample

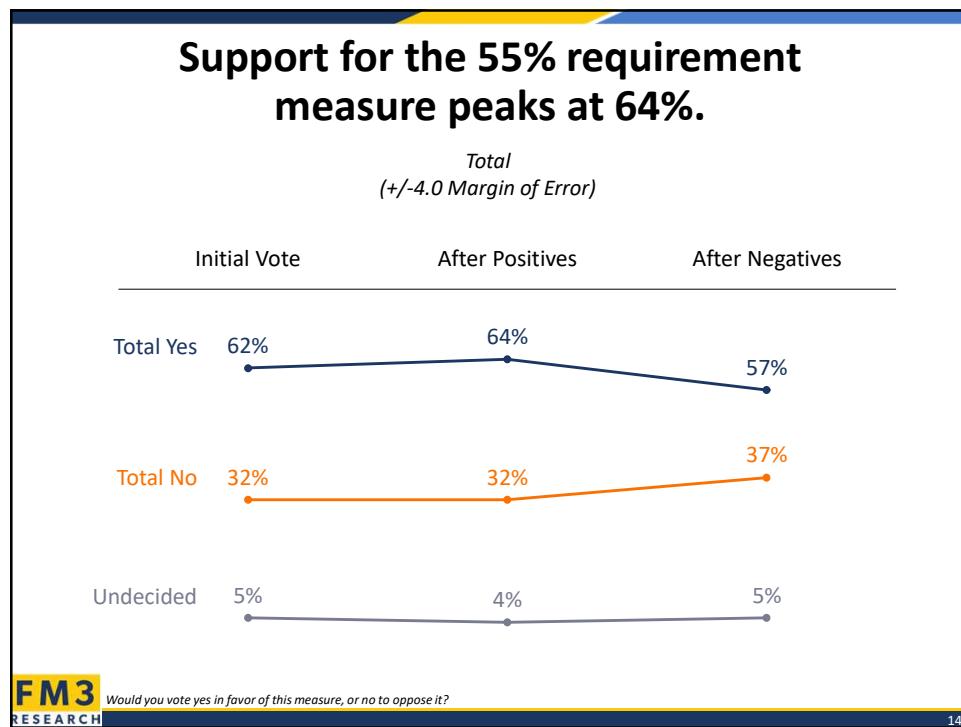
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12



13

Messaging



14

Voters Prioritize Accountability and Repairs

Ranked by Very Convincing

49%	(ACCOUNTABILITY) This measure is subject to strict accountability requirements, including independent annual financial audits, review of all spending by a citizens' oversight committee, and no funding can be used for administrators' salaries or pensions. Public disclosure of funds is required by law and all funds are required to be spent locally to improve neighborhood San Juan USD schools.
43%	(LEAD) A California state audit found that Sacramento County tops the list for the most kids with lead poisoning. Lead is a toxic metal that can cause serious health problems to kids. This measure will help us immediately remove any remaining lead paint from our schools to ensure that our kids are learning in a healthy environment.
39%	^(ASBESTOS) Most schools built before 1980 — like the majority of San Juan USD schools — contain asbestos, and a 2020 analysis by the California Public Interest Research Group Education Fund found that 1,300 California schools tested positive for lead during the prior three years. This measure will improve student safety by safely removing toxic lead, asbestos, and mold from our schools.
36%	(REPAIRS) Many local schools are over 70 years old and in need of significant repairs. A recent report showed that we have as much as \$2 billion in need. Passing this measure will enable schools to fix deteriorating classrooms, leaky roofs, water pipes, plumbing, bathrooms, and electrical wiring; remove asbestos and lead paint; provide safe drinking water, and replace outdated security and fire safety systems so children can learn in safe, healthy classrooms.



I'm going to read some statements made by people in favor of the San Juan USD Classroom Repair Measure. Please tell me whether you find it very convincing, somewhat convincing, or not convincing as a reason to support the measure. ^Not Part of Split Sample

15

15

Voters are concerned about the State Budget crisis, but less interested in District successes

Ranked by Very Convincing

36%	^(STATE BUDGET) The state is facing a \$27 billion deficit this year, and the Governor has already proposed funding cuts that threaten the quality of our local schools. All funds raised by this measure are legally required to stay in San Juan USD, ensuring local control and sufficient funds to address the education needs of children in our community.
35%	(MATCHING FUNDS) San Juan USD has qualified for matching grants for its career technical pathways classrooms in many of its schools. Passing this measure will ensure that local schools can qualify for up to \$400 million in state matching funds and take advantage of funds that would otherwise go to other districts.
31%	(TEACHERS) Quality classrooms and good teachers are essential to classroom education. This measure will improve the quality of education for every student, and help attract and retain quality teachers by improving classrooms and teaching environments.
22%	(PROGRESS) San Juan USD's last bond led to safer, cleaner schools, heightened security, and high quality learning environments throughout the District; but despite the District's smart financial management, many needs remain unmet and the longer these are delayed, the more expensive they will become.

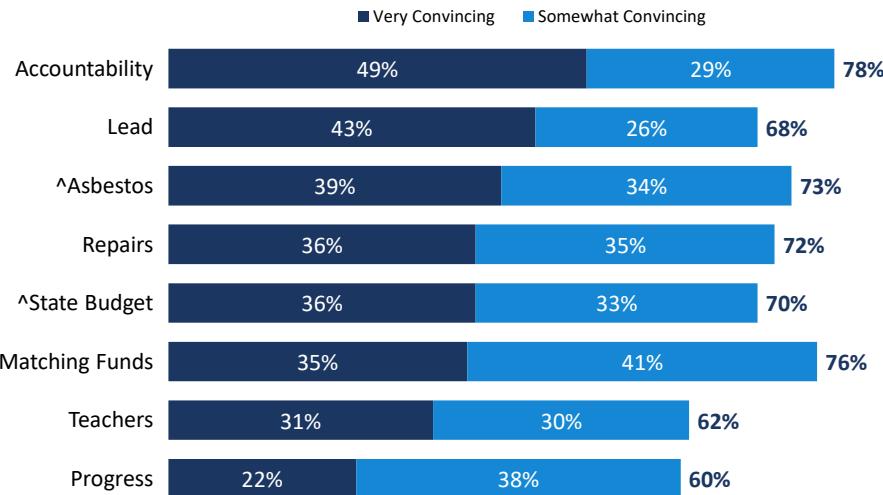


I'm going to read some statements made by people in favor of the San Juan USD Classroom Repair Measure. Please tell me whether you find it very convincing, somewhat convincing, or not convincing as a reason to support the measure. ^Not Part of Split Sample

16

16

Messages describing accountability provisions and lead removal are most convincing.



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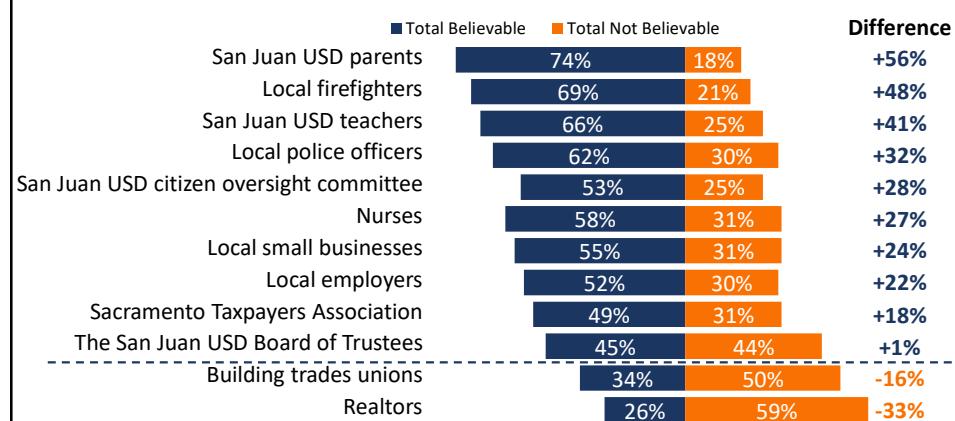
I'm going to read some statements made by people *in favor* of the San Juan USD Classroom Repair Measure. Please tell me whether you find it very convincing, somewhat convincing, or not convincing as a reason to *support* the measure. ^Not Part of Split Sample

17

17

San Juan USD parents, local firefighters, teachers, and police officers are the strongest messengers.

I'm going to mention a list of individuals and organizations that may take a position on the school bond measure that we have been discussing. Please tell me if you feel that individual or organization would be very believable, somewhat believable, not too believable, or not at all believable if they spoke out on this measure.



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**For more information,
contact:**

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Phone (510) 451-9521
Fax (510) 451-0384



FAIRBANK, MASLIN,
MAULLIN, METZ
& ASSOCIATES

SUBJECT: Resolution for Proposition 39 General Obligation Bond Ballot Measure (Camarda) – 5:30 p.m.

DEPARTMENT: Operations

ACTION REQUESTED:

Action: The superintendent is recommending that the board adopt Resolution No. 4144 ordering an election to authorize the issuance of general obligation bonds, establishing specifications of the election order, and requesting consolidation with other elections occurring on November 5, 2024.

RATIONALE/BACKGROUND:

The district has important school facility improvement needs and needs to identify a funding source. November 5, 2024, is the date of the statewide general election, and an election date at which local bond measures that provide facilities funding can be placed on the ballot.

The resolution for board consideration has been prepared in accordance with all legal requirements and presents a \$950,000,000 bond measure to district voters under Proposition 39 for the purpose of financing projects summarized on the specific project list attached as appendix A to the resolution, which will be printed in the sample ballot provided to district voters.

Appendix B includes the abbreviated statement of the measure and is limited to 75 words or less that will be printed on the ballot label and read by voters at the time of casting their vote.

Appendix C presents the Tax Rate Statement which will also be printed in the sample ballot and discloses current expectations regarding the property tax rates and other matters that will apply if bonds are approved and issued.

The attached resolution calling for a School Bond Election is being presented to the board to allow staff to place a General Obligation Bond in the amount of \$950 million on the November 5, 2024, ballot.

ATTACHMENT(S):

1. [Resolution No. 4144](#)

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

Board of Education: 11/14/2023, 03/19/2024

Superintendent's Cabinet: 10/16/2023, 11/06/2023

FISCAL IMPACT:

N/A

PREPARED BY: Frank Camarda, Chief Operations Officer

APPROVED BY: Melissa Bassanelli, Superintendent of Schools

RESOLUTION NO. 4144

**RESOLUTION OF THE BOARD OF EDUCATION OF THE
SAN JUAN UNIFIED SCHOOL DISTRICT ORDERING AN
ELECTION TO AUTHORIZE THE ISSUANCE OF GENERAL
OBLIGATION BONDS, ESTABLISHING SPECIFICATIONS OF THE
ELECTION ORDER, AND REQUESTING CONSOLIDATION WITH
OTHER ELECTIONS OCCURRING ON NOVEMBER 5, 2024**

WHEREAS, the San Juan Unified School District (the “District”) of Sacramento County (the “County”), State of California (the “State”), is committed to providing quality education to its students; and

WHEREAS, many local schools are over 70 years old and in need of significant repairs, and the District believes it has as well over \$2 billion in facilities need; and

WHEREAS, the District desires to fix deteriorating classrooms, leaky roofs, water pipes, plumbing, bathrooms, and electrical wiring, provide safe drinking water and replace outdated security and fire safety systems so children can learn in safe, healthy classrooms; and

WHEREAS, a State audit found that Sacramento County tops the list for the most kids with lead poisoning and the District needs to remove any remaining lead paint from our schools to ensure that our kids are learning in a healthy environment; and

WHEREAS, a local funding source is needed to enable the District to provide modern and safe school facilities for its students; and

WHEREAS, in the judgment of the Board of Education of the District (the “Board”), it is advisable to call an election, submitting to voters in the District the question of whether bonds of the District shall be issued and sold for the purpose of financing the construction, reconstruction, rehabilitation or replacement of school facilities, including the furnishing and equipping of school facilities in the District; and

WHEREAS, the District is authorized, upon a two-thirds vote of the Board, to pursue the authorization and issuance of bonds by a 55% vote of the electorate on the question of whether bonds of the District shall be issued and sold for specified purposes, under Article XIII A Section 1 paragraph (b) of the California Constitution (“Article XIII A”) and under Education Code Section 15264 *et seq.* (the “Act”); and

WHEREAS, under the Act, the election may be ordered at a primary or general election, a regularly scheduled local election at which all of the electors of the District are entitled to vote, or a statewide special election; and

WHEREAS, under Section 10403 *et seq.* of the Elections Code, it is appropriate for the Board to request consolidation of the election with any and all other elections to be held on Tuesday, November 5, 2024, and to request the County Registrar of Voters the County (the “County Registrar”) to perform certain election services for the District; and

WHEREAS, in connection with the calling of a bond election and in accordance with Education Code Section 15100 subparagraph (c), the Board has obtained reasonable and informed projections of assessed property valuations that take into consideration projections of assessed property valuations made by the County Assessor; and

WHEREAS, the Board has been presented with information about the estimated property tax rates related to the proposed bonds and such information will be presented to District voters in accordance with Elections Code Section 9401 and in the form of the Tax Rate Statement set forth as Appendix C hereto; and

WHEREAS, United States Income Tax Regulations section 1.150-2 provides generally that proceeds of tax-exempt debt are not deemed to be expended when such proceeds are used for reimbursement of expenditures made prior to the date of issuance of such debt unless certain procedures are followed, one of which is a requirement that (with certain exceptions), prior to the payment of any such expenditure, the issuer declares an intention to reimburse such expenditure; and

WHEREAS, the Board wishes at this time to take the necessary actions to declare its official intent to reimburse the expenditures referenced herein from the proceeds of bonds issued pursuant to voter authorization;

NOW, THEREFORE, THE BOARD OF EDUCATION OF THE SAN JUAN UNIFIED SCHOOL DISTRICT DOES HEREBY RESOLVE, DETERMINE AND ORDER AS FOLLOWS:

Section 1. Recitals. The foregoing recitals are true and correct.

Section 2. Call for Election. The Board hereby orders an election and submits to the electors of the District the question of whether general obligation bonds of the District shall be issued and sold in a maximum principal amount of \$950,000,000 (the "Bonds") for the purposes described in the ballot measure approved under Section 3 and attached hereto as Appendix A and Appendix B and paying all costs incident thereto. This Resolution constitutes the order of the District to call such election and shall constitute the "specifications of the election order" pursuant to Education Code Section 5322.

Section 3. Election Date. The date of the election shall be November 5, 2024, and such bond election shall be held solely within the boundaries of the District. The District Superintendent is authorized to provide any required documentation or direction to the County Registrar to facilitate the conduct of the election within the boundaries of the District.

Section 4. Purpose of Election; Ballot Measure. The purpose of the election shall be for the voters in the District to vote on a bond measure, the full text of which is attached hereto as Appendix A (the "Full Text of the Measure"), containing the question of whether the District shall issue the Bonds for the purposes stated therein, together with the accountability requirements of Article XIII A and the requirements of Section 15272 of the Act. The Full Text of the Measure, which includes all of the text indicated on Appendix A, shall be printed in the voter information pamphlet provided to voters, with such measure designation as is assigned to the measure.

As required by Education Code Section 5322 and Elections Code Section 13247, the abbreviated form of the measure to appear on the ballot is attached hereto as Appendix B. The abbreviated statement of the bond measure set forth in Appendix B, which is limited by State law to 75 words or less, does not limit the scope of projects or information provided in the Full Text of Bond Measure, set forth in Appendix A.

The Superintendent, Chief Financial Officer, Chief Operations Officer, or Superintendent's designee, are hereby separately authorized and directed to make any changes to the text of the full text and/or abbreviated measure as described herein to conform to any requirements of Article XIII A, the Act or the County Registrar.

Section 5. Authority for Election. The authority for ordering the election is contained in Section 15264 et. seq. of the Act and Section 1 paragraph (b) subsection (3) of Article XIII A. The authority for the specification of this election order is contained in Section 5322 of the Education Code.

Section 6. Proceeds for School Facilities Projects. The Board certifies that the proceeds from the sale of the Bonds will be used only for the purposes specified in Section 1(b)(3) of Article XIII A and as further specified in Appendix A, and not for any other purpose, including teacher and administrator salaries and other school operating expenses. Further, as required by Article XIII A, the Board hereby certifies that it has evaluated safety, class size and information technology needs in developing the list of school facilities projects set forth in Appendix A.

Section 7. Covenants of the Board upon Approval of the Bonds by the Electorate; Accountability Measures. As required by Article XIII A, Section 15278 of the Act, and Government Code Section 53410, in the event 55% of the voters voting in the District approve of the Bonds, the Board shall:

- (a) conduct an annual, independent performance audit to ensure that the funds have been expended only on the projects listed in Appendix A;
- (b) conduct an annual, independent financial audit of the proceeds from the sale of the Bonds until all of those proceeds have been expended for the school facilities projects listed in Appendix A;
- (c) establish and appoint members to an independent citizens' oversight committee in accordance with Sections 15278, 15280, and 15282 of the Act;
- (d) apply the Bond proceeds only to the specific purposes stated in the ballot proposition;
- (e) cause the creation of accounts into which bond proceeds shall be deposited; and
- (f) cause the preparation of an annual report pursuant to Government Code Sections 53410 and 53411.

Section 8. Statement Regarding State Matching Funds. The District anticipates that matching funds from the State of California, if available, may be required to complete a portion of the projects identified in Appendix A. As required pursuant to Education Code Section 15122.5, the following statement shall appear on the ballot: “Approval of this measure does not guarantee that the proposed project or projects that are the subject of bonds under this measure will be funded beyond the local revenues generated by this measure. The District's proposal for the project or projects described below may assume the receipt of matching state funds, which, if available, could be subject to appropriation by the Legislature or approval of a statewide bond measure.”

Section 9. No Teacher or Administrator Salaries. Proceeds from the sale of the general obligation bonds authorized by the bond measure shall be used only for the construction, reconstruction, rehabilitation or replacement of school facilities, including the furnishing and equipping of school facilities pursuant to Article XIII A and the Act, and not for any other purpose, including teacher and administrator salaries and other school operating expenses.

Section 10. Delivery of this Resolution. The Clerk of the Board is hereby directed to send a copy of this Resolution to (1) the County Registrar and (2) the Clerk of the Board of Supervisors of the County. Pursuant to Education Code Section 5322, the Resolution shall be received by the County Registrar no later than 88 days prior to the election date, unless otherwise permitted by law.

The County Registrar is hereby requested to print the full text of the ballot measure in the ballot materials as it appears between the lines noted on Appendix A, and to provide all required notices of the election and other notices related thereto. With respect to the Tax Rate Statement attached as Appendix C, in accordance with Elections Code Section 9405, the Board adopts the procedures identified in said Section.

Section 11. Consolidation of Election; Request to Provide Services. The County Registrar and the Board of Supervisors of the County are hereby requested to consolidate the election ordered hereby with any and all other elections to be held on November 5, 2024, within the District.

Pursuant to Section 5303 of the Education Code and Section 10002 of the Elections Code, the Board of Supervisors of the County is requested to permit the County Registrars to render all services specified by Section 10418 of the Elections Code relating to the election, for which services the District agrees to reimburse the County, in full, for services to include the publication of a formal Notice of School Bond Election and the mailing of the sample ballot and Tax Rate Statement (described in Section 9401 of the Elections Code).

Section 12. Ballot Arguments. As provided in Elections Code Section 9501, any and all members of this Board are hereby authorized to act as an author of any ballot argument prepared in connection with the election, including a rebuttal argument.

Section 13. Tax Rate Statement. Pursuant to Elections Code Section 9400 and following, a Tax Rate Statement has been prepared in the form attached hereto as Appendix C, the form of which is hereby approved for inclusion in the sample ballot. The President of the Board, the Superintendent of the District, the Chief Financial Officer of the District, the Chief Operations Officer of the District, or any written designee of the

foregoing, are hereby authorized to finalize and execute the Tax Rate Statement, and to file said statement with the County Registrar, in accordance with Section 10 hereof.

Section 14. Maturity Limit of Bonds. The Bonds may be issued in series by the District from time to time, and each series of Bonds shall mature not more than the legal limit at the time of such issuance thereof. The Bonds shall be issued under the Act, under the provisions of Section 53506 *et seq.* of the Government Code, or under any other provision of law authorizing the issuance of general obligation bonds by school districts.

Section 15. Estimates Included in Ballot Materials. The measure and related Tax Rate Statement authorized by this Resolution includes certain information that is based upon reasonable assumptions and current expectations, which may include information with respect to the amount of money required to repay issued bonds, the estimated rate of the approved tax per \$100,000 of assessed valuation, and the period through which the proposed tax supporting bond repayment will be levied and collected.

The estimates relating to the bonds provided herein and in the appendices hereto have been made, in good faith, based upon information currently available to the District, and depend on numerous variables and assumptions that are subject to variation. The estimates and projections set forth above shall not restrict the tax imposed in accordance with the bond measure. Such estimates and approximations are not intended by the Board to be additional restrictions on the District's bond program and bond issuances and, other than the total principal amount of bonds authorized to be issued by the bond measure, shall not represent legal maximums or additional limitations on bond issuance.

Section 16. Reimbursement. The District hereby declares that it may pay certain costs of the projects listed in Appendix A prior to the date of issuance of bonds and, in such case, intends to use a portion of the proceeds of bonds for reimbursement of expenditures for the projects that are paid before the date of issuance of bonds.

Section 17. Official Actions. The President of the Board, the Superintendent of the District, the Chief Financial Officer of the District, the Chief Operations Officer of the District, or any written designee of the foregoing, are hereby separately authorized and directed to execute and deliver to County officials any directions, requisitions or other writings, and to make any changes to the texts of the measure as described herein and in the Tax Rate Statement, to conform to any legal requirements or the County Registrar, in order to cause the election to be held and conducted in the District.

Section 18. Effective Date. This resolution shall take effect on and after its adoption.

* * * * *

The foregoing Resolution was adopted by the Board of Education of the San Juan Unified School District of Sacramento County, being the Board authorized by law to make the designations therein contained, by the following vote, on July 30, 2024.

Adopted by the following votes:

AYES:

NOES:

ABSENT:

ABSTAIN:

President of the Board

Attest:

Secretary to the Board

APPENDIX A

FULL TEXT OF BOND MEASURE

*The full text of bond measure to be printed in the election material begins below the following line.
Letter designation of measure shall be assigned and input by the County Registrar.*

SAN JUAN UNIFIED SCHOOL DISTRICT CLASSROOM REPAIR MEASURE

DISTRICT FINDINGS

San Juan Unified School District (the “District”) is committed to providing a high quality education to all students in safe, clean schools. The District has conducted a thorough assessment of its school facility needs and received input from teachers, staff and the community and evaluated the District’s urgent and critical needs, and believes it has well over \$2 billion in facilities needs, including to fix deteriorating classrooms, leaky roofs, water pipes, plumbing, bathrooms, and electrical wiring; remove asbestos and lead paint; provide safe drinking water, and replace outdated security and fire safety systems.

The District believes that continued improvements to school facilities, including the potential acquisition of sites or of school facility relocations, will improve the quality of education for students while helping the District continue to attract and retain high quality teachers. The District is committed to ensuring students have access to a well-rounded education by upgrading music, visual and performing arts facilities, and learning environments needed to support career technical education and modern learning. The District believes that updating instructional technology will equip our students with skills and a solid background in science, math and technology needed to succeed in college and careers; and

This measure will benefit local District schools, and no funds can be taken away by the State of California (the “State”) or other school districts, and by law, no money can be used for administrator salaries. This measure requires strict fiscal accountability protections including public disclosures of all spending, mandatory annual audits and an independent citizens’ oversight committee to ensure funds are managed and spent properly.

Current District schools include: Albert Schweitzer • Andrew Carnegie • Arcade • Arden • Arlington Heights • Bella Vista High School• Billy Mitchell • Cambridge Heights • Cameron Ranch • Carmichael • Carriage Drive • Casa Roble Fundamental High School • Charles Peck • Cottage • Coyle Avenue • Del Dayo • Del Campo High School • Del Paso Manor • Dyer-Kelly • Earl Legette • El Camino Fundamental High School• El Sereno High School • Encina High School • General Davie, Jr. Primary Center • Gold River • Grand Oaks • Green Oaks Fundamental • Greer • Harry Dewey Fundamental • Howe Avenue • La Vista • Littlejohn • James Cowan Fundamental • John Barrett • Katherine Johnson • Kingswood • La Entrada • Laurel Ruff • Lichen • Louis Pasteur • Mariemont • Mariposa Avenue • Mary Deterding • Marvin Marshall • Meraki • Mesa Verde • Mira Loma • Mission

Avenue Open • Northridge • Oakview Community • Orange Grove • Orangevale Open • Ottomon • Palisades • Pasadena Avenue • Pershing • Ralph Richardson • Rio Americano • Roberts • San Juan • Sierra Oaks • Skycrest • Starr King • Sunrise Technical Center • Sylvan • Thomas Coleman • Thomas Edison • Thomas Kelly • Trajan • Twin Lakes • Whitney Avenue • Will Rogers • Winston Churchill • Winterstein • Woodside.

BOND AUTHORIZATION

By approval of this measure by at least 55% of the registered voters voting on the measure, the District will be authorized to issue and sell bonds of up to \$950,000,000 in aggregate principal amount, at interest rates not to exceed legal limits and to provide financing for the specific types of school facilities projects listed in the Bond Project List included below, subject to all the accountability requirements specified below.

ACCOUNTABILITY REQUIREMENTS

The provisions in this section are specifically included in this measure in order that the voters and taxpayers in the District may be assured that their money will be spent wisely. Expenditures to address specific facilities needs of the District will be in compliance with the requirements of Article XIII A, Section 1(b)(3), of the State Constitution and the Strict Accountability in Local School Construction Bonds Act of 2000 (codified at Education Code Sections 15264 and following.)

The Bonds may be issued under the provisions of the California Education Code (starting at Section 15100), under the provisions of the California Government Code (starting at Section 53506), or under any other provision of law authorizing the issuance of general obligation bonds by school districts and community college districts. The Bonds may be issued in series by the District, from time to time, and each series of Bonds shall mature within the legal limitations set forth in the applicable law under which the Bonds are issued.

Evaluation of Needs. The Board of Education of the District (the “Board”) has identified detailed facilities needs of the District, and has determined which projects to finance from a local bond. The Board hereby certifies that it has evaluated safety, class size reduction, enrollment growth, and information technology needs in developing the Bond Project List described below.

Independent Citizens’ Oversight Committee. Following approval of this measure, the Board will establish an independent citizens’ oversight committee, under Education Code Sections 15278 and following, to ensure bond proceeds are expended only on the types of school facilities projects listed below. The committee will be established within 60 days of the date when the results of the election appear in the minutes of the Board.

Performance Audits. The Board will conduct annual, independent performance audits to ensure that the bond proceeds have been expended only on the school facilities projects listed below.

Financial Audits. The Board will conduct annual, independent financial audits of the bond proceeds until all of those proceeds have been spent for the school facilities projects listed below.

Government Code Accountability Requirements. As required by Section 53410 of the Government Code, (1) the specific purpose of the bonds is set forth in this Full Text of the Measure, (2) the proceeds from the sale of the bonds will be used only for the purposes specified in this measure, and not for any other purpose, (3) the proceeds of the bonds, when and if issued, will be deposited into a building fund to be held by the Sacramento County Treasurer, as required by the Education Code, and (4) the Superintendent of the District shall cause an annual report to be filed with the Board not later than January 1 of each year, which report shall contain pertinent information regarding the amount of funds collected and expended, as well as the status of the projects listed in this measure, as required by Sections 53410 and 53411 of the Government Code.

NO TEACHER OR ADMINISTRATOR SALARIES

Proceeds from the sale of bonds authorized by this measure shall be used only for the purposes specified in Article XIII A, Section 1(b)(3), specifically the construction, reconstruction, rehabilitation, or replacement of school facilities, including the furnishing and equipping of school facilities, and the acquisition or lease of school facilities, and not for any other purpose, including teacher and administrator salaries and other school operating expenses.

STATE MATCHING FUNDS

The following statement is included in this measure pursuant to Education Code Section 15122.5: Approval of this measure does not guarantee that the proposed projects that are the subject of bonds under this measure will be funded beyond the local revenues generated by this measure. The District's proposal for the projects described below may assume the receipt of matching state funds, which, if available, could be subject to appropriation by the Legislature or approval of a statewide bond measure.

INFORMATION ABOUT ESTIMATES AND PROJECTIONS INCLUDED IN BALLOT

Voters are informed that any estimates or projections in the bond measure or ballot materials, including relating to estimated tax rates, the duration of issued bonds and related tax levies and collections are provided as informational only. Such amounts are estimates and are not maximum amounts or limitations on the terms of the bonds, the tax rate or duration of the tax supporting repayment of issued bonds. Such estimates depend on numerous variables which are subject to variation and change over the term of the District's overall facilities and bond financing plan, including but not limited to the amount of bonds issued and outstanding at any one time, the interest rates applicable to issued bonds, market conditions at the time of sale of the bonds, when bonds mature, timing of project needs and changes in assessed valuations in the District. As such, while such estimates and approximations are provided based on information currently available to the District and its current expectations, such estimates and approximations are not limitations and are not binding upon the District. In addition, the abbreviated and condensed statement of the bond measure presented to voters which is subject to a word count limitation imposed by State law does not limit the scope and complete meaning of the measure provided in this Full Text of Bond Measure and related ballot materials.

BOND PROJECT LIST

Scope of Projects. Bond proceeds will be expended on the modernization, renovation, expansion, acquisition, construction/reconstruction, rehabilitation, and/or replacement of school facilities of the District, including the furnishing and equipping of school facilities, at all current and future sites and properties.

School Facility Project List. The items presented on the following list provide the types of school facilities projects authorized to be financed with voter-approved bond proceeds. Specific examples included on this list are not intended to limit the types of projects described and authorized by this measure. The types of projects listed below and/or outlined in the District's Facilities Master Plan, as may be updated from time to say, and incorporated herein by reference, are authorized at all existing sites of the District and all sites that may be acquired by the District in the future:

- Construct, modernize, renovate or replace classrooms, restrooms and other District facilities, including providing furnishings and other equipment
- Acquire and construct new schools, sites and facilities
- Improve vocational and career educational classrooms
- Improve the safety of drinking water in schools
- Construct and update science and technology facilities, including computer labs
- Construct and/or improve multi-purpose rooms, libraries, cafeterias, theaters, performance and lecture spaces, specialty program classrooms, and student support services and administrative offices
- Improve school safety and security by installing/improving access control, security systems including cameras, fire alarm and suppression systems, communication systems, lighting, door locks, storage, fencing and gates and by making repairs to ensure safe buildings and grounds
- Repair or replace roofing
- Update parking and drop off areas to improve campus traffic and safety
- Repair, replace and/or upgrade paved surfaces, tracks, turf, grounds and outdoor areas, including lighting, to eliminate safety hazards and to facilitate outdoor instruction and gathering spaces
- Repair or replace outdated heating, ventilation and air-conditioning systems
- Improve, and upgrade technology infrastructure, electrical systems and wiring for computers and Internet access
- Repair or replace plumbing, gas, sewer and stormwater systems
- Construct and/or improve arts facilities, including for music and visual and performing arts
- Remove unneeded portable classrooms from school campuses
- Remove asbestos and mold from existing facilities

- Install, replace or improve physical education fields, surfaces and structures and playground areas, including shade structures, lighting, bleachers and other seating, press boxes, and pool facilities

Incidental Expenses. Each of the bond projects described in this Bond Project List include the costs of furnishing and equipping such facilities, and all costs which are incidental but directly related to the types of projects described above. Examples of incidental costs include, but are not limited to: costs of design, engineering, architect and other professional services, facilities assessments, inspections, site preparation, utilities, landscaping, irrigation, bond project construction management, administration and other planning and permitting, legal, accounting and similar costs; independent annual financial and performance audits; a customary construction contingency; abatement; demolition and disposal of existing structures; the costs of interim housing and storage during construction including relocation and construction costs incurred relating to interim facilities; the preparation or restoration of construction, renovation or remodeling; rental or construction of storage facilities and other space on an interim basis for materials and other equipment and furnishings displaced during construction; costs of relocating facilities and equipment as needed in connection with the projects; interim classrooms and facilities for students, administrators, and school functions, including modular facilities; federal and state-mandated safety upgrades; addressing unforeseen conditions revealed by construction/modernization and other necessary improvements required to comply with existing building codes, including the Field Act; access requirements of the Americans with Disabilities Act; and costs of the election; bond issuance costs; and project administration during the duration of such projects, as permitted by law.

Furnishing and Equipping. Each project is assumed to include its share of furniture, fixtures, equipment, architectural, engineering, painting, and similar planning costs, program/project management, staff training expenses and a customary contingency for unforeseen design and construction costs. In addition to the listed projects stated above, the list also includes the acquisition of a variety of instructional, maintenance and operational equipment, including the reduction or retirement of outstanding lease obligations and interim funding incurred to advance fund projects from the list; installation of signage and fencing; payment of the costs of preparation of all facility planning, facility studies, assessment reviews, facility master plan preparation and updates, environmental studies (including environmental investigation, remediation and monitoring), design and construction documentation, and temporary housing of dislocated District activities caused by construction projects. The upgrading of technology infrastructure includes, but is not limited to, computers, projectors, portable interface devices, servers, switches, routers, modules, sound projection systems, printers, digital white boards, document projectors, telephone system, call manager and network security/firewall, wireless technology systems and other miscellaneous equipment.

Alterations to Scope: New Construction. The scope and nature of any of the specific projects described above may be altered by the District as required by conditions that may arise during the course of design and construction. In the event that a modernization or renovation project is more economical for or otherwise determined by the Board to be in the best interests of the District to be undertaken as new construction, this bond measure authorizes said new construction including land acquisition, relocation and construction at a new or alternative site, and/or demolition and reconstruction and/or repurposing on the original site, including an expanded site, and all costs relating thereto. In addition, this measure authorizes the acquisition of real property, including necessary rights of ways or other real property interests, required to expand District facilities, to provide access to

school or other District facilities, or to provide additional school or related facilities. For any project involving rehabilitation or renovation of a building or the major portion of a building, the District shall be authorized to proceed with new construction instead, if the Board determines that replacement and new construction is more economically practical than rehabilitation and renovation, considering the building's age, condition, expected remaining life, and other relevant factors.

Interim Financing Included; Joint Use Projects Authorized. Authorized projects include paying and/or prepaying interim or previously obtained financing for the types of projects included on the Bond Project List, such as bond anticipation notes, and includes prepayment of lease payments to acquire title to facilities and/or equipment previously financed. Projects may also be undertaken on a joint use basis with other public entities.

Bond Project List Not in Order of Priority; Board Determines Prioritization. Approval of this bond measure does not guarantee that the proposed projects will be funded beyond the local revenues generated by the measure, or that projects will be undertaken, or undertaken at any specific District site. The District's capital needs currently exceed the amount of bonds the voters are being asked to authorize. The order in which particular projects are listed is not intended to suggest priority for funding or completion, and itemization of projects in the list above does not guarantee that any or all such projects will be undertaken. Project priorities will be determined by the Board. The ability of the District to undertake and complete the listed projects may change and is subject to numerous variables including the adequacy and availability of sufficient funding sources. The District is unable to anticipate all unforeseen circumstances which may prevent some of the projects listed above from being undertaken or completed or affect their timing and priority.

Interpretation. The terms of this bond measure and the words used in the Bond Project List shall be interpreted broadly to effect the purpose of providing broad and clear authority for the officers and employees of the District to provide for the school facilities projects the District proposes to finance with the proceeds of the sale of bonds authorized by this proposition within the authority provided by law, including Article XIII A, Section 1(b)(3) of the California Constitution, Education Code Section 15000 *et seq.* and the Strict Accountability in Local School Construction Bonds Act of 2000. Words used in the Bond Project List such as repair, improve, upgrade, expand, modernize, renovate, and reconfigure are used to describe school facilities projects in plain English but are not intended to expand the nature of such projects beyond what is authorized by law. As such, in accordance with legal requirements, the Bond Project List does not authorize, and shall not be interpreted to authorize, expending proceeds of the sale of bonds authorized by this proposition for current maintenance, operation or repairs.

Severability. The Board hereby declares, and the voters by approving this Bond Measure concur, that every section and part of this bond proposition has independent value, and the Board and the voters would have adopted each provision hereof regardless of every other provision hereof. Upon approval of this measure by the voters, should any part be found by a court of competent jurisdiction to be invalid for any reason, all remaining parts hereof shall remain in full force and effect to the fullest extent allowed by law, and to this end the provisions of this bond measure are severable.

The Full Text of Measure ends at the above line.

APPENDIX B

ABBREVIATED FORM OF BOND MEASURE

SAN JUAN UNIFIED SCHOOL DISTRICT CLASSROOM REPAIR MEASURE. To prepare students for college/careers by repairing/upgrading aging classrooms; leaky roofs; math/science labs; removing asbestos/lead; improving education by retaining/attracting quality teachers in safe/clean schools; shall San Juan Unified School District's measure authorizing \$950,000,000 in bonds at legal rates, levying rates of approximately 6¢/\$100 of assessed value be adopted, generating approximately \$55,600,000 annually while bonds are outstanding, requiring funds remain local, public disclosure of spending, citizens' oversight/independent audits?

APPENDIX C

TAX RATE STATEMENT

An election will be held in the San Juan Unified School District (the "District") on November 5, 2024, to authorize the sale of up to \$950,000,000 in general obligation bonds. The following information is submitted in compliance with Sections 9400-9404 of the Elections Code of the State of California. Such information is based upon the best estimates and projections presently available from official sources, upon experience within the District, and other demonstrable factors.

Based upon the foregoing and projections of the District's assessed valuation, the following information is provided:

1. The best estimate of the average annual tax rate that would be required to fund this bond issue over the entire duration of the bond debt service, based on estimated assessed valuations available at the time of filing of this statement, is \$60 per \$100,000. It is currently expected that the tax will be collected until fiscal year 2054-55.
2. The best estimate of the highest tax rate that would be required to fund this bond issue, based on estimated assessed valuations available at the time of filing this statement, is \$60 per \$100,000 of assessed valuation. This rate is projected to apply in each fiscal year that bonds are outstanding.
3. The best estimate of total debt service, including principal and interest, that would be required to be repaid if all the bonds are issued and sold will be approximately \$1,500,000,000.

These estimates are based on projections derived from information obtained from official sources, and are based on the assessed value (not market value) of taxable property on the official tax roll of Sacramento County. In addition, taxpayers eligible for a property tax exemption, such as the homeowner's exemption, will be taxed at a lower effective tax rate than described above. Property owners should consult their own property tax bills and tax advisors to determine their property's assessed value and any applicable tax exemptions. The attention of all voters is directed to the fact that the foregoing information is based upon projections and estimates only, which amounts are not maximum amounts and durations and are not binding upon the District. The actual debt service, tax rates and the years in which they will apply may vary depending on the timing of bond sales, the par amount of bonds sold at each sale and actual increases in assessed valuations. The timing of the bond sales and the amount of bonds sold at any given time will be determined by the District based on the need for project funds and other considerations. Actual assessed valuations will depend upon the amount and value of taxable property within the District as determined by the County Assessor in the annual assessment and the equalization process.

Superintendent
San Juan Unified School District

**SAN JUAN UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

AGENDA ITEM:

D.3

MEETING DATE:

07/30/2024

SUBJECT: Tentative Agreement Between the California School Employees Association, San Juan Chapter No. 127, and San Juan Unified School District (Thigpen) – 5:40 p.m.

DEPARTMENT: Labor Relations and Government Affairs

ACTION REQUESTED:

Action: The superintendent is recommending that the board approve the California School Employees Association, San Juan Chapter No. 127, tentative agreement with the San Juan Unified School District.

RATIONALE/BACKGROUND:

Statute requires that the public be made aware of the costs associated with a tentative collective bargaining agreement before it becomes binding on the district or county office of education. Government Code Section 3547.5 states:

"Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, 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 the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction [G.C. 3547.5(a)]".

This tentative agreement was ratified by the California School Employees Association on July 17, 2024.

ATTACHMENT(S):

1. [Tentative Agreement Between California School Employees Association and San Juan Unified School District](#)
2. [AB 1200 Public Disclosure of Proposed CBA - CSEA](#)

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

N/A

FISCAL IMPACT:

Current Budget: N/A

Additional Budget: \$11,072,515

Unrestricted: \$5,029,261

Restricted: \$6,043,254

In accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449, Fiscal Services has prepared an analysis of the fiscal impact of the proposed agreement and has submitted it to the Sacramento County Office of Education. Costs to the General Fund beginning each year for the California School Employees Association tentative collective bargaining agreement are: an ongoing increase of \$7,496,507 in 2024-2025. An additional ongoing increase of \$3,576,008 will take effect in 2025-2026.

PREPARED BY: Daniel Thigpen, Executive Director, Labor Relations and Government Affairs

APPROVED BY: Melissa Bassanelli, Superintendent of Schools

Existing contract language = Normal text
Language to be removed = ~~Strikethrough text~~
New language - **Bold text**

**TENTATIVE AGREEMENT
BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS
SAN JUAN CHAPTER No. 127
AND
SAN JUAN UNIFIED SCHOOL DISTRICT**

June 14, 2024

This Tentative Agreement is between the California School Employees Association and its San Juan Chapter No. 127 ("CSEA") and San Juan Unified School District ("District") concerning successor contract negotiations.

ARTICLE 1: RECOGNITION

1.2 Term: All parties agree this Tentative Agreement concludes negotiations for the 2023-24 school year. This agreement represents a new three (3) year contract, commencing November 15, 2023 through November 14, 2026.

1.2.1 The parties agree that negotiations of salary are concluded for ~~2020-2021 and 2021-2022-2023-24, 2024-25 and 2025-26. No salary negotiations will be held in 2021-2022, but Reopener negotiations will still be held in 2025-26~~ and either party may propose up to two articles in addition to health benefits. ~~For 2022-2023, either party may reopen salary, benefits and two additional articles of their choosing~~

ARTICLE 2: CHECK OFF AND ORGANIZATIONAL SECURITY

2.4 Mandatory New Employee Orientation

2.4.1 The San Juan Unified School District shall provide mandatory orientation sessions for new Classified employees on a monthly basis as follows: The District shall conduct New Employee Orientations at least twice a week beginning July 15 of every year through August of every year on Tuesdays and Thursdays of each week starting at 3:30 pm and ending approximately at 4:30 pm. Beginning in September of every year and continuing through January of every year the New Employee Orientations will move to once a week every month on Thursdays from 3:30 pm until approximately 4:30 pm. Beginning in February of every year the New Employee Orientations can move to once every other week through May of every

year. This Article does not restrict the District and CSEA from mutually agreeing to an alternate schedule as needed in order to process new employees.

2.4.2 Orientation sessions shall be held on San Juan Unified School District property and embedded during an employee's paid work day, where practicable. Employees will be paid at their hourly rate for the orientation session if attending outside of their contract hours.

2.4.3 CSEA shall be provided with up to thirty (30) minutes during the New Employee Orientation sessions to meet and present to new employees. A CSEA chapter representative(s), designated by the CSEA Chapter President, shall be given release time to make the presentation. The CSEA Labor Relations Representative may also be a presenter at the orientation.

2.4.4 If travel is required to conduct the CSEA orientation session, travel time shall also be on paid release time and shall not count towards the thirty (30) minute CSEA orientation session with the new hires.

2.4.5 If requested by CSEA, no District manager or other non-unit employee shall be present during CSEA's portion of the orientation session.

2.4.6 The District shall send an email to all new employees upon hiring. Immediately following the invitation to new employees describing the mandatory nature of the New Employee Orientations, the District shall also separately notify the employees' supervisors advising of the need to release their employees to attend.

2.4.7 Should there be any Classified employees that do not attend new employee orientation for any reason, CSEA shall have up to 15 minutes of uninterrupted time to meet with them at their assigned worksite during any period of their assigned contracted time.

ARTICLE 5: HOURS AND OVERTIME

5.5 Salary Adjustment Reassignment:

Members shall not be required to perform duties which are not fixed and prescribed for the position by the governing board unless the duties reasonably relate to those fixed for the position by the board for any period of time which exceeds four (4) workdays within a fifteen (15) thirty (30) day calendar day period except as authorized herein.

5.5.1 An employee may be required to perform duties inconsistent with those assigned to the position by the governing board for a period of more than four (4) workdays within a thirty (30) day calendar period provided that his/her the employee's salary is

adjusted upward for the entire period he/she is they are directed to work in an assignment requiring a higher rate of pay. Such opportunities shall be offered on a rotation basis to eligible members within each work site, within shift. If practicable, opportunities also will be offered in order of class seniority.

5.17 Extra Hours

5.17.3 For the purposes of layoff only, the employee shall acquire seniority in the second position based on the employee's hire date in the second position. The second position may be terminated at any time at the sole discretion of the District and shall not be subject to the layoff provisions or process.

5.17.6 The secondary position cannot exceed three (3) hours. The sum total of the primary and secondary positions cannot exceed eight (8) hours in any one working day.

5.17.7 Any classified personnel who agree to provide additional services outside of their calendared work hours shall be compensated at their regular hourly rate (with overtime calculated if applicable) or offered Compensatory Time Off per Article 5.10. The implementation of this article shall not negatively impact classified employees' access to these opportunities. Additionally, the District shall not supplant these opportunities through the use of volunteers.

5.19 Optional Professional Development Hours

For the 2017-2018 school year, all members who assist certificated personnel in providing direct instruction shall have the option of working additional optional professional development hours at their daily rate of pay, that are outside the school day/calendar year. Members may not use Personal Necessity or Sick time to account for these optional professional development hours. The optional professional development hours must be used for professional development aligned to district/school priorities. These optional 2017-18 professional development hours will be scheduled as follows:

Six hours of optional District sponsored professional development shall be paid at the member's pro rata daily rate of pay. The focus will be on the development and implementation of practices that are responsive to the student needs (e.g., language development, differentiation, numeracy and literacy strategies, equity, and classroom management). The dates for these optional days will be calendared as follows:

Elementary PD Day = Secondary teacher workday
Secondary PD Day = Elementary teacher workday

PN and Sick Leave may not be used to cover absence on these optional PD days. Compensation is based on attendance.

5.20 Duties Inconsistent with Assigned Position

When an individual believes he/she is performing duties inconsistent with those assigned to the position by the governing board he/she may submit a request for a position review **after consultation with CSEA and the District. The District and CSEA will jointly develop updates to the position review form as needed.**

The parties agree that the purpose of a position review is to evaluate whether a member is working within the assigned duties of their classification. The District and CSEA agree that it is not their intent for the position review to circumvent salary negotiations that take place during scheduled bargaining cycles.

Upon receipt of the position review request by the Human Resources Department, the district will have ninety (90) calendar days to complete the position review. The parties agree that the district will be provided a forty-five (45) calendar day extension upon written request. ~~In the event that the district determines that the individual position review requires a broader job classification analysis, the parties will refer to Article 6.7.1~~

In the event that the District's position review finds that an employee is working out of their classification and should be placed in a different, existing classification that receives a higher rate of pay, the salary/range adjustment shall be paid retroactively to the date the position review was first submitted.

In the event the District's position review finds that an employee is working out of their classification, but no appropriate job classification exists within the District, the District and CSEA will negotiate either:

- **The creation of new job classification, or**
- **Which duties and responsibilities should be removed from the member's current assignment**

ARTICLE 6: SALARIES

2024-25 school year:

All base salaries and shift differential (Article 6.2.2) for the General and Operations units shall be increased by a total of 5%, effective July 1, 2024.

- **The new salary schedule will be reflected in members' pay no later than August 31, 2024.**
- **The retroactive check for the salary schedules shall be paid no later than September 30, 2024.**

"Hard-to-Staff" Classified Salary Adjustments:

The parties agree that many classifications continue to experience high rates of vacancies and turnover. Effective July 1, 2024, the following classifications will be designated “hard-to-staff” and will receive an additional salary increase (in addition to the 5% across-the-board increase referenced above):

- **Additional 8%:**
 - Nutrition Services Worker I
 - Nutrition Services Worker II
- **Additional 5%:**
 - Custodian
 - Lead Custodian
 - Elementary Head Custodian
 - Middle School Head Custodian
 - Instructional Assistant - Deaf And Hard-Of-Hearing
 - Instructional Assistant - Orthopedic/Visual Impaired
 - Instructional Assistant II
 - Instructional Assistant - Multiple/Severe Handicap
 - Instructional Assistant III
 - Sign Language Interpreter
 - Speech & Language Pathology Assistant
- **Additional 3%:**
 - Campus Monitor
 - Campus Representative
 - Bilingual Translator, Arabic
 - Bilingual Translator, Dari
 - Bilingual Translator, Farsi
 - Bilingual Translator, Pashto
 - Bilingual Translator, Russian
 - Bilingual Translator, Spanish
 - Bilingual Translator, Ukrainian
 - Groundskeeper/Gardener
 - Grounds Equipment Operator
 - Athletic Fields Technician
 - Instructional Assistant - Bilingual: Arabic
 - Instructional Assistant - Bilingual: Dari
 - Instructional Assistant - Bilingual: Farsi
 - Instructional Assistant - Bilingual: Pashto
 - Instructional Assistant - Bilingual: Russian
 - Instructional Assistant - Bilingual: Spanish
 - Instructional Assistant - Bilingual: Ukrainian

The District and CSEA will renegotiate the "hard-to-staff" list every three years (the first round will take place in advance of the 2027-28 school year) including but not limited to, additions, removals, and adjustments to any additional compensation. Once a member receives "hard-to-staff" compensation as part of their income, it will remain a part of their salary until they leave that classification (even if that classification is removed from the list in a future year).

Instructional Assistant I: Before the 2025-26 school year, when one-time funds are set to expire, CSEA and the District will jointly evaluate Instructional Assistant I recruitment and retention needs.

Child Development Assistant (all classifications): During the term of this contract, CSEA and the District will jointly review the multi-year budget projections of the Early Childhood Education (ECE) department and evaluate recruitment and retention needs.

2025-26 school year:

Effective July 1, 2025, an additional step (Step 7) will be added to both the General and Operations units' salary schedules. Step 7 will equal 4.63%  - SJUSD  - CSEA

Contingency Language: 2024-2025 School Year:

The parties agree to reopen Article 6 for bargaining when one or any combination of the following conditions are met:

- If the enacted California 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the District and examine potential cost saving measures.
- If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the District and CSEA agree to examine potential enhancements to the salary schedule for Year 2 or Year 3.

Contingency Language: 2025-26 School Year:

- If the enacted California 2025-26 State Budget COLA is funded at a level less than 1.73%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures.
- If the enacted California 2025-26 State Budget COLA is funded at a level in excess of 3.73%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 3.73%, the District and CSEA agree to examine potential enhancements to the salary schedule for Year 3.

Base salaries and the shift differential (Article 6.2.2) shall be increased by a total of 3.55% effective July 1, 2021.

~~Members newly hired into the district for positions subject to the applicable California minimum wage rate shall be placed at the highest step earning minimum wage so that they will earn their annual incremental step increase the subsequent year of employment (e.g., if steps 1-3 are earning minimum wage, they will be placed on step 3 and will increment to step four in their subsequent year of employment).~~

~~For continuing members employed as of July 1, 2021, the district shall provide a one time off schedule payment equal to 3.5% of each member's base salary as of July 1, 2021. This one time off schedule payment will be paid no later than 60 days from Board approval. This one time off schedule payment will not increase a member's base compensation for the 2021-2022 school year.~~

~~Additionally, effective July 1, 2021, as a result of minimum wage increases and the resulting compaction in the existing salary schedule the parties have agreed to create a new salary schedule for General and Operations Units. Members moved pursuant to this clause will maintain their current step placement on the new salary range placement. Once the new salary schedules have been created the parties agree to move the following classifications as noted below:~~

- CDA IT/Pre move from 13 to 19
- IA II from 14 to 19b
- OVI from 14 to 19b
- BIA (all languages) from 14 to 18
- IAIII from 17 to 22
- IA MSH from 17 to 22
- IA DHH from 14 to 19b
- NSW 1 from 11 to 15b
- NSW 2 from 16 to 20a
- Nutrition Service Cook from 16 to 20a
- Bilingual Translator from 15 to 20

~~All base salaries and shift differential (Article 6.2.2) for the General and Operations units shall be increased by a total of 10%, effective July 1, 2022.~~

~~The new salary schedule will be reflected in members' pay no later than November 30, 2022.~~

~~The retroactive check for the salary schedules shall be paid no later than December 22, 2022.~~

6.2.3 A member who is promoted shall be moved to the step on the new salary range which is not less than a 4.8% percent increase in salary which is not less than a 5% increase in the member's base salary (not including "hard to staff" differential) and based on the same standards of placement for outside hires. Shift differential shall be included in an employee's base salary for purposes of calculating the 4.8% placement.

Newly Created Jobs

When a new job classification is established by the District, the District will, after giving written notification to the CSEA Labor Representative and its Chapter #127 President, establish a salary range for the new job classification which shall be considered temporary. If no objection to the established salary range thus set is registered in writing with the Director of Human Resources (Classified) by CSEA within ~~40—20~~ workdays after the temporary salary range has been set, such salary range shall become permanent.

6.7.1 Established Positions:

When the District determines that a job classification needs to be reviewed, the District shall be responsible for making modifications to the job description and shall then notify the Association of the change in the job description. Any request to negotiate wages, hours, or working conditions of the job classification review must be submitted in writing to the other party **within 10-20 workdays of such notice of change**. The parties agree that the Association is entitled to periodic updates regarding the status of job classification reviews.

6.8 Instructional Assistant (IA) Additional Compensation

The intent of this Article is to compensate specific Instructional Assistants noted in 6.8.1 that are assigned to the District's Special Day Classes designated for students identified with mild/moderate or moderate/severe disabilities when a teacher is absent from the class for an entire day and there is no substitute teacher available to cover the class for an entire day.

6.8.1 The following is only applicable to Instructional Assistant IIs (IA II), Instructional Assistant IIIIs (IA III), Instructional Assistant Orthopedic Impairment/Visual Impairment (IA OI/VI), and Instructional Assistant – Multi-Severely Handicapped (IA-MSH), and **Instructional Assistant Deaf and Hard of Hearing (IA DHOH)** assigned to the District's Special Education Programs Day Classes designated for students identified with mild/moderate or moderate/severe disabilities. **These programs include the following at both the elementary and secondary level:**

- Mild/Moderate Non-Categorical Special Day Classes
- Mild/Moderate Special Day Classes for Students Diagnosed with Autism Spectrum Disorders
- Mild/Moderate Therapeutic Learning Classes
- Moderate/ Severe Independent Living Skills Classes
- Moderate/Severe Special Day Classes for Student Diagnosed with Autism Spectrum Disorders

6.8.1 (a) When a teacher is absent from the class for ~~an entire day two or more hours a day in an elementary class, or one or more periods in a secondary class~~ and there is no substitute teacher available to cover the class, the IAs in these classifications who are regularly assigned to that classroom, and remain in that classroom for the full duration of the ~~school day~~ absence, shall be paid ~~an additional \$12.00 an hour an additional \$18 an hour, up to \$108 per day,~~ to compensate for additional duties and responsibilities they would be expected to assume as a result of the teacher's absence.

~~6.8.2 When a teacher is absent from the class for an entire day, and the substitute teacher is unable to fill the entire assignment, the IAs in these classifications who are regularly assigned to that classroom, and remain in that classroom for the full duration of the school day, shall be paid an additional \$12.00 per hour for the hours without substitute coverage to compensate for additional duties and responsibilities they would be expected to assume as a result of the teacher's absence.~~

6.8.3 This additional hourly rate shall not apply when students in the class without a substitute are reassigned to another classroom with a teacher for the day.

6.8.4 It is the responsibility of the Instructional Assistant (IA) to document these hours on a District-approved timecard. These timecards must be submitted by the IA and verified and signed by the principal or designated site administrator.

~~For the 2018-2019 and 2019-2020 school years the parties agree to set aside \$20,000 per year in one-time monies to fund a pilot to reduce the time thresholds in 6.8, 6.8.1, 6.8.2, 6.8.3 and 6.8.4 to 3 consecutive hours. Once these funds are exhausted each year, the existing language in 6.8, 6.8.1, 6.8.2, 6.8.3 and 6.8.4 will apply for the remainder of the year. Data collected by both parties during this pilot shall be reported to the respective bargaining teams no later than March 1, 2020. Note: The COVID-19 pandemic, and subsequent school closures, did not allow for Article 6.8.4 to be fully utilized during the 2019-2020 school years. The parties agree to continue this pilot effective November 2, 2020 – Jan 9, 2021. If, during this time frame the onetime funds are exhausted, the existing language in 6.8, 6.8.1, 6.8.2, 6.8.3 and 6.8.4 will apply through June 30, 2022.~~

In no event shall the differential be lower than \$18.00/hour. Additionally, an increase in the compensation for guest/ substitute teachers shall immediately reopen this article for negotiation.

Beginning July 1, 2024, new contractual caseload/classroom maximums for certificated Special Education service providers go into effect. In the 2024-25 and 2025-26 school year only, the parties agree to increase the hourly additional compensation, using one-time funds, by an additional \$3.00 per hour (on top of the differential described earlier in this article) for the classified instructional staff due compensation outlined in this article when caseload/classroom maximums are exceeded. The purpose of this additional compensation is to acknowledge the impact to working conditions to classified staff who are providing services to students in settings exceeding new certificated contractual caseload/classroom maximums.

6.8.5 General Education Instructional Assistants

The District and CSEA mutually agree to expand guest teaching opportunities to eligible CSEA unit members in the following classifications:

- **Instructional Assistant Is (IA Is)**
- **Instructional Assistants - Bilingual (BIAs)**
- **Child Development Assistants (CDAs) who serve the ECE Preschool and school age/Discovery Club programs**

6.8.5 (a) Eligibility: This voluntary opportunity is open to:

1. **Instructional Assistant Is (IA Is); Instructional Assistants - Bilingual (BIAs); and Child Development Assistants (CDAs) serving the ECE Preschool and Discovery Club programs who:**
 - a. Provide evidence that the employee holds a Bachelor's degree. Employees will need to provide official transcripts to Human Resources.
 - b. Provide evidence of basic skills: Pass the CBEST or completed writing, reading and math course at the college level.

6.8.5(b) Selection and Placement Process: To submit interest and availability, and verify eligibility, members in this classification must:

1. Complete a Google form distributed by Human Resources.
2. Send official transcripts to Human Resources.
3. Complete fingerprinting for the Commission on Teacher Credentialing (CTC) and complete credential paperwork with Human Resources.
4. Attend a guest teacher orientation scheduled by Human Resources.

6.8.5(c) Compensation:

1. All members who are Instructional Assistants and who are selected and placed in guest teaching positions will be paid an additional \$18 an hour, up to \$108 per day.
2. The District will reimburse employees for any applicable state credentialing application and processing fees.

6.8.5(d) Guest Teacher Service:

1. Eligible employees can only serve as a guest teacher at the site they are assigned and shall not be asked to serve as a guest teacher for more than 2 days per week, except in circumstances that have been approved in advance by Human Resources.
 - a. The following provision only applies when Human Resources has approved in advance a member serving as a guest teacher more than 2 days per week:
 - i. Members who work 15 days or more during the pay period of Sept/October, January/Feb, Mar/ April or April/May, these members will be paid an additional \$4 an hour, up to \$24 a day.

6.9 Occupational Therapists

6.9.3 In the 2024-25 school year, the District and CSEA will pilot an Occupational Therapist Leadership Team, whose primary responsibility will be to examine caseloads,

working conditions, and staffing standards. Up to three (3) Occupational Therapists will serve on this one-year pilot team. The Director of Special Education, or designee, will also serve as a member.

6.9.3(a) By September 30, 2024, the parties agree to complete a Memorandum of Understanding (MOU) that outlines the selection process, terms, and roles and responsibilities of Occupational Therapist Leadership Team members during the one-year pilot.

6.9.3(b) CSEA bargaining unit members who are selected to serve on the one-year pilot of the Occupational Therapist Leadership Team will receive a one-time \$1,500 bonus in the 2024-25 school year only, using one-time funds.

~~6.9.3 For the 2018-2019 school year the parties agree to form a small work group to discuss the Occupational Therapist/student caseload ratio. The District and CSEA agree that each party may appoint up to four (4) members to this team. Any recommendations from this work group shall be made to the respective bargaining teams no later than Feb 1, 2019.~~

6.10 Bilingual Services Program

During 2017-2019 the district and association implemented a Bilingual Services Pilot that compensated clerical staff, who, in addition to their regular duties were frequently called upon to speak, read and interpret a non-English language, or to converse fluently in a non-English language. The District agrees to make this pilot permanent effective July 1, 2020. The maximum number of participants shall be fifteen (15) qualified employees determined by a demonstrated need using both qualitative and quantitative data presented (including available budgetary resources), discussed, and agreed upon between the District and Association, no fewer than once annually on or before November 1 of each year.

Employees identified for this program will be paid a Bilingual Differential equal to the Second Shift Differential in Article 6.2.2

Qualified employees shall no longer be restricted to clerical classifications and shall be identified by (1) taking a proficiency exam mutually agreed upon by the Association and the District (identified no later than October 30, 2024) and (2) getting the approved special assignment paperwork submitted with the assistance of their supervisor.

Should the District determine that budgetary resources require a reduction in the number of identified employees at a worksite, the parties will refer to 15.2.1 Order of Layoff Procedures wherein seniority is determined by the submission of the employee's approved special assignment paperwork.

ARTICLE 7: FRINGE BENEFITS

7.1 Medical, Dental, and Vision Plans

7.1.4 Life Insurance The District will contribute the premium amount (employee only) for the District approved \$25,000 \$50,000 life insurance plan. Effective July 1, 2016, the ~~The group life insurance coverage will be increased to \$50,000 (employee only), basic term.~~

ARTICLE 8: HOLIDAYS

8.1 Holidays

All members shall be granted the following paid holidays provided the member was in paid status during any portion of his/her regular workday of his/her regular assignment immediately preceding or succeeding the holiday.

Actual holiday dates may be found on the District website ~~in the work year calendar folder~~

Independence Day

Labor Day

Veteran's Day

Thanksgiving

Local Holiday

Christmas Day

Winter Recess

Winter Recess

Winter Recess

Winter Recess

New Year's Day

Martin Luther King Day

Presidents' Day

Lincoln's Day

Local Holiday

Juneteenth

ARTICLE 10: LEAVES

10.1 Bereavement Leave

All members will receive 5 days of bereavement per incident per the guidelines established in Assembly Bill (AB) 1949.

~~Members who are on paid status shall be granted necessary leave of absence with pay, not to exceed three (3) days, on account of death of any member of his/her immediate family.~~

~~Bereavement leave in excess of three (3) days, but not to exceed five (5) days, shall be granted a member when travel beyond a 300-mile radius is necessary in connection with the bereavement.~~

~~Footnote #2, bottom of page 34 of CBA: "Immediate Family" is defined as follows: The following relatives of the member, or the spouse of the member: Mother, father, step mother, step father, step children, grandmother, grandfather, brother, step brother, sister, step sister, son, son-in-law, daughter, daughter-in-law, foster parents, foster children and grandchildren, or a brother-in-law or sister-in-law of a member, aunt, uncle; or any relative living in the household of the member.~~

10.4.6 Paid Parental Leave

10.4.6(d) When entitlement to leave under this section has been exhausted, entitlement to other sick leave, vacation or other paid leave may then be used.

10.4.9 Family and Medical Leave

10.4.9(a) When entitlement to leave under this section has been exhausted, entitlement to vacation or other paid leave may then be used.

ARTICLE 11: TRANSFERS

11.2 Employer-Initiated Job Site Transfers

A regular employee may be involuntarily transferred for reasons other than punitive, based upon the justifiable needs and best interests of the District and/or regular employee, provided that such transfer shall not result in the loss of pay or benefits to the regular employee. The regular employee shall be given a minimum of ten (10) workdays notice prior to the effective date of a permanent transfer. **Seniority (least senior in job classification) shall be given priority consideration, when practicable, in determining employer-initiated job site transfers.**

ARTICLE 15: LAYOFF

15.3 Notification of Layoff (Procedure)

15.3.1 The District shall notify all members at least once each year the seniority of their current classification. This shall be included annually on the employee's pay stub or comparable notification.

~~15.3.4 The District shall notify the affected employees in writing a minimum of sixty (60) calendar days prior to the date of any layoffs, except in the event of an actual and existing financial inability to pay salaries to classified employees or for causes not foreseeable or preventable by the governing board, where less than sixty (60) days notice may be given.~~

ARTICLE 17: EVALUATION

17.1 Employees in Probationary Status

(a) The probationary period for a new employee hired on and prior to November 14, 2020, will be one year and should receive a written performance evaluation on or about the end of the fifth and eleventh month of initial probationary employment period.

The probationary period for a new employee hired on and after November 15, 2020 shall be a maximum of six months **or 130 days of paid service, whichever is longer**, and should receive a written performance evaluation on or about the end of the third month and the fifth month of initial probationary employment period.

ARTICLE 18: PROFESSIONAL GROWTH

18.2 Any classified personnel receiving training outside of their calendared work hours shall be compensated at their hourly rate (with overtime calculated if applicable). The implementation of this article shall not negatively impact classified employees' access to training opportunities.

18.3 The district agrees to implement an annual renewal reimbursement for the following classified employees whose job classification requires renew license/certification renewal: LVN - Health Instructional Assistant, Occupational Therapist license, Occupational Therapy Assistant license, Speech Language Pathologist Assistant license, and Assistive Technology Professional credential. Any renewal reimbursement shall not exceed \$500. Classified employees must complete filing of verifiable transcripts, licenses or certificates in Human Resources by November 1 each year. Members must be serving in an assignment that uses a valid license or certification for this reimbursement. It is the responsibility of the member to submit their renewal to Human Resources for consideration.

ARTICLE 19: JOINT COMMITTEE

Budget Review Committee

Participation in District Budgetary Decision-Making Process: The parties agree that the simultaneous considerations of collective bargaining obligations shall be integral to all future budgetary decision-making. The District and the CSEA shall be involved in the budget reduction and the subsequent budget development process. This process includes review of programs, expenditures, adjustments, budget priorities, restoration, and overall implementation. The parties agree that the current budget reduction process shall be driven by the shared goal of minimal impact on quality education and student achievement, full consideration of expenditure alternatives, evaluation of decisions, reliable information, and open communication. The District will use a facilitator as appropriate, to be jointly agreed upon by the parties, to facilitate an ongoing budget review process, including key points of review.

Budget Review Committee (BRC): The BRC shall be charged with considering the current state of the District's fiscal health as well as potential modifications in the current school finance system that improve or worsen the District's fiscal condition. Those considerations include, but are not limited to, enrollment projections, expenditure patterns, fund balances, multi-year projections, funded revenue limits, use of contracted employees and services, staffing standards, modifications to the restricted income and expenditures of the District. Recommendations shall be made to the Board of Education and the Association for consideration. Discussion may include any relevant data or projections, program restoration, program modifications, compensation adjustments or budget adjustments to maintain fiscal solvency for the current, and subsequent two, fiscal years.

Joint BRC Pilot (2024-25): In the 2024-25 school year, the parties agree to conduct a one-year pilot of a joint BRC with the San Juan Teachers Association (SJTA). The CSEA President and one (1) other representative will participate in the joint BRC during this one-year pilot. Before the conclusion of the 2024-25 school year, the parties will review learnings from the pilot and determine the structure of the BRC beyond 2024-25.

A Special Education Joint Committee shall be established to proactively discuss global issues and interests related to Special Education. The committee will convene within 90 days after ratification of contract (contract ratified on November 19, 2014).

Per Tentative Agreement — March 1, 2016:

MOU regarding Instructional Assistant Additional Compensation

The District and CSEA agree to draft an MOU that recognizes that the scope of the implementation plan in Article 6.8 may require adjustments. Therefore, the parties agree that the SJUSD/CSEA Special Education Joint Committee will convene no later than February 2017 to discuss the operational aspects of this article, determine if the intent noted above is being met, and to make recommendations to their respective bargaining groups for a full range of options that meet the party's original intent.

Per Tentative Agreement — September 20, 2018

Side Letter of Agreement — Minimum Wage Implementation Team The District and CSEA agree to establish a small core Minimum Wage Implementation Team. Each party may appoint up to four (4) members to this team. This team shall be established within 45 days of the SJUSD Board approving this contract. The purpose of this team is to explore options related to pending increases in the minimum wage in SJUSD. Non-binding recommendations of this team shall be reported to the respective bargaining teams no later than March 1, 2019

Per Tentative Agreement — January 28, 2020

Minimum Wage Implementation Joint Committee

~~The District and CSEA agree to reconvene the Minimum Wage Implementation Joint Committee within 45 days of the SJUSD Board approving this contract. The purpose of the Joint Committee is to explore options related to pending increases in the minimum wage in SJUSD. Non-binding recommendations of the Joint Committee shall be reported to the respective bargaining teams no later than May 1, 2020.~~

~~AB1808 Exploration Joint Committee~~

~~The District and CSEA agree to create an AB1808 Exploration Committee within 45 days of the SJUSD Board approving this contract. The purpose of the Exploration Committee is for both parties to better understand the fiscal and operational issues related to AB1808. Non-binding recommendations of the Exploration Committee shall be reported to the respective bargaining teams no later than May 1, 2020.~~

ARTICLE 21: THE CLASSIFIED SCHOOL EMPLOYEE SUMMER ASSISTANCE PROGRAM (CSESAP)

Beginning in the 2024-25 school year, the parties agree to participate in the Classified School Employee Summer Assistance Program (CSESAP) going forward (subject to continued state authorization of the program). The District will follow all guidelines and timelines established by the California Department of Education (CDE). Qualifying employees will be notified annually, via District email addresses and physical (mailed) correspondence, within the timelines established by the CDE.

~~The parties agree to conduct a one year pilot of the Classified School Employee Summer Assistance program during the 2022-2023 school year to determine the cost and identify any implementation issues. The parties agree to use the data collected from this pilot to inform future bargaining sessions with non-binding recommendations(s)~~

ARTICLE 22 (new): EXTENDED SCHOOL YEAR AND SUMMER SCHOOL PROGRAM

22.1 The district will make every effort to advertise and offer all classified work during summer academic sessions to internal district employees first. Subsequently, the district will exhaust all options to recruit for and fill posted vacancies before hiring contractors to serve in the same roles

22.1.1 Where practicable, priority in selection will be given to candidates in which the placement maintains the employee's regular work year calendar location.

22.1.2 If it is necessary to assign classified employees not regularly assigned to serve between the end of one academic year and the commencement of another, that assignment shall be made on the basis of qualifications for employment in each classification of service that is required.

22.1.3. The district may not require a classified employee whose regular yearly assignment for service excludes all, or any part of, the period between the end of the academic year to the beginning of the next academic year to perform services during that period.

22.1.4 The district shall convene with CSEA no later than March 30 each year to discuss summer academic employment and facility needs.

22.2 Summer Workability Assistance Program

The District and CSEA agree to make the Summer Workability Assistance Program permanent (subject to ongoing grant funding). This program provides an opportunity for classified employees to earn additional income while also providing the opportunity for identified workability students to earn additional income and learn transferable job/ life skills and work experience for the future.

22.2.1 The District and CSEA agree that the ability to offer the Summer Workability Assistance Program under the following provisions is subject to an annual grant allocation. Should the grant be reduced or eliminated, the parties agree to immediately open this article for negotiation.

22.2.2 The District will select up to two (2) cleaning teams supporting up to ten (10) worksites that will be utilized for participation in this program.

22.2.3 Workability students / hours or skills shall not be utilized to replace hours or work of classified custodians assigned to any worksite.

22.2.4 Supervision of the workability students shall be provided by the Special Education Department administrators and assigned classified Instructional Assistants.

22.2.5 No less than one (1) Instructional Assistants shall be assigned for every five (5) workability students for supervision, assistance and guidance.

22.2.6 Workability students' hours on-site, shall begin at 8:30 AM and complete at 12:00 PM.

22.2.7 Workability students will be transported from their District school site to selected deep cleaning sites by the San Juan Unified Transportation Department. The San Juan Unified Transportation Department will also transport the workability students from the work site back to the school site at the completion of every day.

22.2.8 Classified custodians are to model, guide, demonstrate and assist the workability students in understanding the role and skills of a custodian. Custodians are not responsible to supervise the Workability students. Additional coaching if needed, and behavior shall be provided by assigned instructional assistants.

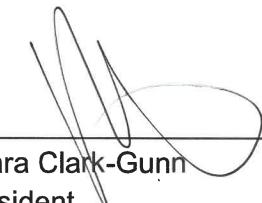
22.2.9 Workability students and Instructional Aides will move to different sites as determined by M & O Custodial Department based on the Summer Deep Cleaning schedule. The M & O Custodial Department is responsible for communicating schedules and site changes to the Special Education Program Administrator in charge and the school site to ensure correct schedules and sites.

***All Articles:**

All references to gender will be replaced with gender-neutral terms: for example, employees, staff, they/them, etc.

Dan Thigpen 6-21-24

Daniel Thigpen Date
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

 06.21.24
Adara Clark-Gunn Date
President
California School Employees Association

 6/21/24
Kurt Benfield Date
Labor Relations Representative
California School Employees Association

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	San Juan Unified School District	
Name of Bargaining Unit:	CSEA	
Certificated, Classified, Other:	Classified	

The proposed agreement covers the period beginning:	July 1, 2024 (date)	and ending:	June 30, 2026 (date)
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The Governing Board will act upon this agreement on:	July 30, 2024 (date)
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Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement			
		(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2024-25	Year 2 Increase/(Decrease) 2025-26	Year 3 Increase/(Decrease) 2026-27
1. Salary Schedule Including Step and Column	\$ 92,859,688	\$ 4,642,984	\$ 3,031,869	\$ 69,074	
		5.00%	3.11%	0.07%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 5,600,652	\$ 1,745,762	\$ 15,712	\$ 15,853	
		31.17%	0.21%	0.22%	
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 34,156,549	\$ 2,216,299	\$ 1,057,226	\$ 29,462	
		6.49%	2.91%	0.08%	
4. Health/Welfare Plans	\$ 30,038,695	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 162,655,584	\$ 8,605,045	\$ 4,104,807	\$ 114,389	
		5.29%	2.40%	0.07%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	2,379.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 68,371	\$ 3,617	\$ 1,725	\$ 48	
		5.29%	2.40%	0.07%	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 2

A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

A five percent across-the-board salary increase in 2024-25.

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

A Step 7 will be added to the salary schedule in 2025-26, which has a cost equivalent of 3.22 percent.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

Starting in 24-25, hard-to-staff salary adjustments were added for certain classifications as outlined in the tentative agreement (at a percentage cost equivalent of 1.88 percent).

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

Yes No

If yes, please describe the cap amount.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Unit negotiated new language regarding mandatory employee orientation, extra hours, and an occupational therapist leadership team.

C. 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 increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

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D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

If the 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures. If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the district and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

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

None.

F. Source of Funding for Proposed Agreement:

1. Current Year

Fund balance, restricted and unrestricted funds.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The district has a robust and healthy ending fund balance. Restricted and unrestricted funds will cover the cost of the agreement across all three years. The district expects to deficit spend from its ending fund balance to cover the cost of the settlement. The deficit spending is manageable even beyond the three year projections. The district will monitor its deficit spending in future years and make adjustments as needed to maintain a healthy ending fund balance.

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund
Bargaining Unit: CSEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 477,015,431		\$ -	\$ 477,015,431
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 9,962,560		\$ -	\$ 9,962,560
Other Local Revenue 8600-8799	\$ 6,881,829		\$ -	\$ 6,881,829
TOTAL REVENUES	\$ 493,859,820		\$ -	\$ 493,859,820
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 200,581,744		\$ 12,376,751	\$ 212,958,495
Classified Salaries 2000-2999	\$ 57,587,714	\$ 2,528,013	\$ 662,723	\$ 60,778,450
Employee Benefits 3000-3999	\$ 120,127,496	\$ 876,985	\$ 3,382,504	\$ 124,386,985
Books and Supplies 4000-4999	\$ 10,731,974		\$ -	\$ 10,731,974
Services and Other Operating Expenditures 5000-5999	\$ 34,602,916		\$ -	\$ 34,602,916
Capital Outlay 6000-6999	\$ 5,356,051		\$ -	\$ 5,356,051
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 1,861,809		\$ -	\$ 1,861,809
Transfers of Indirect Costs 7400-7499				
Transfers of Indirect Costs 7300-7399	\$ (12,793,522)		\$ -	\$ (12,793,522)
TOTAL EXPENDITURES	\$ 418,056,182	\$ 3,404,998	\$ 16,421,978	\$ 437,883,158
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,500	\$ -	\$ -	\$ 1,500
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (79,783,564)	\$ (1,594,097)	\$ (7,560,817)	\$ (88,938,478)
OPERATING SURPLUS (DEFICIT)*	\$ (3,978,426)	\$ (4,999,095)	\$ (23,982,795)	\$ (32,960,316)
BEGINNING FUND BALANCE 9791	\$ 158,662,822			\$ 158,662,822
Audit Adjustments/Other Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 154,684,396	\$ (4,999,095)	\$ (23,982,795)	\$ 125,702,506
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 289,931	\$ -	\$ -	\$ 289,931
Restricted 9740				
Committed 9750-9760	\$ 26,602,723	\$ -	\$ -	\$ 26,602,723
Assigned 9780	\$ 32,555,426	\$ -	\$ (5,031,215)	\$ 27,524,211
Reserve for Economic Uncertainties 9789	\$ 14,033,489	\$ 149,930	\$ 532,201	\$ 14,715,621
Unassigned/Unappropriated Amount 9790	\$ 81,202,827	\$ (5,149,025)	\$ (19,483,781)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit: Object Code	Restricted General Fund			
	Column 1	Column 2	Column 3	Column 4
REVENUES				
LCFF Revenue	8010-8099	\$ 2,581,913	\$ -	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 103,564,756	\$ -	\$ 103,564,756
Other Local Revenue	8600-8799	\$ 7,651,721	\$ -	\$ 7,651,721
TOTAL REVENUES		\$ 163,136,335	\$ -	\$ 163,136,335
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 70,387,196	\$ -	\$ 78,246,675
Classified Salaries	2000-2999	\$ 54,130,142	\$ 3,037,708	\$ 57,406,434
Employee Benefits	3000-3999	\$ 91,457,757	\$ 1,053,801	\$ 94,601,497
Books and Supplies	4000-4999	\$ 21,134,553	\$ -	\$ 21,134,553
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ -	\$ 29,127,922
Capital Outlay	6000-6999	\$ 798,336	\$ -	\$ 798,336
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ -	\$ 115,104
7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ -	\$ 10,467,277
TOTAL EXPENDITURES		\$ 277,618,287	\$ 4,091,509	\$ 10,188,002
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ 79,783,564	\$ 1,594,097	\$ 7,560,817
OPERATING SURPLUS (DEFICIT)*		\$ (40,698,388)	\$ (2,497,412)	\$ (2,627,185)
BEGINNING FUND BALANCE	9791	\$ 125,392,762		\$ 125,392,762
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 84,694,374	\$ (2,497,412)	\$ (2,627,185)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 84,694,374	\$ (2,497,412)	\$ (2,627,185)
Committed	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit:

CSEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ -	\$ 479,597,344
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 113,527,316	\$ -	\$ 113,527,316
Other Local Revenue	8600-8799	\$ 14,533,550	\$ -	\$ 14,533,550
TOTAL REVENUES		\$ 656,996,155	\$ -	\$ 656,996,155
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 270,968,940	\$ -	\$ 291,205,170
Classified Salaries	2000-2999	\$ 111,717,856	\$ 5,565,721	\$ 901,307 \$ 118,184,884
Employee Benefits	3000-3999	\$ 211,585,253	\$ 1,930,786	\$ 5,472,443 \$ 218,988,482
Books and Supplies	4000-4999	\$ 31,866,527	\$ -	\$ 31,866,527
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ -	\$ 63,730,838
Capital Outlay	6000-6999	\$ 6,154,387	\$ -	\$ 6,154,387
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,976,913	\$ -	\$ 1,976,913
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ -	\$ (2,326,245)
TOTAL EXPENDITURES		\$ 695,674,469	\$ 7,496,507	\$ 26,609,980 \$ 729,780,956
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ 1,500
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (44,676,814)	\$ (7,496,507)	\$ (26,609,980) \$ (78,783,301)
BEGINNING FUND BALANCE	9791	\$ 284,055,584		\$ 284,055,584
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 239,378,770	\$ (7,496,507)	\$ (26,609,980) \$ 205,272,283
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ -	\$ 289,931
Restricted	9740	\$ 84,694,374	\$ (2,497,412)	\$ (2,627,185) \$ 79,569,777
Committed	9750-9760	\$ 26,602,723	\$ -	\$ 26,602,723
Assigned	9780	\$ 32,555,426	\$ -	\$ (5,031,215) \$ 27,524,211
Reserve for Economic Uncertainties	9789	\$ 14,033,489	\$ 149,930	\$ 532,201 \$ 14,715,621
Unassigned/Unappropriated Amount	9790	\$ 81,202,827	\$ (5,149,025)	\$ (19,483,781) \$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 11 - Adult Education Fund

Bargaining Unit:

CSEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue	8100-8299	\$ 437,566	\$ -	\$ 437,566
Other State Revenue	8300-8599	\$ 3,958,154	\$ -	\$ 3,958,154
Other Local Revenue	8600-8799	\$ 154,844	\$ -	\$ 154,844
TOTAL REVENUES		\$ 4,550,564	\$ -	\$ 4,550,564
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 1,328,194	\$ 50,262	\$ 1,378,456
Classified Salaries	2000-2999	\$ 547,866	\$ 40,810	\$ 588,676
Employee Benefits	3000-3999	\$ 977,375	\$ 14,157	\$ 1,004,359
Books and Supplies	4000-4999	\$ 188,693	\$ -	\$ 188,693
Services and Other Operating Expenditures	5000-5999	\$ 1,555,723	\$ -	\$ 1,555,723
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -	\$ -	\$ -
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 107,789	\$ -	\$ 107,789
TOTAL EXPENDITURES		\$ 4,705,640	\$ 54,967	\$ 4,823,696
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (155,076)	\$ (54,967)	\$ (63,089)
				\$ (273,132)
BEGINNING FUND BALANCE	9791	\$ 1,817,106		\$ 1,817,106
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 1,662,030	\$ (54,967)	\$ (63,089)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 899,265	\$ (54,967)	\$ 781,209
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 762,765	\$ -	\$ 762,765
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit:

CSEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue	8100-8299	\$ 13,472,383	\$ -	\$ 13,472,383
Other State Revenue	8300-8599	\$ 6,626,922	\$ -	\$ 6,626,922
Other Local Revenue	8600-8799	\$ 4,935,723	\$ -	\$ 4,935,723
TOTAL REVENUES		\$ 25,035,028	\$ -	\$ 25,035,028
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 10,656,281	\$ 446,824	\$ 11,103,105
Classified Salaries	2000-2999	\$ 5,993,068	\$ 360,048	\$ 6,353,116
Employee Benefits	3000-3999	\$ 10,441,465	\$ 124,903	\$ 10,681,129
Books and Supplies	4000-4999	\$ 2,337,025	\$ -	\$ 2,337,025
Services and Other Operating Expenditures	5000-5999	\$ 325,970	\$ -	\$ 325,970
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -	\$ -	\$ -
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 1,428,808	\$ -	\$ 1,428,808
TOTAL EXPENDITURES		\$ 31,182,617	\$ 484,951	\$ 32,229,153
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 4,000,000	\$ -	\$ 4,000,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (2,147,589)	\$ (484,951)	\$ (561,585)
BEGINNING FUND BALANCE	9791	\$ 9,016,051		\$ 9,016,051
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 6,868,462	\$ (484,951)	\$ (561,585)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,609,664	\$ (484,951)	\$ 1,563,128
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,258,798	\$ -	\$ 4,258,798
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit:

CSEA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 14,867,555		\$ -	\$ 14,867,555
Other State Revenue 8300-8599	\$ 10,063,843		\$ -	\$ 10,063,843
Other Local Revenue 8600-8799	\$ 2,399,044		\$ -	\$ 2,399,044
TOTAL REVENUES	\$ 27,330,442		\$ -	\$ 27,330,442
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 7,502,000	\$ 381,344	\$ 52,778	\$ 7,936,122
Employee Benefits 3000-3999	\$ 5,079,787	\$ 132,291	\$ 16,972	\$ 5,229,050
Books and Supplies 4000-4999	\$ 12,625,300		\$ -	\$ 12,625,300
Services and Other Operating Expenditures 5000-5999	\$ 1,206,182		\$ -	\$ 1,206,182
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 787,591		\$ -	\$ 787,591
TOTAL EXPENDITURES	\$ 27,200,860	\$ 513,635	\$ 69,750	\$ 27,784,245
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 129,582	\$ (513,635)	\$ (69,750)	\$ (453,803)
BEGINNING FUND BALANCE	9791	\$ 16,355,294		\$ 16,355,294
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 16,484,876	\$ (513,635)	\$ (69,750)	\$ 15,901,491
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 16,484,876	\$ (513,635)	\$ (69,750)	\$ 15,901,491
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 21 - Building Fund			
Bargaining Unit:		CSEA			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenues	8600-8799	\$ 3,893,428		\$ -	\$ 3,893,428
TOTAL REVENUES		\$ 3,893,428		\$ -	\$ 3,893,428
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 1,250,348	\$ 28,164	\$ 31,342	\$ 1,309,854
Employee Benefits	3000-3999	\$ 722,064	\$ 9,770	\$ 10,079	\$ 741,913
Books and Supplies	4000-4999	\$ 7,000		\$ -	\$ 7,000
Services and Other Operating Expenditures	5000-5999	\$ 2,348,831		\$ -	\$ 2,348,831
Capital Outlay	6000-6999	\$ 89,046,902		\$ -	\$ 89,046,902
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 93,375,145	\$ 37,934	\$ 41,421	\$ 93,454,500
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 297,118	\$ -	\$ -	\$ 297,118
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (89,184,599)	\$ (37,934)	\$ (41,421)	\$ (89,263,954)
BEGINNING FUND BALANCE	9791	\$ 116,991,642			\$ 116,991,642
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 27,807,043	\$ (37,934)	\$ (41,421)	\$ 27,727,688
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 23,340,236	\$ (37,934)	\$ (41,421)	\$ 23,260,881
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,466,807	\$ -	\$ -	\$ 4,466,807
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 67 - Self-Insurance Fund			
Bargaining Unit:		CSEA			
Object Code	Column 1	Column 2	Column 3	Column 4	
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)	
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenue	8600-8799	\$ 25,503,180		\$ -	\$ 25,503,180
TOTAL REVENUES		\$ 25,503,180		\$ -	\$ 25,503,180
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 409,248	\$ 12,659	\$ 10,660	\$ 432,567
Employee Benefits	3000-3999	\$ 252,135	\$ 4,392	\$ 3,428	\$ 259,955
Books and Supplies	4000-4999	\$ 25,051		\$ -	\$ 25,051
Services and Other Operating Expenditures	5000-5999	\$ 28,127,493		\$ -	\$ 28,127,493
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
7400-7499					
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 28,813,927	\$ 17,051	\$ 14,088	\$ 28,845,066
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (3,310,747)	\$ (17,051)	\$ (14,088)	\$ (3,341,886)
BEGINNING FUND BALANCE	9791	\$ 44,986,167			\$ 44,986,167
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 41,675,420	\$ (17,051)	\$ (14,088)	\$ 41,644,281
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 34,945,918	\$ (17,051)	\$ (14,088)	\$ 34,914,779
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 6,729,502	\$ -	\$ -	\$ 6,729,502

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4i

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 16,421,978	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ (7,560,817)	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)

Page 4b: Restricted General Fund

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 10,188,002	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ 7,560,817	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)

Page 4d: Fund 11 - Adult Education Fund

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 63,089	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 561,585	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 69,750	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ -	

Page 4g: Other

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 41,421	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ -	

Page 4h: Other

Amount

Explanation

Revenues	\$ -	
Expenditures	\$ 14,088	impact of other settlements (SJTA, SJPEC, SJAA, SJS, Teamsters, Confidential, and Unrepresented)
Other Financing Sources/Uses	\$ -	

Additional Comments:

--

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5a

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP
Bargaining Unit: CSEA

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 477,015,431	\$ 493,272,002	\$ 508,394,578
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 9,962,560	\$ 11,346,164	\$ 11,652,234
Other Local Revenue	8600-8799	\$ 6,881,829	\$ 3,881,829	\$ 3,888,781
TOTAL REVENUES		\$ 493,859,820	\$ 508,499,995	\$ 523,935,593
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 212,958,495	\$ 203,131,600	\$ 204,915,196
Classified Salaries	2000-2999	\$ 60,778,450	\$ 62,240,741	\$ 62,800,638
Employee Benefits	3000-3999	\$ 124,386,985	\$ 125,775,827	\$ 129,403,958
Books and Supplies	4000-4999	\$ 10,731,974	\$ 10,940,944	\$ 11,125,464
Services and Other Operating Expenditures	5000-5999	\$ 34,602,916	\$ 34,725,699	\$ 35,855,399
Capital Outlay	6000-6999	\$ 5,356,051	\$ 2,940,155	\$ 2,628,889
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,861,809	\$ 1,937,889	\$ 1,980,428
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (12,793,522)	\$ (10,636,585)	\$ (10,412,716)
Other Adjustments				\$ -
TOTAL EXPENDITURES		\$ 437,883,158	\$ 431,056,270	\$ 438,297,256
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (88,938,478)	\$ (86,116,176)	\$ (85,409,935)
OPERATING SURPLUS (DEFICIT)*		\$ (32,960,316)	\$ (8,672,451)	\$ 228,402
BEGINNING FUND BALANCE	9791	\$ 158,662,822	\$ 125,702,506	\$ 117,030,055
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 125,702,506	\$ 117,030,055	\$ 117,258,457
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740			
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,621	\$ 13,483,170	\$ 13,483,201
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 52,836,093	\$ 59,232,081

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5b

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Bargaining Unit: Object Code	Restricted General Fund MYP		
	2024-25	2025-26	2026-27
REVENUES			
LCFF Revenue	8010-8099	\$ 2,581,913	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129
Other State Revenue	8300-8599	\$ 103,564,756	\$ 102,975,060
Other Local Revenue	8600-8799	\$ 7,651,721	\$ 7,219,654
TOTAL REVENUES		\$ 163,136,335	\$ 147,850,756
EXPENDITURES			
Certificated Salaries	1000-1999	\$ 78,246,675	\$ 60,089,508
Classified Salaries	2000-2999	\$ 57,406,434	\$ 45,319,820
Employee Benefits	3000-3999	\$ 94,601,497	\$ 78,773,461
Books and Supplies	4000-4999	\$ 21,134,553	\$ 20,998,620
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ 21,616,861
Capital Outlay	6000-6999	\$ 798,336	\$ 386,306
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 115,104	\$ 115,104
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ 8,302,585
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES		\$ 291,897,798	\$ 235,602,265
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources	8900-8979	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000
Contributions	8980-8999	\$ 88,938,478	\$ 86,116,176
OPERATING SURPLUS (DEFICIT)*		\$ (45,822,985)	\$ (9,135,333)
BEGINNING FUND BALANCE	9791	\$ 125,392,762	\$ 79,569,777
Audit Adjustments/Other Restatements	9793/9795	\$ -	
ENDING FUND BALANCE		\$ 79,569,777	\$ 70,434,444
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable	9711-9719	\$ -	\$ -
Restricted	9740	\$ 79,569,777	\$ 70,434,444
Committed	9750-9760		
Assigned	9780		
Reserve for Economic Uncertainties	9789	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5c

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Bargaining Unit: Object Code	Combined General Fund MYP		
	2024-25 Total Revised Budget After Settlement	2025-26 First Subsequent Year After Settlement	2026-27 Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue	8010-8099	\$ 479,597,344	\$ 495,853,915
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129
Other State Revenue	8300-8599	\$ 113,527,316	\$ 114,321,224
Other Local Revenue	8600-8799	\$ 14,533,550	\$ 11,101,483
TOTAL REVENUES		\$ 656,996,155	\$ 656,350,751
EXPENDITURES			
Certificated Salaries	1000-1999	\$ 291,205,170	\$ 263,221,108
Classified Salaries	2000-2999	\$ 118,184,884	\$ 107,560,561
Employee Benefits	3000-3999	\$ 218,988,482	\$ 204,549,288
Books and Supplies	4000-4999	\$ 31,866,527	\$ 31,939,564
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ 56,342,560
Capital Outlay	6000-6999	\$ 6,154,387	\$ 3,326,461
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,976,913	\$ 2,052,993
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ (2,334,000)
Other Adjustments			\$ -
TOTAL EXPENDITURES		\$ 729,780,956	\$ 666,658,535
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000
Contributions	8980-8999	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (78,783,301)	\$ (17,807,784)
BEGINNING FUND BALANCE	9791	\$ 284,055,584	\$ 205,272,283
Audit Adjustments/Other Restatements	9793/9795	\$ -	
ENDING FUND BALANCE		\$ 205,272,283	\$ 187,464,499
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable	9711-9719	\$ 289,931	\$ 289,931
Restricted	9740	\$ 79,569,777	\$ 70,434,444
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101
Assigned	9780	\$ 27,524,211	\$ 25,539,760
Reserve for Economic Uncertainties	9789	\$ 14,715,621	\$ 13,483,170
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 52,836,093

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2024-25	2025-26	2026-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 735,780,956	\$ 674,158,535	\$ 674,160,101
b.	Less: Special Education Pass-Through Funds			
c.	Net Expenditures, Transfers Out, and Uses	\$ 735,780,956	\$ 673,311,070	\$ 673,286,643
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 14,715,619	\$ 13,466,221	\$ 13,465,733

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 14,715,621	\$ 13,483,170	\$ 13,483,201
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 56,570,021	\$ 52,836,093	\$ 59,232,081
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 71,285,641	\$ 66,319,263	\$ 72,715,282
f.	Reserve for Economic Uncertainties Percentage	9.69%	9.85%	10.80%

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

2024-25	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2025-26	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2026-27	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 7

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

- 5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 8,605,045
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (7,496,507)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (54,967)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (484,951)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (513,635)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (37,934)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (17,051)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (8,605,045)

Variance \$ 0

Variance Explanation:

- 6. Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" 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 a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (44,676,814)	(6.4%)	LREBG grant and supp/conc carryover
Current FY Surplus/(Deficit) after settlement(s)?	\$ (78,783,301)	(10.7%)	due to the above plus the settlement
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (17,807,784)	(2.6%)	due to the settlement
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (5,008,100)	(0.7%)	due to the settlement

Deficit Reduction Plan (as necessary):

- 7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the San Juan Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from 7/1/2024 to 6/30/2026.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 35,964,958
<u>\$ (35,964,958)</u>

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 4,219,195
<u>\$ (4,219,195)</u>

Budget Revisions

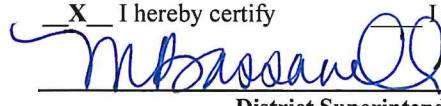
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

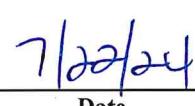
See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify



District Superintendent
(Signature)

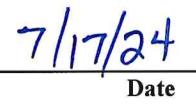


Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)



Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8a

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Used assumptions included in our 24/25 adopted budget and the LCFF COLAs included in California's 24-25 approved budget.

Assumed our typical step and column of .9% for both certificated and classified and H&W historical rate of 4.32% growth.

Concerns regarding affordability of agreement in subsequent years (if any):

Public Disclosure of Proposed Collective Bargaining Agreement

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K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

San Juan Unified School District

District Name

District Superintendent
(Signature)

Joel Ryan

Contact Person

Date

916-971-7248

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on July 30, 2024, took action to approve the proposed agreement with CSEA.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

SUBJECT: Tentative Agreement Between San Juan Unified School District and the Teamsters Local No. 150 (Thigpen) – 5:45 p.m.

DEPARTMENT: Labor Relations and Government Affairs

ACTION REQUESTED:

Action: The superintendent is recommending that the board approve the Teamsters Local No. 150 tentative agreement with the San Juan Unified School District.

RATIONALE/BACKGROUND:

Statute requires that the public be made aware of the costs associated with a tentative collective bargaining agreement before it becomes binding on the district or county office of education. Government Code Section 3547.5 states:

“Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, 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 the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction [G.C. 3547.5(a)].”

This tentative agreement was ratified by the Teamsters Local No. 150 on June 17, 2024.

ATTACHMENT(S):

1. [Tentative Agreement Between San Juan Unified School District and the Teamsters Local No. 150 June 17, 2024](#)
2. [AB 1200 Public Disclosure of Proposed CBA - Teamsters](#)

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

N/A

FISCAL IMPACT:

Current Budget: N/A

Additional Budget: \$650,578

Unrestricted: \$650,578

Restricted: \$0

In accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449, Fiscal Services has prepared an analysis of the fiscal impact of the proposed agreement and has submitted it to the Sacramento County Office of Education. Costs to the General Fund beginning each year for the Teamsters Local No. 150 tentative collective bargaining agreement are: an ongoing increase of \$389,050 in 2024-2025. An additional ongoing increase of \$261,528 will take effect in 2025-2026.

PREPARED BY: Daniel Thigpen, Executive Director, Labor Relations and Government Affairs

APPROVED BY: Melissa Bassanelli, Superintendent of Schools

Tentative Agreement
Between
San Juan Unified School District (District)
and the
Teamsters Local No. 150 (Teamsters)

June 17, 2024

Article 6: Salaries

This agreement concludes bargaining for Article 6 for the 2023-24, 2024-25 and 2025-26 school years.

Off-schedule bonus: The District agrees to provide an off-schedule bonus and a recruitment and retention bonus, pending Board of Education approval of a District plan for use of one-time discretionary block grant funds (tentatively scheduled for June 25, 2024):

1. **Off-schedule bonus:** For members employed as of **June 17, 2024**, the District shall provide a one-time off-schedule payment of \$1,500 for full-time staff and \$500 for part-time staff.
 - a. This one-time, off-schedule payment will be paid within 60 days of Board approval.
 - b. This one-time, off-schedule payment will not increase a member's base compensation for the 2023-24 or 2024-25 school years.
2. **Recruitment and retention bonus:** For continuing members employed as of **January 1, 2025**, the District shall provide a one-time off-schedule payment of \$1,500 for full-time staff and \$500 for part-time staff.
 - a. This one-time, off-schedule payment will be paid by **January 31, 2025**.
 - b. This one-time, off-schedule payment will not increase a member's base compensation for the 2023-24 or 2024-25 school years.
3. For purposes of items 1 and 2 above, part-time staff is defined as an employee working in a position or positions that total less than 0.5 FTE.

2024-25 Salary Schedule: All 2024-25 base salary schedules shall be increased by a total of 4.84%, effective July 1, 2024.

2025-26 Salary Schedule: All 2025-26 base salary schedules shall be increased by a total of 3.06%, effective July 1, 2025.

2024-2025 School Year:

The parties agree to reopen Article 6 for bargaining when one or any combination of the following conditions are met:

- If the enacted California 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential

impact on the multiyear financial health of the District and examine potential cost saving measures.

- If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the District and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

2025-26 School Year

- If the enacted California 2025-26 State Budget COLA is funded at a level less than 1.73%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures.
- If the enacted California 2025-26 State Budget COLA is funded at a level in excess of 3.73%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 3.73%, the District and Coalition agree to examine potential enhancements to the salary schedule for Year 2.

Article 1: Recognition

1.2.1 Term: This agreement reflects a two (2) year agreement (July 1, 2024-June 30, 2026).

1.2.2 Subsequent Negotiations and “Sunshine” Process: The parties agree to the following reopeners for the subsequent bargaining cycle beginning in fall 2024:

- Article 3: Employer/Employee Rights
- Article 5: Hours and Overtime
- Article 6: Salary (pending contingency language trigger)
- Article 7: Fringe Benefits
- Article 9: Vacations
- Article 10: Leaves
- Article 14: Training
- Article 16: Layoffs
- Any outstanding Side Letters of Agreement (SLAs) or Memorandums of Understanding (MOUs) that were renewed during the 2023-24 Bargaining Cycle
- Any Article(s) mutually agreed upon by both parties

Additionally, in fall of 2024, the parties agree to bargain the impacts of the Transportation Department's implementation of electric vehicles.

Timelines in Article 1.2.2 will resume in spring 2025.

Article 8: Holidays

8.1: Holidays

The following paid holiday shall be added to the list of contractual holidays:

- Juneteenth (June 19)

Article 10: Leaves of Absence

10.1: Bereavement Leave

All members will receive 5 days of bereavement per incident per the guidelines established in Assembly Bill (AB) 1949.

~~Members who are on paid status shall be granted a necessary leave of absence with pay, not to exceed three (3) days, on account of death of any member of his/her immediate family.*~~

~~Bereavement leave in excess of three (3) days, but not to exceed five (5) days, shall be granted a member when travel beyond a 300 mile radius is necessary in connection with the bereavement.~~

~~* “Immediate family” is defined as follows. The following relatives of the member, or the spouse of the member or domestic partner: mother, father, grandmother, grandfather, aunts, uncles, brother, sister, son, son-in-law, daughter, daughter-in-law, foster parents, foster children and grandchildren, a brother-in-law or sister-in-law of a member, any step-relative, or any relative living in the household of the member.~~

Memorandums of Understanding (MOUs):

1. The following MOUs will be renewed through December 31, 2024:
 - a. “Creation of a Van Driver Program” (signed April 21, 2023)
 - b. “Additional Support from Vendors to Provide Route Assistance” (signed June 11, 2021)

2. The following MOUs will be renewed through June 30, 2025:
 - a. “Additional Support from Vendors to Train School Bus Drivers” (signed June 11, 2021)
 - b. “Creation of a Delegated Behind-the-Wheel Training Program” (signed June 11, 2021)

Dan Thigpen 6-17-24
Daniel Thigpen Date
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

Alan Daurie 6/17/2024
Alan Daurie Date
Business Representative
Teamsters Local No. 150

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	San Juan Unified School District		
Name of Bargaining Unit:	SJSU, SJAA, Teamsters, Confidential, and Unrepresented		
Certificated, Classified, Other:	Various		

The proposed agreement covers the period beginning:	July 1, 2024 (date)	and ending:	June 30, 2026 (date)
---	------------------------	-------------	-------------------------

The Governing Board will act upon this agreement on:	July 30, 2024 (date)
--	-------------------------

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement			
		(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2024-25	Year 2 Increase/(Decrease) 2025-26	Year 3 Increase/(Decrease) 2026-27
1. Salary Schedule Including Step and Column	\$ 24,232,689	\$ 1,172,862	\$ 788,425	\$ 17,652	
		4.84%	3.10%	0.07%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 1,459,378	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 8,261,718	\$ 377,154	\$ 253,531	\$ 5,676	
		4.57%	2.93%	0.06%	
4. Health/Welfare Plans	\$ 3,965,710	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 37,919,495	\$ 1,550,016	\$ 1,041,956	\$ 23,328	
		4.09%	2.64%	0.06%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	349.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 108,652	\$ 4,441	\$ 2,986	\$ 67	
		4.09%	2.64%	0.06%	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

A 4.84% across-the-board salary increase in 2024-25. An additional 3.06% in 2025-26.

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

No.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

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

Yes No

If yes, please describe the cap amount.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

C. 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 increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 3

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

If the 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures. If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the district and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

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

None.

F. Source of Funding for Proposed Agreement:

1. Current Year

Fund balance, restricted and unrestricted funds.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The district has a robust and healthy ending fund balance. Restricted and unrestricted funds will cover the cost of the agreement across all three years. The district expects to deficit spend from its ending fund balance to cover the cost of the settlement. The deficit spending is manageable even beyond the three year projections. The district will monitor its deficit spending in future years and make adjustments as needed to maintain a healthy ending fund balance.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4a

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund
Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 477,015,431	\$ -	\$ 477,015,431
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 9,962,560	\$ -	\$ 9,962,560
Other Local Revenue	8600-8799	\$ 6,881,829	\$ -	\$ 6,881,829
TOTAL REVENUES		\$ 493,859,820	\$ -	\$ 493,859,820
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 200,581,744	\$ 97,678	\$ 212,958,495
Classified Salaries	2000-2999	\$ 57,587,714	\$ 662,723	\$ 60,778,450
Employee Benefits	3000-3999	\$ 120,127,496	\$ 244,520	\$ 124,386,985
Books and Supplies	4000-4999	\$ 10,731,974	\$ -	\$ 10,731,974
Services and Other Operating Expenditures	5000-5999	\$ 34,602,916	\$ -	\$ 34,602,916
Capital Outlay	6000-6999	\$ 5,356,051	\$ -	\$ 5,356,051
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,861,809	\$ -	\$ 1,861,809
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (12,793,522)	\$ -	\$ (12,793,522)
TOTAL EXPENDITURES		\$ 418,056,182	\$ 1,004,921	\$ 437,883,158
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ 1,500
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (79,783,564)	\$ (109,284)	\$ (9,045,630)
OPERATING SURPLUS (DEFICIT)*		\$ (3,978,426)	\$ (1,114,205)	\$ (27,867,685)
BEGINNING FUND BALANCE	9791	\$ 158,662,822		\$ 158,662,822
Audit Adjustments/Other Restatements	9793/9795			\$ -
ENDING FUND BALANCE		\$ 154,684,396	\$ (1,114,205)	\$ (27,867,685)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ -	\$ 289,931
Restricted	9740			
Committed	9750-9760	\$ 26,602,723	\$ -	\$ 26,602,723
Assigned	9780	\$ 32,555,426	\$ -	\$ 27,524,211
Reserve for Economic Uncertainties	9789	\$ 14,033,489	\$ 28,305	\$ 653,826
Unassigned/Unappropriated Amount	9790	\$ 81,202,827	\$ (1,142,509)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund				
Bargaining Unit:	SJSAs, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 2,581,913	\$ -	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 103,564,756	\$ -	\$ 103,564,756
Other Local Revenue	8600-8799	\$ 7,651,721	\$ -	\$ 7,651,721
TOTAL REVENUES		\$ 163,136,335	\$ -	\$ 163,136,335
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 70,387,196	\$ 71,892	\$ 78,246,675
Classified Salaries	2000-2999	\$ 54,130,142	\$ 238,584	\$ 57,406,434
Employee Benefits	3000-3999	\$ 91,457,757	\$ 99,839	\$ 94,601,497
Books and Supplies	4000-4999	\$ 21,134,553	\$ -	\$ 21,134,553
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ -	\$ 29,127,922
Capital Outlay	6000-6999	\$ 798,336	\$ -	\$ 798,336
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ -	\$ 115,104
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ -	\$ 10,467,277
TOTAL EXPENDITURES		\$ 277,618,287	\$ 410,315	\$ 13,869,196
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ 79,783,564	\$ 109,284	\$ 9,045,630
OPERATING SURPLUS (DEFICIT)*		\$ (40,698,388)	\$ (301,031)	\$ (4,823,566)
BEGINNING FUND BALANCE	9791	\$ 125,392,762		\$ 125,392,762
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 84,694,374	\$ (301,031)	\$ (4,823,566)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 84,694,374	\$ (301,031)	\$ (4,823,566)
Committed	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789		\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4c

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ -	\$ 479,597,344
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 113,527,316	\$ -	\$ 113,527,316
Other Local Revenue	8600-8799	\$ 14,533,550	\$ -	\$ 14,533,550
TOTAL REVENUES		\$ 656,996,155	\$ -	\$ 656,996,155
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 270,968,940	\$ 169,570	\$ 291,205,170
Classified Salaries	2000-2999	\$ 111,717,856	\$ 901,307	\$ 118,184,884
Employee Benefits	3000-3999	\$ 211,585,253	\$ 344,359	\$ 218,988,482
Books and Supplies	4000-4999	\$ 31,866,527	\$ -	\$ 31,866,527
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ -	\$ 63,730,838
Capital Outlay	6000-6999	\$ 6,154,387	\$ -	\$ 6,154,387
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,976,913	\$ -	\$ 1,976,913
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ -	\$ (2,326,245)
TOTAL EXPENDITURES		\$ 695,674,469	\$ 1,415,236	\$ 729,780,956
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ 1,500
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (44,676,814)	\$ (1,415,236)	\$ (32,691,251)
BEGINNING FUND BALANCE	9791	\$ 284,055,584		\$ 284,055,584
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 239,378,770	\$ (1,415,236)	\$ 205,272,283
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ -	\$ 289,931
Restricted	9740	\$ 84,694,374	\$ (301,031)	\$ 79,569,777
Committed	9750-9760	\$ 26,602,723	\$ -	\$ 26,602,723
Assigned	9780	\$ 32,555,426	\$ -	\$ 27,524,211
Reserve for Economic Uncertainties	9789	\$ 14,033,489	\$ 28,305	\$ 653,826
Unassigned/Unappropriated Amount	9790	\$ 81,202,827	\$ (1,142,509)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue	8100-8299	\$ 13,472,383	\$ -	\$ 13,472,383
Other State Revenue	8300-8599	\$ 6,626,922	\$ -	\$ 6,626,922
Other Local Revenue	8600-8799	\$ 4,935,723	\$ -	\$ 4,935,723
TOTAL REVENUES		\$ 25,035,028	\$ -	\$ 25,035,028
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 10,656,281	\$ 7,205	\$ 439,619
Classified Salaries	2000-2999	\$ 5,993,068	\$ -	\$ 360,048
Employee Benefits	3000-3999	\$ 10,441,465	\$ 2,317	\$ 237,347
Books and Supplies	4000-4999	\$ 2,337,025	\$ -	\$ 2,337,025
Services and Other Operating Expenditures	5000-5999	\$ 325,970	\$ -	\$ 325,970
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -	\$ -	\$ -
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 1,428,808	\$ -	\$ 1,428,808
TOTAL EXPENDITURES		\$ 31,182,617	\$ 9,522	\$ 1,037,014
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 4,000,000	\$ -	\$ 4,000,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (2,147,589)	\$ (9,522)	\$ (1,037,014)
				\$ (3,194,125)
BEGINNING FUND BALANCE	9791	\$ 9,016,051		\$ 9,016,051
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 6,868,462	\$ (9,522)	\$ (1,037,014)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,609,664	\$ (9,522)	\$ (1,037,014)
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,258,798	\$ -	\$ 4,258,798
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 14,867,555		\$ -	\$ 14,867,555
Other State Revenue 8300-8599	\$ 10,063,843		\$ -	\$ 10,063,843
Other Local Revenue 8600-8799	\$ 2,399,044		\$ -	\$ 2,399,044
TOTAL REVENUES	\$ 27,330,442		\$ -	\$ 27,330,442
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 7,502,000	\$ 52,778	\$ 381,344	\$ 7,936,122
Employee Benefits 3000-3999	\$ 5,079,787	\$ 16,972	\$ 132,291	\$ 5,229,050
Books and Supplies 4000-4999	\$ 12,625,300		\$ -	\$ 12,625,300
Services and Other Operating Expenditures 5000-5999	\$ 1,206,182		\$ -	\$ 1,206,182
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 787,591		\$ -	\$ 787,591
TOTAL EXPENDITURES	\$ 27,200,860	\$ 69,750	\$ 513,635	\$ 27,784,245
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 129,582	\$ (69,750)	\$ (513,635)	\$ (453,803)
BEGINNING FUND BALANCE	9791	\$ 16,355,294		\$ 16,355,294
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 16,484,876	\$ (69,750)	\$ (513,635)	\$ 15,901,491
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 16,484,876	\$ (69,750)	\$ (513,635)	\$ 15,901,491
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 21 - Building Fund			
Bargaining Unit:		SJSA, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenues	8600-8799	\$ 3,893,428		\$ -	\$ 3,893,428
TOTAL REVENUES		\$ 3,893,428		\$ -	\$ 3,893,428
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 1,250,348	\$ 31,342	\$ 28,164	\$ 1,309,854
Employee Benefits	3000-3999	\$ 722,064	\$ 10,079	\$ 9,770	\$ 741,913
Books and Supplies	4000-4999	\$ 7,000		\$ -	\$ 7,000
Services and Other Operating Expenditures	5000-5999	\$ 2,348,831		\$ -	\$ 2,348,831
Capital Outlay	6000-6999	\$ 89,046,902		\$ -	\$ 89,046,902
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 93,375,145	\$ 41,421	\$ 37,934	\$ 93,454,500
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 297,118	\$ -	\$ -	\$ 297,118
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (89,184,599)	\$ (41,421)	\$ (37,934)	\$ (89,263,954)
BEGINNING FUND BALANCE	9791	\$ 116,991,642			\$ 116,991,642
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 27,807,043	\$ (41,421)	\$ (37,934)	\$ 27,727,688
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 23,340,236	\$ (41,421)	\$ (37,934)	\$ 23,260,881
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,466,807	\$ -	\$ -	\$ 4,466,807
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 67 - Self-Insurance Fund			
Bargaining Unit:		SJSA, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenue	8600-8799	\$ 25,503,180		\$ -	\$ 25,503,180
TOTAL REVENUES		\$ 25,503,180		\$ -	\$ 25,503,180
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 409,248	\$ 10,660	\$ 12,659	\$ 432,567
Employee Benefits	3000-3999	\$ 252,135	\$ 3,428	\$ 4,392	\$ 259,955
Books and Supplies	4000-4999	\$ 25,051		\$ -	\$ 25,051
Services and Other Operating Expenditures	5000-5999	\$ 28,127,493		\$ -	\$ 28,127,493
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 28,813,927	\$ 14,088	\$ 17,051	\$ 28,845,066
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (3,310,747)	\$ (14,088)	\$ (17,051)	\$ (3,341,886)
BEGINNING FUND BALANCE	9791	\$ 44,986,167			\$ 44,986,167
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 41,675,420	\$ (14,088)	\$ (17,051)	\$ 41,644,281
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 34,945,918	\$ (14,088)	\$ (17,051)	\$ 34,914,779
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 6,729,502	\$ -	\$ -	\$ 6,729,502

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4i

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 18,822,055	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ (9,045,630)	impact of other bargaining settlements (SJTA, SJPEC, CSEA)

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 13,869,196	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ 9,045,630	impact of other bargaining settlements (SJTA, SJPEC, CSEA)

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 1,037,014	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 513,635	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 37,934	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 17,051	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Additional Comments:

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5a

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 477,015,431	\$ 493,272,002	\$ 508,394,578
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 9,962,560	\$ 11,346,164	\$ 11,652,234
Other Local Revenue	8600-8799	\$ 6,881,829	\$ 3,881,829	\$ 3,888,781
TOTAL REVENUES		\$ 493,859,820	\$ 508,499,995	\$ 523,935,593
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 212,958,495	\$ 203,294,940	\$ 205,080,006
Classified Salaries	2000-2999	\$ 60,778,450	\$ 59,615,028	\$ 60,151,294
Employee Benefits	3000-3999	\$ 124,386,985	\$ 124,889,392	\$ 128,509,545
Books and Supplies	4000-4999	\$ 10,731,974	\$ 10,940,944	\$ 11,125,464
Services and Other Operating Expenditures	5000-5999	\$ 34,602,916	\$ 34,725,699	\$ 35,855,399
Capital Outlay	6000-6999	\$ 5,356,051	\$ 2,940,155	\$ 2,628,889
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,861,809	\$ 1,937,889	\$ 1,980,428
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (12,793,522)	\$ (10,636,585)	\$ (10,412,716)
Other Adjustments				\$ -
TOTAL EXPENDITURES		\$ 437,883,158	\$ 427,707,462	\$ 434,918,309
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (88,938,478)	\$ (83,944,405)	\$ (83,218,618)
OPERATING SURPLUS (DEFICIT)*		\$ (32,960,316)	\$ (3,151,872)	\$ 5,798,666
BEGINNING FUND BALANCE	9791	\$ 158,662,822	\$ 125,702,506	\$ 122,550,634
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 125,702,506	\$ 122,550,634	\$ 128,349,300
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740			
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5b

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue	8010-8099	\$ 2,581,913	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129
Other State Revenue	8300-8599	\$ 103,564,756	\$ 102,975,060
Other Local Revenue	8600-8799	\$ 7,651,721	\$ 7,219,654
TOTAL REVENUES		\$ 163,136,335	\$ 147,850,756
EXPENDITURES			
Certificated Salaries	1000-1999	\$ 78,246,675	\$ 60,209,727
Classified Salaries	2000-2999	\$ 57,406,434	\$ 41,232,021
Employee Benefits	3000-3999	\$ 94,601,497	\$ 77,383,925
Books and Supplies	4000-4999	\$ 21,134,553	\$ 20,998,620
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ 21,616,861
Capital Outlay	6000-6999	\$ 798,336	\$ 386,306
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ 115,104
	7400-7499		
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ 8,302,585
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES		\$ 291,897,798	\$ 230,245,149
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources	8900-8979	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000
Contributions	8980-8999	\$ 88,938,478	\$ 83,944,405
OPERATING SURPLUS (DEFICIT)*		\$ (45,822,985)	\$ (5,949,988)
BEGINNING FUND BALANCE	9791	\$ 125,392,762	\$ 79,569,777
Audit Adjustments/Other Restatements	9793/9795	\$ -	
ENDING FUND BALANCE		\$ 79,569,777	\$ 73,619,789
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable	9711-9719	\$ -	\$ -
Restricted	9740	\$ 79,569,777	\$ 73,619,789
Committed	9750-9760		
Assigned	9780		
Reserve for Economic Uncertainties	9789	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5c

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ 495,853,915	\$ 510,976,491
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129	\$ 33,840,283
Other State Revenue	8300-8599	\$ 113,527,316	\$ 114,321,224	\$ 114,819,335
Other Local Revenue	8600-8799	\$ 14,533,550	\$ 11,101,483	\$ 9,515,892
TOTAL REVENUES		\$ 656,996,155	\$ 656,350,751	\$ 669,152,001
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 291,205,170	\$ 263,504,667	\$ 263,716,414
Classified Salaries	2000-2999	\$ 118,184,884	\$ 100,847,049	\$ 100,785,081
Employee Benefits	3000-3999	\$ 218,988,482	\$ 202,273,317	\$ 205,664,275
Books and Supplies	4000-4999	\$ 31,866,527	\$ 31,939,564	\$ 27,509,223
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ 56,342,560	\$ 57,454,826
Capital Outlay	6000-6999	\$ 6,154,387	\$ 3,326,461	\$ 3,015,195
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,976,913	\$ 2,052,993	\$ 2,095,532
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ (2,334,000)	\$ (2,364,721)
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 729,780,956	\$ 657,952,611	\$ 657,875,825
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000	\$ 7,500,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (78,783,301)	\$ (9,101,860)	\$ 3,776,176
BEGINNING FUND BALANCE	9791	\$ 284,055,584	\$ 205,272,283	\$ 196,170,423
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 205,272,283	\$ 196,170,423	\$ 199,946,599
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740	\$ 79,569,777	\$ 73,619,789	\$ 71,597,299
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2024-25	2025-26	2026-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 735,780,956	\$ 665,452,611	\$ 665,375,825
b.	Less: Special Education Pass-Through Funds			
c.	Net Expenditures, Transfers Out, and Uses	\$ 735,780,956	\$ 664,605,146	\$ 664,502,367
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 14,715,619	\$ 13,292,103	\$ 13,290,047

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 71,285,641	\$ 71,839,842	\$ 83,806,125
f.	Reserve for Economic Uncertainties Percentage	9.69%	10.81%	12.61%

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

2024-25	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2025-26	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2026-27	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 7

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

- 5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 1,550,016
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (1,415,236)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (9,522)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (69,750)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (41,421)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (14,088)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,550,016)

Variance \$ 0

Variance Explanation:

- 6. Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" 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 a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (44,676,814)	(6.4%)	LREBG grant and supp/conc carryover
Current FY Surplus/(Deficit) after settlement(s)?	\$ (78,783,301)	(10.7%)	due to the above plus the settlement
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (9,101,860)	(1.4%)	due to the settlement
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 3,776,176	0.6%	

Deficit Reduction Plan (as necessary):

- 7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the San Juan Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from 7/1/2024 to 6/30/2026.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 35,846,901
<u>\$ (35,846,901)</u>

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 1,065,284
<u>\$ (1,065,284)</u>

Budget Revisions

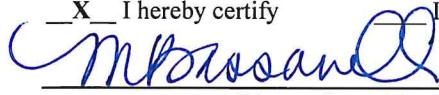
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify



District Superintendent
(Signature)

7/22/24

Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)

7/17/24

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8a

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Used assumptions included in our 24/25 adopted budget and the LCFF COLAs included in California's 24-25 approved budget.

Assumed our typical step and column of .9% for both certificated and classified and H&W historical rate of 4.32% growth.

Concerns regarding affordability of agreement in subsequent years (if any):

Public Disclosure of Proposed Collective Bargaining Agreement

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K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

San Juan Unified School District

District Name

District Superintendent
(Signature)

Joel Ryan

Contact Person

Date

916-971-7248

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on July 30, 2024, took action to approve the proposed agreement with SJSA, SJAA, Teamsters, Confidential, and Unrepresented groups.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**SAN JUAN UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

AGENDA ITEM:

D.5

MEETING DATE:

07/30/2024

SUBJECT: Tentative Agreement Between San Juan Unified School District and the San Juan Supervisors Association (Thigpen) – 5:50 p.m.

DEPARTMENT: Labor Relations and Government Affairs

ACTION REQUESTED:

Action: The superintendent is recommending that the board approve the San Juan Supervisors Association tentative agreement with the San Juan Unified School District.

RATIONALE/BACKGROUND:

Statute requires that the public be made aware of the costs associated with a tentative collective bargaining agreement before it becomes binding on the district or county office of education. Government Code Section 3547.5 states:

“Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, 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 the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction [G.C. 3547.5(a)].”

This tentative agreement was ratified by the San Juan Supervisors Association unit members on June 26, 2024.

ATTACHMENT(S):

1. [Tentative Agreement Between San Juan Unified School District and San Juan Supervisors Association](#)
2. [AB 1200 Public Disclosure of Proposed CBA - SJSA](#)

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

N/A

FISCAL IMPACT:

Current Budget: N/A

Additional Budget: \$252,781

Unrestricted: \$121,623

Restricted: \$131,158

In accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449, Fiscal Services has prepared an analysis of the fiscal impact of the proposed agreement and has submitted it to the Sacramento County Office of Education. Costs to the General Fund beginning each year for the San Juan Supervisors Association tentative collective bargaining agreement are: an ongoing increase of \$151,165 in 2024-2025. An additional ongoing increase of \$101,616 will take effect in 2025-2026.

PREPARED BY: Daniel Thigpen, Executive Director, Labor Relations and Government Affairs

APPROVED BY: Melissa Bassanelli, Superintendent of Schools

Tentative Agreement Between
San Juan Unified School District (District)
and the
San Juan Supervisors Association (SJSA)

June 20, 2024

ARTICLE 5: SALARY

This agreement concludes bargaining for Article 5 for the 2023-24, 2024-25 and 2025-26 school years.

Off-schedule bonus: The District agrees to provide an off-schedule bonus and a recruitment and retention bonus, pending Board of Education approval of a District plan for use of one-time discretionary block grant funds (tentatively scheduled for June 25, 2024):

1. **Off-schedule bonus:** For members employed as of **June 25, 2024**, the District shall provide a one-time off-schedule payment of \$1,500 for full-time staff and \$500 for part-time staff.
 - a. This one-time, off-schedule payment will be paid within 60 days of Board approval.
 - b. This one-time, off-schedule payment will not increase a member's base compensation for the 2023-24 or 2024-25 school years.
2. **Recruitment and retention bonus:** For continuing members employed as of **January 1, 2025**, the District shall provide a one-time off-schedule payment of \$1,500 for full-time staff and \$500 for part-time staff.
 - a. This one-time, off-schedule payment will be paid by **January 31, 2025**.
 - b. This one-time, off-schedule payment will not increase a member's base compensation for the 2023-24 or 2024-25 school years.
3. For purposes of items 1 and 2 above, part-time staff is defined as an employee working in a position or positions that total less than 0.5 FTE.

2024-25 Salary Schedule: All 2024-25 base salary schedules shall be increased by a total of 4.74%, effective July 1, 2024.

2025-26 Salary Schedule: All 2025-26 base salary schedules shall be increased by a total of 3.06%, effective July 1, 2025.

Contingency Language: 2024-2025 School Year:

The parties agree to reopen Article 5 for bargaining when one or any combination of the following conditions are met:

- If the enacted California 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential

impact on the multiyear financial health of the District and examine potential cost saving measures.

- If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the District and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

Contingency Language: 2025-26 School Year

- If the enacted California 2025-26 State Budget COLA is funded at a level less than 1.73%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures.
- If the enacted California 2025-26 State Budget COLA is funded at a level in excess of 3.73%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 3.73%, the District and Coalition agree to examine potential enhancements to the salary schedule for Year 2.

Total Compensation Study: During the 2025-26 school year, the District agrees to conduct an analysis of the total compensation (salaries and benefits) of job classifications within the SJSAs bargaining unit as compared to other school districts within the District's geographic region or with similar characteristics.

ARTICLE 2: CONTRACT PROVISIONS

2.4 Term:

2.4.1 This agreement concludes bargaining for the 2023-24 school year. This agreement reflects a two (2) year agreement (July 1, 2024-June 30, 2026).

2.4.2 The parties agree to the following reopeners for the subsequent bargaining cycle beginning in fall 2024:

- Article 6: Salary (pending contingency language trigger)
- Article 7: Fringe Benefits
- Article 11: Safety Conditions
- Article 14: Retirement
- Any outstanding Side Letters of Agreement (SLAs) or Memorandums of Understanding (MOUs) that were renewed during the 2023-24 Bargaining Cycle
- Any Article(s) mutually agreed upon by both parties

Timelines in Article 2.4.2 will resume in spring 2025.

ARTICLE 4: CONDITIONS OF EMPLOYMENT

4.7 Professional Growth: The District and SJSAs agree to delete Article 4.7 (Professional Growth) from the Collective Bargaining Agreement in its entirety.

Additionally, the District and SJSA agree to nullify in its entirety the Memorandum of Understanding (MOU) titled “Implementation of Additional Investments Under 2022 Tentative Agreement” (signed April 21, 2023).

The District and SJSA agree that the purpose of eliminating both Article 4.7 and the April 21, 2023 MOU is to redirect the ongoing budget allocation outlined in these previous agreements (\$17,955) toward enhancements to longevity benefits (Article 6.4), effective July 1, 2024.

The District and SJSA agree that the redirection of this ongoing budget allocation results in an unused, one-time amount of \$17,955 in the 2023-24 fiscal year. The parties agree to negotiate the one-time use of these funds during the next bargaining cycle, scheduled to begin fall 2024. The parties agree their mutual intent is to reach agreement on the one-time use of these funds by Dec. 1, 2024.

ARTICLE 6: FRINGE BENEFITS

6.4 Longevity: Members of this unit shall be provided a longevity entitlement for time served in the District. Longevity to be calculated as a percentage of the base salary effective July 1, 2006 **July 1, 2024:**

- After 10 (ten) years of service: 3.8%
- After 15 (fifteen) years of service: 4.8% **5.0%**
- After 20 (twenty) years of service: 5.8% **7.5%**
- After 25 (twenty-five) years of service: 6.8% **10%**
- After 30 (thirty) years of service: 7.8%

Longevity is to be paid in monthly fractions.

Members must be paid status on or before the fifteenth (15th) of the month for which they receive entitlement.

Members assigned less than four (4) hours per day will receive a pro-rated entitlement.

ARTICLE 7: LEAVES

7.4 Bereavement Leave: All members will receive 5 days of bereavement per incident per the guidelines established in Assembly Bill (AB) 1949.

Members shall be granted necessary leave of absence with pay, not to exceed three (3) days on the account of death of any member of his/her immediate family.¹ Bereavement leave in excess of three (3) days, but not to exceed five (5) days shall be granted a member when travel beyond a 300 mile radius is necessary in connection with the bereavement.

¹*Footnote #1, bottom of page 18 of CBA: “Immediate Family” is defined as the following relatives of the member or the spouse of the member: Mother, father, grandmother, grandfather, brother, sister, son, son-in-law, daughter, daughter-in-law, foster parents, foster children, adopted*

~~children and grandchildren, or a brother-in-law or sister-in-law of a member, aunt, uncle, step mother, step father, step brother, step sister, step children, or any relative living in the household of the member.~~

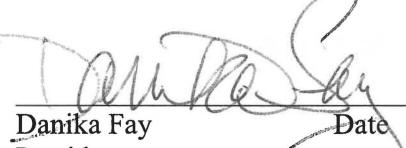
ARTICLE 9: HOLIDAYS

9.1: Holidays

The following paid holiday shall be added to the list of contractual holidays:

- Juneteenth (June 19)

 6-21-24
Daniel Thigpen Date
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

 6-21-24
Danika Fay Date
President
San Juan Supervisors Association

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	San Juan Unified School District		
Name of Bargaining Unit:	SJSU, SJAA, Teamsters, Confidential, and Unrepresented		
Certificated, Classified, Other:	Various		

The proposed agreement covers the period beginning:	July 1, 2024 (date)	and ending:	June 30, 2026 (date)
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The Governing Board will act upon this agreement on:	July 30, 2024 (date)
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Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement			
		(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2024-25	Year 2 Increase/(Decrease) 2025-26	Year 3 Increase/(Decrease) 2026-27
1. Salary Schedule Including Step and Column	\$ 24,232,689	\$ 1,172,862	\$ 788,425	\$ 17,652	
		4.84%	3.10%	0.07%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 1,459,378	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 8,261,718	\$ 377,154	\$ 253,531	\$ 5,676	
		4.57%	2.93%	0.06%	
4. Health/Welfare Plans	\$ 3,965,710	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 37,919,495	\$ 1,550,016	\$ 1,041,956	\$ 23,328	
		4.09%	2.64%	0.06%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	349.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 108,652	\$ 4,441	\$ 2,986	\$ 67	
		4.09%	2.64%	0.06%	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 2

A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

A 4.84% across-the-board salary increase in 2024-25. An additional 3.06% in 2025-26.

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

No.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

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

Yes No

If yes, please describe the cap amount.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

C. 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 increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 3

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

If the 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures. If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the district and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

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

None.

F. Source of Funding for Proposed Agreement:

1. Current Year

Fund balance, restricted and unrestricted funds.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The district has a robust and healthy ending fund balance. Restricted and unrestricted funds will cover the cost of the agreement across all three years. The district expects to deficit spend from its ending fund balance to cover the cost of the settlement. The deficit spending is manageable even beyond the three year projections. The district will monitor its deficit spending in future years and make adjustments as needed to maintain a healthy ending fund balance.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4a

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 477,015,431		\$ -	\$ 477,015,431
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 9,962,560		\$ -	\$ 9,962,560
Other Local Revenue 8600-8799	\$ 6,881,829		\$ -	\$ 6,881,829
TOTAL REVENUES	\$ 493,859,820		\$ -	\$ 493,859,820
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 200,581,744	\$ 97,678	\$ 12,279,073	\$ 212,958,495
Classified Salaries 2000-2999	\$ 57,587,714	\$ 662,723	\$ 2,528,013	\$ 60,778,450
Employee Benefits 3000-3999	\$ 120,127,496	\$ 244,520	\$ 4,014,969	\$ 124,386,985
Books and Supplies 4000-4999	\$ 10,731,974		\$ -	\$ 10,731,974
Services and Other Operating Expenditures 5000-5999	\$ 34,602,916		\$ -	\$ 34,602,916
Capital Outlay 6000-6999	\$ 5,356,051		\$ -	\$ 5,356,051
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 1,861,809		\$ -	\$ 1,861,809
Transfers of Indirect Costs 7400-7499				
Transfers of Indirect Costs 7300-7399	\$ (12,793,522)		\$ -	\$ (12,793,522)
TOTAL EXPENDITURES	\$ 418,056,182	\$ 1,004,921	\$ 18,822,055	\$ 437,883,158
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,500	\$ -	\$ -	\$ 1,500
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (79,783,564)	\$ (109,284)	\$ (9,045,630)	\$ (88,938,478)
OPERATING SURPLUS (DEFICIT)*	\$ (3,978,426)	\$ (1,114,205)	\$ (27,867,685)	\$ (32,960,316)
BEGINNING FUND BALANCE	\$ 9791	\$ 158,662,822		\$ 158,662,822
Audit Adjustments/Other Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 154,684,396	\$ (1,114,205)	\$ (27,867,685)	\$ 125,702,506
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 289,931	\$ -	\$ -	\$ 289,931
Restricted 9740				
Committed 9750-9760	\$ 26,602,723	\$ -	\$ -	\$ 26,602,723
Assigned 9780	\$ 32,555,426	\$ -	\$ (5,031,215)	\$ 27,524,211
Reserve for Economic Uncertainties 9789	\$ 14,033,489	\$ 28,305	\$ 653,826	\$ 14,715,620
Unassigned/Unappropriated Amount 9790	\$ 81,202,827	\$ (1,142,509)	\$ (23,490,296)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4b

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 2,581,913	\$ -	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 103,564,756	\$ -	\$ 103,564,756
Other Local Revenue	8600-8799	\$ 7,651,721	\$ -	\$ 7,651,721
TOTAL REVENUES		\$ 163,136,335	\$ -	\$ 163,136,335
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 70,387,196	\$ 71,892	\$ 78,246,675
Classified Salaries	2000-2999	\$ 54,130,142	\$ 238,584	\$ 57,406,434
Employee Benefits	3000-3999	\$ 91,457,757	\$ 99,839	\$ 94,601,497
Books and Supplies	4000-4999	\$ 21,134,553	\$ -	\$ 21,134,553
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ -	\$ 29,127,922
Capital Outlay	6000-6999	\$ 798,336	\$ -	\$ 798,336
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ -	\$ 115,104
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ -	\$ 10,467,277
TOTAL EXPENDITURES		\$ 277,618,287	\$ 410,315	\$ 13,869,196
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ 79,783,564	\$ 109,284	\$ 9,045,630
OPERATING SURPLUS (DEFICIT)*		\$ (40,698,388)	\$ (301,031)	\$ (4,823,566)
BEGINNING FUND BALANCE	9791	\$ 125,392,762		\$ 125,392,762
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 84,694,374	\$ (301,031)	\$ (4,823,566)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 84,694,374	\$ (301,031)	\$ (4,823,566)
Committed	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789		\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4c

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ -	\$ 479,597,344
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 113,527,316	\$ -	\$ 113,527,316
Other Local Revenue	8600-8799	\$ 14,533,550	\$ -	\$ 14,533,550
TOTAL REVENUES		\$ 656,996,155	\$ -	\$ 656,996,155
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 270,968,940	\$ 169,570	\$ 291,205,170
Classified Salaries	2000-2999	\$ 111,717,856	\$ 901,307	\$ 118,184,884
Employee Benefits	3000-3999	\$ 211,585,253	\$ 344,359	\$ 218,988,482
Books and Supplies	4000-4999	\$ 31,866,527	\$ -	\$ 31,866,527
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ -	\$ 63,730,838
Capital Outlay	6000-6999	\$ 6,154,387	\$ -	\$ 6,154,387
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,976,913	\$ -	\$ 1,976,913
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ -	\$ (2,326,245)
TOTAL EXPENDITURES		\$ 695,674,469	\$ 1,415,236	\$ 729,780,956
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ 1,500
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (44,676,814)	\$ (1,415,236)	\$ (32,691,251)
BEGINNING FUND BALANCE	9791	\$ 284,055,584		\$ 284,055,584
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 239,378,770	\$ (1,415,236)	\$ 205,272,283
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ -	\$ 289,931
Restricted	9740	\$ 84,694,374	\$ (301,031)	\$ 79,569,777
Committed	9750-9760	\$ 26,602,723	\$ -	\$ 26,602,723
Assigned	9780	\$ 32,555,426	\$ -	\$ 27,524,211
Reserve for Economic Uncertainties	9789	\$ 14,033,489	\$ 28,305	\$ 653,826
Unassigned/Unappropriated Amount	9790	\$ 81,202,827	\$ (1,142,509)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4e

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue	8100-8299	\$ 13,472,383	\$ -	\$ 13,472,383
Other State Revenue	8300-8599	\$ 6,626,922	\$ -	\$ 6,626,922
Other Local Revenue	8600-8799	\$ 4,935,723	\$ -	\$ 4,935,723
TOTAL REVENUES		\$ 25,035,028	\$ -	\$ 25,035,028
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 10,656,281	\$ 7,205	\$ 439,619
Classified Salaries	2000-2999	\$ 5,993,068	\$ -	\$ 360,048
Employee Benefits	3000-3999	\$ 10,441,465	\$ 2,317	\$ 237,347
Books and Supplies	4000-4999	\$ 2,337,025	\$ -	\$ 2,337,025
Services and Other Operating Expenditures	5000-5999	\$ 325,970	\$ -	\$ 325,970
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -	\$ -	\$ -
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 1,428,808	\$ -	\$ 1,428,808
TOTAL EXPENDITURES		\$ 31,182,617	\$ 9,522	\$ 1,037,014
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 4,000,000	\$ -	\$ 4,000,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (2,147,589)	\$ (9,522)	\$ (1,037,014)
				\$ (3,194,125)
BEGINNING FUND BALANCE	9791	\$ 9,016,051		\$ 9,016,051
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 6,868,462	\$ (9,522)	\$ (1,037,014)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,609,664	\$ (9,522)	\$ (1,037,014)
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,258,798	\$ -	\$ 4,258,798
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 14,867,555		\$ -	\$ 14,867,555
Other State Revenue 8300-8599	\$ 10,063,843		\$ -	\$ 10,063,843
Other Local Revenue 8600-8799	\$ 2,399,044		\$ -	\$ 2,399,044
TOTAL REVENUES	\$ 27,330,442		\$ -	\$ 27,330,442
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 7,502,000	\$ 52,778	\$ 381,344	\$ 7,936,122
Employee Benefits 3000-3999	\$ 5,079,787	\$ 16,972	\$ 132,291	\$ 5,229,050
Books and Supplies 4000-4999	\$ 12,625,300		\$ -	\$ 12,625,300
Services and Other Operating Expenditures 5000-5999	\$ 1,206,182		\$ -	\$ 1,206,182
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 787,591		\$ -	\$ 787,591
TOTAL EXPENDITURES	\$ 27,200,860	\$ 69,750	\$ 513,635	\$ 27,784,245
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 129,582	\$ (69,750)	\$ (513,635)	\$ (453,803)
BEGINNING FUND BALANCE	9791	\$ 16,355,294		\$ 16,355,294
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 16,484,876	\$ (69,750)	\$ (513,635)	\$ 15,901,491
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 16,484,876	\$ (69,750)	\$ (513,635)	\$ 15,901,491
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 21 - Building Fund			
Bargaining Unit:		SJSA, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenues	8600-8799	\$ 3,893,428		\$ -	\$ 3,893,428
TOTAL REVENUES		\$ 3,893,428		\$ -	\$ 3,893,428
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 1,250,348	\$ 31,342	\$ 28,164	\$ 1,309,854
Employee Benefits	3000-3999	\$ 722,064	\$ 10,079	\$ 9,770	\$ 741,913
Books and Supplies	4000-4999	\$ 7,000		\$ -	\$ 7,000
Services and Other Operating Expenditures	5000-5999	\$ 2,348,831		\$ -	\$ 2,348,831
Capital Outlay	6000-6999	\$ 89,046,902		\$ -	\$ 89,046,902
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 93,375,145	\$ 41,421	\$ 37,934	\$ 93,454,500
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 297,118	\$ -	\$ -	\$ 297,118
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (89,184,599)	\$ (41,421)	\$ (37,934)	\$ (89,263,954)
BEGINNING FUND BALANCE	9791	\$ 116,991,642			\$ 116,991,642
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 27,807,043	\$ (41,421)	\$ (37,934)	\$ 27,727,688
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 23,340,236	\$ (41,421)	\$ (37,934)	\$ 23,260,881
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,466,807	\$ -	\$ -	\$ 4,466,807
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4h

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 67 - Self-Insurance Fund			
Bargaining Unit:		SJSA, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenue	8600-8799	\$ 25,503,180		\$ -	\$ 25,503,180
TOTAL REVENUES		\$ 25,503,180		\$ -	\$ 25,503,180
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 409,248	\$ 10,660	\$ 12,659	\$ 432,567
Employee Benefits	3000-3999	\$ 252,135	\$ 3,428	\$ 4,392	\$ 259,955
Books and Supplies	4000-4999	\$ 25,051		\$ -	\$ 25,051
Services and Other Operating Expenditures	5000-5999	\$ 28,127,493		\$ -	\$ 28,127,493
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 28,813,927	\$ 14,088	\$ 17,051	\$ 28,845,066
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (3,310,747)	\$ (14,088)	\$ (17,051)	\$ (3,341,886)
BEGINNING FUND BALANCE	9791	\$ 44,986,167			\$ 44,986,167
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 41,675,420	\$ (14,088)	\$ (17,051)	\$ 41,644,281
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 34,945,918	\$ (14,088)	\$ (17,051)	\$ 34,914,779
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 6,729,502	\$ -	\$ -	\$ 6,729,502

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4i

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 18,822,055	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ (9,045,630)	impact of other bargaining settlements (SJTA, SJPEC, CSEA)

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 13,869,196	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ 9,045,630	impact of other bargaining settlements (SJTA, SJPEC, CSEA)

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 1,037,014	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 513,635	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 37,934	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 17,051	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Additional Comments:

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5a

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 477,015,431	\$ 493,272,002	\$ 508,394,578
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 9,962,560	\$ 11,346,164	\$ 11,652,234
Other Local Revenue	8600-8799	\$ 6,881,829	\$ 3,881,829	\$ 3,888,781
TOTAL REVENUES		\$ 493,859,820	\$ 508,499,995	\$ 523,935,593
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 212,958,495	\$ 203,294,940	\$ 205,080,006
Classified Salaries	2000-2999	\$ 60,778,450	\$ 59,615,028	\$ 60,151,294
Employee Benefits	3000-3999	\$ 124,386,985	\$ 124,889,392	\$ 128,509,545
Books and Supplies	4000-4999	\$ 10,731,974	\$ 10,940,944	\$ 11,125,464
Services and Other Operating Expenditures	5000-5999	\$ 34,602,916	\$ 34,725,699	\$ 35,855,399
Capital Outlay	6000-6999	\$ 5,356,051	\$ 2,940,155	\$ 2,628,889
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,861,809	\$ 1,937,889	\$ 1,980,428
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (12,793,522)	\$ (10,636,585)	\$ (10,412,716)
Other Adjustments				\$ -
TOTAL EXPENDITURES		\$ 437,883,158	\$ 427,707,462	\$ 434,918,309
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (88,938,478)	\$ (83,944,405)	\$ (83,218,618)
OPERATING SURPLUS (DEFICIT)*		\$ (32,960,316)	\$ (3,151,872)	\$ 5,798,666
BEGINNING FUND BALANCE	9791	\$ 158,662,822	\$ 125,702,506	\$ 122,550,634
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 125,702,506	\$ 122,550,634	\$ 128,349,300
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740			
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5b

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue	8010-8099	\$ 2,581,913	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129
Other State Revenue	8300-8599	\$ 103,564,756	\$ 102,975,060
Other Local Revenue	8600-8799	\$ 7,651,721	\$ 7,219,654
TOTAL REVENUES		\$ 163,136,335	\$ 147,850,756
EXPENDITURES			
Certificated Salaries	1000-1999	\$ 78,246,675	\$ 60,209,727
Classified Salaries	2000-2999	\$ 57,406,434	\$ 41,232,021
Employee Benefits	3000-3999	\$ 94,601,497	\$ 77,383,925
Books and Supplies	4000-4999	\$ 21,134,553	\$ 20,998,620
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ 21,616,861
Capital Outlay	6000-6999	\$ 798,336	\$ 386,306
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ 115,104
	7400-7499		
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ 8,302,585
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES		\$ 291,897,798	\$ 230,245,149
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources	8900-8979	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000
Contributions	8980-8999	\$ 88,938,478	\$ 83,944,405
OPERATING SURPLUS (DEFICIT)*		\$ (45,822,985)	\$ (5,949,988)
BEGINNING FUND BALANCE	9791	\$ 125,392,762	\$ 79,569,777
Audit Adjustments/Other Restatements	9793/9795	\$ -	
ENDING FUND BALANCE		\$ 79,569,777	\$ 73,619,789
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable	9711-9719	\$ -	\$ -
Restricted	9740	\$ 79,569,777	\$ 73,619,789
Committed	9750-9760		
Assigned	9780		
Reserve for Economic Uncertainties	9789	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 5c

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ 495,853,915	\$ 510,976,491
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129	\$ 33,840,283
Other State Revenue	8300-8599	\$ 113,527,316	\$ 114,321,224	\$ 114,819,335
Other Local Revenue	8600-8799	\$ 14,533,550	\$ 11,101,483	\$ 9,515,892
TOTAL REVENUES		\$ 656,996,155	\$ 656,350,751	\$ 669,152,001
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 291,205,170	\$ 263,504,667	\$ 263,716,414
Classified Salaries	2000-2999	\$ 118,184,884	\$ 100,847,049	\$ 100,785,081
Employee Benefits	3000-3999	\$ 218,988,482	\$ 202,273,317	\$ 205,664,275
Books and Supplies	4000-4999	\$ 31,866,527	\$ 31,939,564	\$ 27,509,223
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ 56,342,560	\$ 57,454,826
Capital Outlay	6000-6999	\$ 6,154,387	\$ 3,326,461	\$ 3,015,195
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,976,913	\$ 2,052,993	\$ 2,095,532
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ (2,334,000)	\$ (2,364,721)
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 729,780,956	\$ 657,952,611	\$ 657,875,825
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000	\$ 7,500,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (78,783,301)	\$ (9,101,860)	\$ 3,776,176
BEGINNING FUND BALANCE	9791	\$ 284,055,584	\$ 205,272,283	\$ 196,170,423
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 205,272,283	\$ 196,170,423	\$ 199,946,599
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740	\$ 79,569,777	\$ 73,619,789	\$ 71,597,299
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2024-25	2025-26	2026-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 735,780,956	\$ 665,452,611	\$ 665,375,825
b.	Less: Special Education Pass-Through Funds			
c.	Net Expenditures, Transfers Out, and Uses	\$ 735,780,956	\$ 664,605,146	\$ 664,502,367
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 14,715,619	\$ 13,292,103	\$ 13,290,047

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 71,285,641	\$ 71,839,842	\$ 83,806,125
f.	Reserve for Economic Uncertainties Percentage	9.69%	10.81%	12.61%

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

2024-25	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2025-26	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2026-27	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 7

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

- 5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 1,550,016
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (1,415,236)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (9,522)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (69,750)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (41,421)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (14,088)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,550,016)

Variance \$ 0

Variance Explanation:

- 6. Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" 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 a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (44,676,814)	(6.4%)	LREBG grant and supp/conc carryover
Current FY Surplus/(Deficit) after settlement(s)?	\$ (78,783,301)	(10.7%)	due to the above plus the settlement
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (9,101,860)	(1.4%)	due to the settlement
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 3,776,176	0.6%	

Deficit Reduction Plan (as necessary):

- 7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the San Juan Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from 7/1/2024 to 6/30/2026.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 35,846,901
<u><u>\$ (35,846,901)</u></u>

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 1,065,284
<u><u>\$ (1,065,284)</u></u>

Budget Revisions

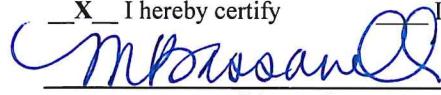
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify



District Superintendent
(Signature)

7/22/24

Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)

7/17/24

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8a

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Used assumptions included in our 24/25 adopted budget and the LCFF COLAs included in California's 24-25 approved budget.

Assumed our typical step and column of .9% for both certificated and classified and H&W historical rate of 4.32% growth.

Concerns regarding affordability of agreement in subsequent years (if any):

Public Disclosure of Proposed Collective Bargaining Agreement

Page 9

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

San Juan Unified School District

District Name

District Superintendent
(Signature)

Joel Ryan

Contact Person

Date

916-971-7248

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on July 30, 2024, took action to approve the proposed agreement with SJSA, SJAA, Teamsters, Confidential, and Unrepresented groups.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**SAN JUAN UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

AGENDA ITEM:

D.6

MEETING DATE:

07/30/2024

SUBJECT: Salary Schedule Adjustments for the San Juan Administrators Association, Confidential Unit and Unrepresented Groups (Thigpen) – 5:55 p.m.

DEPARTMENT: Labor Relations and Government Affairs

ACTION REQUESTED:

Action: The superintendent is recommending that the board approve the salary schedule adjustments for the San Juan Administrators Association, Confidential Unit and Unrepresented Groups.

RATIONALE/BACKGROUND:

The superintendent is recommending that the the San Juan Administrators Association, Confidential Unit and Unrepresented Groups salary schedules be amended to reflect a salary increase as follows:

2024-25 School Year:

All base salaries shall be increased by a total of 4.84%, effective July 1, 2024.

2025-26 School Year:

All base salaries shall be increased by a total of 3.06%, effective July 1, 2025.

ATTACHMENT(S):

1. [2024-25 and 2025-26 Salary Schedules](#)
2. [AB 1200 Public Disclosure of Proposed CBA - SJAA Conf Unrep](#)

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

N/A

FISCAL IMPACT:

Current Budget: N/A

Additional Budget: \$1,463,231

Unrestricted: \$908,252

Restricted: \$554,979

In accordance with AB1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449, Fiscal Services has prepared an analysis of the fiscal impact of the proposed agreement and has submitted it to the Sacramento County Office of Education. Costs to the General Fund beginning each year for the San Juan Administrators Association, and Confidential and Unrepresented Groups agreements are: an ongoing increase of \$875,021 in 2024-2025. An additional ongoing increase of \$588,210 will take effect in 2025-2026.

PREPARED BY: Daniel Thigpen, Executive Director, Labor Relations and Government Affairs

APPROVED BY: Melissa Bassanelli, Superintendent of Schools



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2024 - 2025 School Year

ATTACHMENT 1

SJAA CLASSIFIED MANAGEMENT POSITIONS										
Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
10	787	Coordinator of Advancement and Development	245*	\$ 406.05	\$ 426.34	\$ 447.65	\$ 470.05	\$ 493.56	\$ 518.24	\$ 541.74
	825	Manager, Business Support Services		\$ 99,482.00	\$ 104,454.00	\$ 109,675.00	\$ 115,163.00	\$ 120,921.00	\$ 126,969.00	\$ 132,727.00
	801	Manager, Transportation Operations								
11	774	Coordinator, Business Systems Support	245*	\$ 416.89	\$ 436.66	\$ 457.38	\$ 479.07	\$ 501.80	\$ 525.63	\$ 549.47
				\$ 102,139.00	\$ 106,981.00	\$ 112,058.00	\$ 117,372.00	\$ 122,941.00	\$ 128,779.00	\$ 134,620.00
12	227	Coordinator, Mental Health	245*	\$ 424.49	\$ 446.99	\$ 467.09	\$ 488.07	\$ 510.06	\$ 533.01	\$ 557.18
	397	Coordinator, Special Programs and Grants		\$ 103,999.00	\$ 109,512.00	\$ 114,438.00	\$ 119,577.00	\$ 124,965.00	\$ 130,588.00	\$ 136,510.00
	435	Coordinator, Trauma Informed School Practices								
	439	Coordinator, Family Engagement								
	445	Manager, Fiscal Services								
	470	Coordinator, Camp Winthers								
	471	Coordinator, Data and Assessment								
	489	Coordinator, Information and Communication								
	509	Manager, Risk Management								
	556	Coordinator, Legal Compliance								
	627	Manager, Payroll								
	652	Coordinator, Facilities Accounting and Compliance								
	773	Coordinator, Fiscal Support & Training								
	785	Coordinator, Family/School Problem Resolution								
13	398	Coordinator, Technology Support	245*	\$ 438.41	\$ 458.14	\$ 478.76	\$ 500.31	\$ 522.82	\$ 546.34	\$ 571.12
	783	Coordinator, Safe Schools Field Operations		\$107,411.00	\$112,244.00	\$117,295.00	\$122,575.00	\$128,091.00	\$133,854.00	\$139,925.00
	784	Coordinator, Safe Schools Planning and Training								
14	697	Construction Manager, Facilities	245*	\$ 449.38	\$ 469.60	\$ 490.72	\$ 512.84	\$ 535.90	\$ 560.02	\$ 585.43
	736	Construction Manager, Maintenance and Operations		\$110,097.00	\$115,051.00	\$120,227.00	\$125,646.00	\$131,295.00	\$137,206.00	\$143,430.00
	826	Research Specialist I								
15	339	Manager, Safe Schools	245*	\$ 460.61	\$ 481.36	\$ 502.99	\$ 525.66	\$ 549.28	\$ 574.03	\$ 600.07
	481	Applications Architect		\$112,849.00	\$117,932.00	\$123,233.00	\$128,786.00	\$134,574.00	\$140,638.00	\$147,017.00
	594	Manager, Maintenance and Operations								
	678	Manager, Expanded Learning and Prevention Programs								
	228	Behavior Support Specialist	198	\$ 501.55	\$ 524.15	\$ 547.69	\$ 572.37	\$ 598.11	\$ 625.06	\$ 653.16
	231	Special Education Support Specialist		\$99,307.00	\$103,782.00	\$108,443.00	\$113,330.00	\$118,426.00	\$123,761.00	\$129,325.00



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2024 - 2025 School Year

Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
20	297	Program Manager, English Learner and Multicultural Education	245*	\$ 521.16	\$ 544.58	\$ 569.10	\$ 594.70	\$ 621.48	\$ 649.43	\$ 678.88
	339	Director, Safe Schools		\$ 127,684.00	\$ 133,422.00	\$ 139,429.00	\$ 145,702.00	\$ 152,263.00	\$ 159,110.00	\$ 166,325.00
	489	Director, Communications								
	568	Director, Business Support Services								
	700	Director, Nutrition Services								
21	341	Director, Facilities Construction and Modernization	245*	\$ 534.15	\$ 558.20	\$ 583.34	\$ 609.59	\$ 637.04	\$ 665.67	\$ 695.85
	600	Director, Maintenance and Operations		\$ 130,867.00	\$ 136,760.00	\$ 142,918.00	\$ 149,349.00	\$ 156,074.00	\$ 163,088.00	\$ 170,483.00
	643	Program Manager, Network and Telecommunications								
	699	Program Manager, Student Information Systems								
	778	Program Manager, Human Resources								
	794	Director, Continuous Improvement/LCAP								
	1187	Project Manager, Technology Services								
22	805	Director, Transportation	245*	\$ 547.68	\$ 572.36	\$ 598.11	\$ 625.04	\$ 653.17	\$ 682.54	\$ 713.47
				\$ 134,181.00	\$ 140,227.00	\$ 146,537.00	\$ 153,134.00	\$ 160,027.00	\$ 167,222.00	\$ 174,800.00
25	315	Director, Human Resources (Certificated)	245*	\$ 589.61	\$ 616.18	\$ 643.89	\$ 672.84	\$ 703.14	\$ 734.79	\$ 768.11
	322	Director, Admissions and Family Services		\$ 144,455.00	\$ 150,965.00	\$ 157,753.00	\$ 164,846.00	\$ 172,269.00	\$ 180,024.00	\$ 188,186.00
	422	Director, Fiscal Services								
	440	Director, Family Engagement and Partner Development								
	513	Director, Human Resources								
	564	Director, Human Resources (Classified)								
	595	Director, Accountability and Organizational Evaluation								

*Vacation days accrued

ANNIVERSARY/LONGEVITY INCREMENT

For credit toward any anniversary increment, a manager must have worked 75% of each school year.

1. Two percent (2%) of the base salary after 9 years of completed service in the San Juan Unified School District.
2. Four percent (4%) of the base salary after 14 years of completed service in the San Juan Unified School District (the 4% includes the 9 year increment).
3. Six percent (6%) of the base salary after 19 years of completed service in the San Juan Unified School District (the 6% includes the 9 year and 14 year increments)
4. Eight percent (8%) of the base salary after 24 years of completed service in the San Juan Unified School District (the 8% includes the 9 year, 14 year, and 19 year increments).

Board Approval Date of CBA: May 23, 2023

4.5% Increase July 1, 2023

NOTE: Continuing Education is 4.5% of base salary upon completion of 150 hours of professional development hours

Rev 10.10.23

Board Approval: July 30, 2024

4.84% increase July 1, 2024

Board Approval: July 30, 2024

3.06% increase July 1, 2025



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2024 - 2025 School Year

SJAA CERTIFICATED MANAGEMENT POSITIONS										
Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
12	471	Coordinator, Data and Assessment	245	\$ 424.49	\$ 446.99	\$ 467.09	\$ 488.07	\$ 510.06	\$ 533.01	\$ 557.18
	772	Coordinator, Equity and Student Achievement		\$ 103,999.00	\$ 109,512.00	\$ 114,438.00	\$ 119,577.00	\$ 124,965.00	\$ 130,588.00	\$ 136,510.00
15	352	Program Specialist, Special Projects	245	\$ 460.61	\$ 481.36	\$ 502.99	\$ 525.66	\$ 549.28	\$ 574.03	\$ 600.07
				\$ 112,849.00	\$ 117,932.00	\$ 123,233.00	\$ 128,786.00	\$ 134,574.00	\$ 140,638.00	\$ 147,017.00
18	033	Safe Schools Central Review Administrator	208	\$ 535.00	\$ 559.07	\$ 584.20	\$ 610.51	\$ 637.97	\$ 666.69	\$ 703.62
				\$ 111,279.00	\$ 116,286.00	\$ 121,514.00	\$ 126,987.00	\$ 132,698.00	\$ 138,672.00	\$ 146,353.00
20	297	Program Manager, English Learner and Multicultural Education	245	\$ 521.16	\$ 544.58	\$ 569.10	\$ 594.70	\$ 621.48	\$ 649.43	\$ 678.88
				\$ 127,684.00	\$ 133,422.00	\$ 139,429.00	\$ 145,702.00	\$ 152,263.00	\$ 159,110.00	\$ 166,325.00
21	293	Program Manager, Title I	245	\$ 534.15	\$ 558.20	\$ 583.34	\$ 609.59	\$ 637.04	\$ 665.67	\$ 695.85
	442	Program Manager, Early Childhood Education		\$ 130,867.00	\$ 136,760.00	\$ 142,918.00	\$ 149,349.00	\$ 156,074.00	\$ 163,088.00	\$ 170,483.00
	443	Program Manager, Student Support Services								
22	232	Assistant Director, Special Education	245	\$ 547.68	\$ 572.36	\$ 598.11	\$ 625.04	\$ 653.17	\$ 682.54	\$ 713.49
	595	Assistant Director, Accountability, Evaluation and Planning		\$ 134,181.00	\$ 140,227.00	\$ 146,537.00	\$ 153,134.00	\$ 160,027.00	\$ 167,222.00	\$ 174,804.00
25	223	Director, Equity and Student Achievement	245	\$ 589.61	\$ 616.18	\$ 643.89	\$ 672.84	\$ 703.14	\$ 734.79	\$ 768.11
	250	Director, Multi-Tiered System of Supports (MTSS)		\$ 144,455.00	\$ 150,965.00	\$ 157,753.00	\$ 164,846.00	\$ 172,269.00	\$ 180,024.00	\$ 188,186.00
	289	Director, Secondary Education								
	290	Director, K-8 Teaching and Learning								
	321	Director, Professional Learning and Innovation								
	331	Director, Special Education								
	335	Director, Student Learning Assistance								
	371	Director, Adult Education/School-to-Career								
	412	Director, Student Support Services								
26	794	Director, Continuous Improvement/LCAP	245							
		Director II, Special Education		\$ 620.51	\$ 646.36	\$ 671.98	\$ 701.34	\$ 730.57	\$ 761.01	\$ 796.87
				\$ 152,024.00	\$ 158,358.00	\$ 164,635.00	\$ 171,829.00	\$ 178,989.00	\$ 186,447.00	\$ 195,232.00



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2024 - 2025 School Year

ANNIVERSARY/LONGEVITY INCREMENT

For credit toward any anniversary increment, a manager must have worked 75% of each school year.

1. Two percent (2%) of the base salary after 9 years of completed service in the San Juan Unified School District.
2. Four percent (4%) of the base salary after 14 years of completed service in the San Juan Unified School District (the 4% includes the 9 year increment).
3. Six percent (6%) of the base salary after 19 years of completed service in the San Juan Unified School District (the 6% includes the 9 year and 14 year increments)
4. Eight percent (8%) of the base salary after 24 years of completed service in the San Juan Unified School District (the 8% includes the 9 year, 14 year, and 19 year increments).

Board Approval Date of CBA: May 23, 2023

4.5% Increase July 1, 2023

NOTE: Continuing Education is 4.5% of base salary upon completion of 150 hours of professional development hours Rev 10.10.23

Board Approval: July 30, 2024

4.84% increase July 1, 2024

Board Approval: July 30, 2024

3.06% increase July 1, 2025



Confidential Unit Salary Schedule
2024 – 2025 Salary Schedule

Salary Range	Classification Title	Minimum	Maximum
C-13	Administrative Assistant I	\$4,524	\$5,769
C-15	Administrative Assistant II	\$4,751	\$6,056
C-20	Administrative Assistant IV	\$5,361	\$6,845
C-21	Administrative Assistant V	\$5,495	\$7,011
C-22	Administrative Assistant VI	\$5,630	\$7,183
C-23	Administrative Assistant VII	\$5,769	\$7,361
C-27	Administrative Assistant to the Board of Education	\$6,363	\$8,114
	Executive Assistant to the Superintendent		
C-28	Associate Budget Analyst	\$6,521	\$8,318
C-31	Legal Analyst	\$7,015	\$8,951
	Budget Analyst		
	Employee Benefits and Processing Specialist		
	Position Control Specialist		
	Human Resources Analyst		
C-35	Human Resources Analyst, Position Control	\$7,732	\$9,871
	Sr. Analyst		

ANNIVERSARY/LONGEVITY INCREMENTS

1. 3% of base salary after 9 years of completed services in the San Juan Unified School District
2. 4.5% of base salary after 14 years of completed services in the San Juan Unified School District (the 4.5% includes the year 9 increment).
3. 6.2% of base salary after 19 years of completed services in the San Juan Unified School District (the 6.2% includes the 9 and 14 year increments).
4. 8.2% of base salary after 24 years of completed services in the San Juan Unified School District (the 8.2% includes the year 9, 14, and 19 year increments).

4.5% Increase Effective July 1, 2023

Board Approval Date: July 30, 2024

4.84% increase effective July 1, 2024

3.06% increase effective July 1, 2025

SAN JUAN UNIFIED SCHOOL DISTRICT
Confidential Unit Salary Schedule
2024 – 2025 Salary Schedule

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
C-13	Monthly	\$4,307	\$4,524	\$4,751	\$4,985	\$5,233	\$5,495	\$5,769
	Hourly	\$24.85	\$26.10	\$27.41	\$28.76	\$30.19	\$31.70	\$33.28
C-14	Monthly	\$4,411	\$4,642	\$4,862	\$5,110	\$5,361	\$5,630	\$5,912
	Hourly	\$25.45	\$26.78	\$28.05	\$29.48	\$30.93	\$32.48	\$34.11
C-15	Monthly	\$4,524	\$4,751	\$4,985	\$5,233	\$5,495	\$5,769	\$6,056
	Hourly	\$26.10	\$27.41	\$28.76	\$30.19	\$31.70	\$33.28	\$34.94
C-16	Monthly	\$4,642	\$4,862	\$5,110	\$5,361	\$5,630	\$5,912	\$6,207
	Hourly	\$26.78	\$28.05	\$29.48	\$30.93	\$32.48	\$34.11	\$35.81
C-17	Monthly	\$4,751	\$4,985	\$5,233	\$5,495	\$5,769	\$6,056	\$6,361
	Hourly	\$27.41	\$28.76	\$30.19	\$31.70	\$33.28	\$34.94	\$36.70
C-18	Monthly	\$4,862	\$5,110	\$5,361	\$5,630	\$5,912	\$6,207	\$6,521
	Hourly	\$28.05	\$29.48	\$30.93	\$32.48	\$34.11	\$35.81	\$37.62
C-19	Monthly	\$4,985	\$5,233	\$5,495	\$5,769	\$6,056	\$6,361	\$6,677
	Hourly	\$28.76	\$30.19	\$31.70	\$33.28	\$34.94	\$36.70	\$38.52
C-20	Monthly	\$5,110	\$5,361	\$5,630	\$5,912	\$6,207	\$6,521	\$6,845
	Hourly	\$29.48	\$30.93	\$32.48	\$34.11	\$35.81	\$37.62	\$39.49
C-21	Monthly	\$5,233	\$5,495	\$5,769	\$6,056	\$6,363	\$6,677	\$7,011
	Hourly	\$30.19	\$31.70	\$33.28	\$34.94	\$36.71	\$38.52	\$40.45
C-22	Monthly	\$5,361	\$5,630	\$5,912	\$6,207	\$6,521	\$6,845	\$7,183
	Hourly	\$30.93	\$32.48	\$34.11	\$35.81	\$37.62	\$39.49	\$41.44
C-23	Monthly	\$5,495	\$5,769	\$6,056	\$6,363	\$6,677	\$7,011	\$7,361
	Hourly	\$31.70	\$33.28	\$34.94	\$36.71	\$38.52	\$40.45	\$42.47
C-24	Monthly	\$5,630	\$5,912	\$6,207	\$6,521	\$6,847	\$7,183	\$7,545
	Hourly	\$32.48	\$34.11	\$35.81	\$37.62	\$39.50	\$41.44	\$43.53
C-25	Monthly	\$5,769	\$6,056	\$6,363	\$6,677	\$7,015	\$7,361	\$7,732
	Hourly	\$33.28	\$34.94	\$36.71	\$38.52	\$40.47	\$42.47	\$44.61
C-26	Monthly	\$5,912	\$6,207	\$6,521	\$6,847	\$7,183	\$7,545	\$7,928
	Hourly	\$34.11	\$35.81	\$37.62	\$39.50	\$41.44	\$43.53	\$45.74
C-27	Monthly	\$6,056	\$6,363	\$6,677	\$7,015	\$7,361	\$7,732	\$8,114
	Hourly	\$34.94	\$36.71	\$38.52	\$40.47	\$42.47	\$44.61	\$46.81
C-28	Monthly	\$6,207	\$6,521	\$6,847	\$7,183	\$7,545	\$7,928	\$8,318
	Hourly	\$35.81	\$37.62	\$39.50	\$41.44	\$43.53	\$45.74	\$47.99
C-30	Monthly	\$6,521	\$6,847	\$7,183	\$7,545	\$7,928	\$8,318	\$8,738
	Hourly	\$37.62	\$39.50	\$41.44	\$43.53	\$45.74	\$47.99	\$50.41
C-31	Monthly	\$6,677	\$7,015	\$7,361	\$7,732	\$8,114	\$8,521	\$8,951
	Hourly	\$38.52	\$40.47	\$42.47	\$44.61	\$46.81	\$49.16	\$51.64
C-32	Monthly	\$6,847	\$7,183	\$7,545	\$7,928	\$8,322	\$8,738	\$9,178
	Hourly	\$39.50	\$41.44	\$43.53	\$45.74	\$48.01	\$50.41	\$52.95
C-33	Monthly	\$7,015	\$7,361	\$7,732	\$8,114	\$8,521	\$8,951	\$9,400
	Hourly	\$40.47	\$42.47	\$44.61	\$46.81	\$49.16	\$51.64	\$54.23
C-34	Monthly	\$7,183	\$7,545	\$7,928	\$8,322	\$8,738	\$9,178	\$9,627
	Hourly	\$41.44	\$43.53	\$45.74	\$48.01	\$50.41	\$52.95	\$55.54
C-35	Monthly	\$7,361	\$7,732	\$8,114	\$8,521	\$8,951	\$9,400	\$9,871
	Hourly	\$42.47	\$44.61	\$46.81	\$49.16	\$51.64	\$54.23	\$56.95



SAN JUAN UNIFIED SCHOOL DISTRICT
Unrepresented Group Salary Schedule
2024 - 2025 School Year

UNREPRESENTED SPECIALIST GROUP

SALARY RANGE	CLASSIFICATION	DAYS		I	II	III	IV	V	VI	CONTINUING EDUCATION
10	Educationally-Related Mental Health Therapist Educationally-Related Special Education Mental Health Therapist	215	Annual Daily	\$95,307.00 \$443.29	\$99,595.00 \$463.23	\$104,077.00 \$484.08	\$108,760.00 \$505.86	\$113,654.00 \$528.62	\$118,770.00 \$552.42	\$125,303.00 \$582.80

CONTINUING EDUCATION

Column VII requires 150 hours of Continuing Education; must meet eligibility requirements. New hires are not eligible. Hours must be earned while employed with this district. Eligibility for Column VII is only open to those on Column VI. Column VII is 5.5% of Column VI base salary.

ANNIVERSARY/LONGEVITY INCREMENTS

1. 2.3% of the base salary after 10 years of completed service in the San Juan Unified School District.
2. 4.5% of the base salary after 15 years of completed service in the San Juan Unified School District (the 4.5% includes the year 10 increment).
3. 6.2% of the base salary after 20 years of completed service in the San Juan Unified School District (the 6.2% includes the year 10 and 15 increments).
4. 8.2% of the base salary after 25 years of completed service in the San Juan Unified School District (the 8.2% includes the year 10, 15, and 20 increments).

Board Approval Date: September 27, 2022

4.5% increase effective 7/1/2023

Revised: 7/9/2024

Board Approval Date: July 30, 2024

4.84% Effective July 1, 2024
3.06% Effective July 1, 2025



SAN JUAN UNIFIED SCHOOL DISTRICT
Unrepresented Group Salary Schedule
2024 - 2025 School Year

UNREPRESENTED PARAPROFESSIONAL GROUP

SALARY RANGE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	School Playground Recreation Aide	\$18.08	\$18.08	\$18.08	\$18.08	\$18.08	\$18.84

ANNIVERSARY/LONGEVITY INCREMENTS

1. 2.3% of the base salary after 10 years of completed service in the San Juan Unified School District.
2. 4.5% of the base salary after 15 years of completed service in the San Juan Unified School District (the 4.5% includes the year 10 increment).
3. 6.2% of the base salary after 20 years of completed service in the San Juan Unified School District (the 6.2% includes the year 10 and 15 increments).
4. 8.2% of the base salary after 25 years of completed service in the San Juan Unified School District (the 8.2% includes the year 10, 15, and 20 increments).

Board Approval Date: September 27, 2022

4.5% increase effective 7/1/2023

Revised: 7/9/2024

Board Approval Date: July 30, 2024

4.84% Effective July 1, 2024
3.06% Effective July 1, 2025



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2025 - 2026 School Year

SJAA CLASSIFIED MANAGEMENT POSITIONS										
Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
10	787	Coordinator of Advancement and Development	245*	\$ 418.48	\$ 439.39	\$ 461.36	\$ 484.44	\$ 508.66	\$ 534.10	\$ 558.32
	825	Manager, Business Support Services		\$ 102,527.00	\$ 107,651.00	\$ 113,032.00	\$ 118,687.00	\$ 124,622.00	\$ 130,855.00	\$ 136,789.00
	801	Manager, Transportation Operations								
11	774	Coordinator, Business Systems Support	245*	\$ 429.65	\$ 450.02	\$ 471.38	\$ 493.73	\$ 517.16	\$ 541.71	\$ 566.29
				\$ 105,265.00	\$ 110,255.00	\$ 115,487.00	\$ 120,964.00	\$ 126,703.00	\$ 132,720.00	\$ 138,740.00
12	227	Coordinator, Mental Health	245*	\$ 437.48	\$ 460.67	\$ 481.39	\$ 503.01	\$ 525.67	\$ 549.32	\$ 574.24
	397	Coordinator, Special Programs and Grants		\$ 107,182.00	\$ 112,864.00	\$ 117,940.00	\$ 123,237.00	\$ 128,789.00	\$ 134,584.00	\$ 140,688.00
	435	Coordinator, Trauma Informed School Practices								
	439	Coordinator, Family Engagement								
	445	Manager, Fiscal Services								
	470	Coordinator, Camp Winthers								
	471	Coordinator, Data and Assessment								
	489	Coordinator, Information and Communication								
	509	Manager, Risk Management								
	556	Coordinator, Legal Compliance								
13	627	Manager, Payroll								
	652	Coordinator, Facilities Accounting and Compliance								
	773	Coordinator, Fiscal Support & Training								
	785	Coordinator, Family/School Problem Resolution								
	398	Coordinator, Technology Support	245*	\$ 451.83	\$ 472.16	\$ 493.41	\$ 515.62	\$ 538.82	\$ 563.06	\$ 588.60
14	783	Coordinator, Safe Schools Field Operations		\$ 110,698.00	\$ 115,679.00	\$ 120,885.00	\$ 126,326.00	\$ 132,011.00	\$ 137,950.00	\$ 144,207.00
	784	Coordinator, Safe Schools Planning and Training								
	697	Construction Manager, Facilities	245*	\$ 463.13	\$ 483.97	\$ 505.74	\$ 528.53	\$ 552.30	\$ 577.16	\$ 603.34
15	736	Construction Manager, Maintenance and Operations		\$ 113,466.00	\$ 118,572.00	\$ 123,906.00	\$ 129,491.00	\$ 135,313.00	\$ 141,405.00	\$ 147,819.00
	826	Research Specialist I								
	339	Manager, Safe Schools	245*	\$ 474.71	\$ 496.09	\$ 518.38	\$ 541.74	\$ 566.09	\$ 591.60	\$ 618.43
16	481	Applications Architect		\$ 116,303.00	\$ 121,541.00	\$ 127,004.00	\$ 132,727.00	\$ 138,692.00	\$ 144,942.00	\$ 151,516.00
	594	Manager, Maintenance and Operations								
	678	Manager, Expanded Learning and Prevention Programs								
	228	Behavior Support Specialist	198	\$ 516.90	\$ 540.19	\$ 564.45	\$ 589.89	\$ 616.41	\$ 644.19	\$ 673.15
	231	Special Education Support Specialist		\$ 102,346.00	\$ 106,958.00	\$ 111,762.00	\$ 116,798.00	\$ 122,050.00	\$ 127,549.00	\$ 133,283.00



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2025 - 2026 School Year

Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
20	297	Program Manager, English Learner and Multicultural Education	245*	\$ 537.11	\$ 561.24	\$ 586.51	\$ 612.90	\$ 640.50	\$ 669.30	\$ 699.65
	339	Director, Safe Schools		\$ 131,592.00	\$ 137,505.00	\$ 143,696.00	\$ 150,161.00	\$ 156,923.00	\$ 163,979.00	\$ 171,415.00
	489	Director, Communications								
	568	Director, Business Support Services								
	700	Director, Nutrition Services								
21	341	Director, Facilities Construction and Modernization	245*	\$ 550.50	\$ 575.29	\$ 601.19	\$ 628.24	\$ 656.53	\$ 686.04	\$ 717.14
	600	Director, Maintenance and Operations		\$ 134,872.00	\$ 140,945.00	\$ 147,292.00	\$ 153,920.00	\$ 160,850.00	\$ 168,079.00	\$ 175,700.00
	643	Program Manager, Network and Telecommunications								
	699	Program Manager, Student Information Systems								
	778	Program Manager, Human Resources								
	794	Director, Continuous Improvement/LCAP								
	1187	Project Manager, Technology Services								
22	805	Director, Transportation	245*	\$ 564.44	\$ 589.87	\$ 616.42	\$ 644.16	\$ 673.16	\$ 703.42	\$ 735.30
				\$ 138,287.00	\$ 144,518.00	\$ 151,022.00	\$ 157,820.00	\$ 164,924.00	\$ 172,339.00	\$ 180,149.00
25	315	Director, Human Resources (Certificated)	245*	\$ 607.66	\$ 635.04	\$ 663.60	\$ 693.43	\$ 724.66	\$ 757.28	\$ 791.61
	322	Director, Admissions and Family Services		\$ 148,876.00	\$ 155,585.00	\$ 162,581.00	\$ 169,891.00	\$ 177,541.00	\$ 185,533.00	\$ 193,945.00
	422	Director, Fiscal Services								
	440	Director, Family Engagement and Partner Development								
	513	Director, Human Resources								
	564	Director, Human Resources (Classified)								
	595	Director, Accountability and Organizational Evaluation								

*Vacation days accrued

ANNIVERSARY/LONGEVITY INCREMENT

For credit toward any anniversary increment, a manager must have worked 75% of each school year.

1. Two percent (2%) of the base salary after 9 years of completed service in the San Juan Unified School District.
2. Four percent (4%) of the base salary after 14 years of completed service in the San Juan Unified School District (the 4% includes the 9 year increment).
3. Six percent (6%) of the base salary after 19 years of completed service in the San Juan Unified School District (the 6% includes the 9 year and 14 year increment).
4. Eight percent (8%) of the base salary after 24 years of completed service in the San Juan Unified School District (the 8% includes the 9 year, 14 year, and 19 year increments).

Board Approval Date of CBA: May 23, 2023

4.5% Increase July 1, 2023

NOTE: Continuing Education is 4.5% of base salary upon completion of 150 hours of professional development hours

Rev 10.10.23

Board Approval: July 30, 2024

4.84% increase July 1, 2024

Board Approval: July 30, 2024

3.06% increase July 1, 2025



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2025 - 2026 School Year

SJAA CERTIFICATED MANAGEMENT POSITIONS										
Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
12	471	Coordinator, Data and Assessment	245	\$ 437.48	\$ 460.67	\$ 481.39	\$ 503.01	\$ 525.67	\$ 549.32	\$ 574.24
	772	Coordinator, Equity and Student Achievement		\$ 107,182.00	\$ 112,864.00	\$ 117,940.00	\$ 123,237.00	\$ 128,789.00	\$ 134,584.00	\$ 140,688.00
15	352	Program Specialist, Special Projects	245	\$ 474.71	\$ 496.09	\$ 518.38	\$ 541.74	\$ 566.09	\$ 591.60	\$ 618.43
				\$ 116,303.00	\$ 121,541.00	\$ 127,004.00	\$ 132,727.00	\$ 138,692.00	\$ 144,942.00	\$ 151,516.00
18	033	Safe Schools Central Review Administrator	208	\$ 551.37	\$ 576.18	\$ 602.08	\$ 629.20	\$ 657.50	\$ 687.10	\$ 725.15
				\$ 114,685.00	\$ 119,845.00	\$ 125,233.00	\$ 130,873.00	\$ 136,759.00	\$ 142,916.00	\$ 150,832.00
20	297	Program Manager, English Learner and Multicultural Education	245	\$ 537.11	\$ 561.24	\$ 586.51	\$ 612.90	\$ 640.50	\$ 669.30	\$ 699.65
				\$ 131,592.00	\$ 137,505.00	\$ 143,696.00	\$ 150,161.00	\$ 156,923.00	\$ 163,979.00	\$ 171,415.00
21	293	Program Manager, Title I	245	\$ 550.50	\$ 575.29	\$ 601.19	\$ 628.24	\$ 656.53	\$ 686.04	\$ 717.14
	442	Program Manager, Early Childhood Education		\$ 134,872.00	\$ 140,945.00	\$ 147,292.00	\$ 153,920.00	\$ 160,850.00	\$ 168,079.00	\$ 175,700.00
	443	Program Manager, Student Support Services								
22	232	Assistant Director, Special Education	245	\$ 564.44	\$ 589.87	\$ 616.42	\$ 644.16	\$ 673.16	\$ 703.42	\$ 735.32
	595	Assistant Director, Accountability, Evaluation and Planning		\$ 138,287.00	\$ 144,518.00	\$ 151,022.00	\$ 157,820.00	\$ 164,924.00	\$ 172,339.00	\$ 180,154.00
25	223	Director, Equity and Student Achievement	245	\$ 607.66	\$ 635.04	\$ 663.60	\$ 693.43	\$ 724.66	\$ 757.28	\$ 791.61
	250	Director, Multi-Tiered System of Supports (MTSS)		\$ 148,876.00	\$ 155,585.00	\$ 162,581.00	\$ 169,891.00	\$ 177,541.00	\$ 185,533.00	\$ 193,945.00
	289	Director, Secondary Education								
	290	Director, K-8 Teaching and Learning								
	321	Director, Professional Learning and Innovation								
	331	Director, Special Education								
	335	Director, Student Learning Assistance								
	371	Director, Adult Education/School-to-Career								
	412	Director, Student Support Services								
	794	Director, Continuous Improvement/LCAP								
26		Director II, Special Education	245	\$ 639.49	\$ 666.14	\$ 692.54	\$ 722.80	\$ 752.93	\$ 784.30	\$ 821.25
				\$ 156,676.00	\$ 163,204.00	\$ 169,673.00	\$ 177,087.00	\$ 184,467.00	\$ 192,153.00	\$ 201,207.00



SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2025 - 2026 School Year

ANNIVERSARY/LONGEVITY INCREMENT

For credit toward any anniversary increment, a manager must have worked 75% of each school year.

1. Two percent (2%) of the base salary after 9 years of completed service in the San Juan Unified School District.
2. Four percent (4%) of the base salary after 14 years of completed service in the San Juan Unified School District (the 4% includes the 9 year increment).
3. Six percent (6%) of the base salary after 19 years of completed service in the San Juan Unified School District (the 6% includes the 9 year and 14 year increments).
4. Eight percent (8%) of the base salary after 24 years of completed service in the San Juan Unified School District (the 8% includes the 9 year, 14 year, and 19 year increments).

Board Approval Date of CBA: May 23, 2023

4.5% Increase July 1, 2023

NOTE: Continuing Education is 4.5% of base salary upon completion of 150 hours of professional development hours

Rev 10.10.23

Board Approval: July 30, 2024

4.84% increase July 1, 2024

Board Approval: July 30, 2024

3.06% increase July 1, 2025



Confidential Unit Salary Schedule
2025 – 2026 Salary Schedule

Salary Range	Classification Title	Minimum	Maximum
C-13	Administrative Assistant I	\$4,663	\$5,945
C-15	Administrative Assistant II	\$4,897	\$6,242
C-20	Administrative Assistant IV	\$5,526	\$7,055
C-21	Administrative Assistant V	\$5,665	\$7,226
C-22	Administrative Assistant VI	\$5,803	\$7,403
C-23	Administrative Assistant VII	\$5,945	\$7,587
C-27	Administrative Assistant to the Board of Education Executive Assistant to the Superintendent	\$6,559	\$8,363
C-28	Associate Budget Analyst	\$6,722	\$8,573
C-31	Legal Analyst	\$7,230	\$9,227
	Budget Analyst		
	Employee Benefits and Processing Specialist		
	Position Control Specialist		
	Human Resources Analyst		
C-35	Human Resources Analyst, Position Control	\$7,970	\$10,175
Sr. Analyst			

ANNIVERSARY/LONGEVITY INCREMENTS

1. 3% of base salary after 9 years of completed services in the San Juan Unified School District
2. 4.5% of base salary after 14 years of completed services in the San Juan Unified School District (the 4.5% includes the year 9 increment).
3. 6.2% of base salary after 19 years of completed services in the San Juan Unified School District (the 6.2% includes the 9 and 14 year increments).
4. 8.2% of base salary after 24 years of completed services in the San Juan Unified School District (the 8.2% includes the year 9, 14, and 19 year increments).

4.5% Increase Effective July 1, 2023

Board Approval Date: July 30, 2024

4.84% increase effective July 1, 2024
3.06% increase effective July 1, 2025

SAN JUAN UNIFIED SCHOOL DISTRICT
Confidential Unit Salary Schedule
2025 – 2026 Salary Schedule

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
C-13	Monthly	\$4,441	\$4,663	\$4,897	\$5,139	\$5,394	\$5,665	\$5,945
	Hourly	\$25.62	\$26.90	\$28.25	\$29.65	\$31.12	\$32.68	\$34.30
C-14	Monthly	\$4,547	\$4,784	\$5,011	\$5,268	\$5,526	\$5,803	\$6,094
	Hourly	\$26.23	\$27.60	\$28.91	\$30.39	\$31.88	\$33.48	\$35.16
C-15	Monthly	\$4,663	\$4,897	\$5,139	\$5,394	\$5,665	\$5,945	\$6,242
	Hourly	\$26.90	\$28.25	\$29.65	\$31.12	\$32.68	\$34.30	\$36.01
C-16	Monthly	\$4,784	\$5,011	\$5,268	\$5,526	\$5,803	\$6,094	\$6,398
	Hourly	\$27.60	\$28.91	\$30.39	\$31.88	\$33.48	\$35.16	\$36.91
C-17	Monthly	\$4,897	\$5,139	\$5,394	\$5,665	\$5,945	\$6,242	\$6,557
	Hourly	\$28.25	\$29.65	\$31.12	\$32.68	\$34.30	\$36.01	\$37.83
C-18	Monthly	\$5,011	\$5,268	\$5,526	\$5,803	\$6,094	\$6,398	\$6,722
	Hourly	\$28.91	\$30.39	\$31.88	\$33.48	\$35.16	\$36.91	\$38.78
C-19	Monthly	\$5,139	\$5,394	\$5,665	\$5,945	\$6,242	\$6,557	\$6,881
	Hourly	\$29.65	\$31.12	\$32.68	\$34.30	\$36.01	\$37.83	\$39.70
C-20	Monthly	\$5,268	\$5,526	\$5,803	\$6,094	\$6,398	\$6,722	\$7,055
	Hourly	\$30.39	\$31.88	\$33.48	\$35.16	\$36.91	\$38.78	\$40.70
C-21	Monthly	\$5,394	\$5,665	\$5,945	\$6,242	\$6,559	\$6,881	\$7,226
	Hourly	\$31.12	\$32.68	\$34.30	\$36.01	\$37.84	\$39.70	\$41.69
C-22	Monthly	\$5,526	\$5,803	\$6,094	\$6,398	\$6,722	\$7,055	\$7,403
	Hourly	\$31.88	\$33.48	\$35.16	\$36.91	\$38.78	\$40.70	\$42.71
C-23	Monthly	\$5,665	\$5,945	\$6,242	\$6,559	\$6,881	\$7,226	\$7,587
	Hourly	\$32.68	\$34.30	\$36.01	\$37.84	\$39.70	\$41.69	\$43.77
C-24	Monthly	\$5,803	\$6,094	\$6,398	\$6,722	\$7,056	\$7,403	\$7,777
	Hourly	\$33.48	\$35.16	\$36.91	\$38.78	\$40.71	\$42.71	\$44.87
C-25	Monthly	\$5,945	\$6,242	\$6,559	\$6,881	\$7,230	\$7,587	\$7,970
	Hourly	\$34.30	\$36.01	\$37.84	\$39.70	\$41.71	\$43.77	\$45.98
C-26	Monthly	\$6,094	\$6,398	\$6,722	\$7,056	\$7,403	\$7,777	\$8,171
	Hourly	\$35.16	\$36.91	\$38.78	\$40.71	\$42.71	\$44.87	\$47.14
C-27	Monthly	\$6,242	\$6,559	\$6,881	\$7,230	\$7,587	\$7,970	\$8,363
	Hourly	\$36.01	\$37.84	\$39.70	\$41.71	\$43.77	\$45.98	\$48.25
C-28	Monthly	\$6,398	\$6,722	\$7,056	\$7,403	\$7,777	\$8,171	\$8,573
	Hourly	\$36.91	\$38.78	\$40.71	\$42.71	\$44.87	\$47.14	\$49.46
C-30	Monthly	\$6,722	\$7,056	\$7,403	\$7,777	\$8,171	\$8,573	\$9,006
	Hourly	\$38.78	\$40.71	\$42.71	\$44.87	\$47.14	\$49.46	\$51.96
C-31	Monthly	\$6,881	\$7,230	\$7,587	\$7,970	\$8,363	\$8,783	\$9,227
	Hourly	\$39.70	\$41.71	\$43.77	\$45.98	\$48.25	\$50.67	\$53.23
C-32	Monthly	\$7,056	\$7,403	\$7,777	\$8,171	\$8,577	\$9,006	\$9,461
	Hourly	\$40.71	\$42.71	\$44.87	\$47.14	\$49.48	\$51.96	\$54.58
C-33	Monthly	\$7,230	\$7,587	\$7,970	\$8,363	\$8,783	\$9,227	\$9,688
	Hourly	\$41.71	\$43.77	\$45.98	\$48.25	\$50.67	\$53.23	\$55.89
C-34	Monthly	\$7,403	\$7,777	\$8,171	\$8,577	\$9,006	\$9,461	\$9,922
	Hourly	\$42.71	\$44.87	\$47.14	\$49.48	\$51.96	\$54.58	\$57.24
C-35	Monthly	\$7,587	\$7,970	\$8,363	\$8,783	\$9,227	\$9,688	\$10,175
	Hourly	\$43.77	\$45.98	\$48.25	\$50.67	\$53.23	\$55.89	\$58.70



SAN JUAN UNIFIED SCHOOL DISTRICT
Unrepresented Group Salary Schedule
2025 - 2026 School Year

UNREPRESENTED SPECIALIST GROUP

SALARY RANGE	CLASSIFICATION	DAYS		I	II	III	IV	V	VI	CONTINUING EDUCATION
10	Educationally-Related Mental Health Therapist Educationally-Related Special Education Mental Health Therapist	215	Annual Daily	\$98,224.00 \$456.86	\$102,643.00 \$477.41	\$107,262.00 \$498.89	\$112,089.00 \$521.34	\$117,132.00 \$544.80	\$122,405.00 \$569.33	\$129,138.00 \$600.64

CONTINUING EDUCATION

Column VII requires 150 hours of Continuing Education; must meet eligibility requirements. New hires are not eligible. Hours must be earned while employed with this district. Eligibility for Column VII is only open to those on Column VI. Column VII is 5.5% of Column VI base salary.

ANNIVERSARY/LONGEVITY INCREMENTS

1. 2.3% of the base salary after 10 years of completed service in the San Juan Unified School District.
2. 4.5% of the base salary after 15 years of completed service in the San Juan Unified School District (the 4.5% includes the year 10 increment).
3. 6.2% of the base salary after 20 years of completed service in the San Juan Unified School District (the 6.2% includes the year 10 and 15 increments).
4. 8.2% of the base salary after 25 years of completed service in the San Juan Unified School District (the 8.2% includes the year 10, 15, and 20 increments).

Board Approval Date: September 27, 2022

4.5% increase effective 7/1/2023

Board Approval Date: July 30, 2024

4.84% Effective July 1, 2024

3.06% Effective July 1, 2025

Revised: 7/9/2024



SAN JUAN UNIFIED SCHOOL DISTRICT
Unrepresented Group Salary Schedule
2025 - 2026 School Year

UNREPRESENTED PARAPROFESSIONAL GROUP

SALARY RANGE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	School Playground Recreation Aide	\$18.64	\$18.64	\$18.64	\$18.64	\$18.64	\$19.42

ANNIVERSARY/LONGEVITY INCREMENTS

1. 2.3% of the base salary after 10 years of completed service in the San Juan Unified School District.
2. 4.5% of the base salary after 15 years of completed service in the San Juan Unified School District (the 4.5% includes the year 10 increment).
3. 6.2% of the base salary after 20 years of completed service in the San Juan Unified School District (the 6.2% includes the year 10 and 15 increments).
4. 8.2% of the base salary after 25 years of completed service in the San Juan Unified School District (the 8.2% includes the year 10, 15, and 20 increments).

Board Approval Date: September 27, 2022

4.5% increase effective 7/1/2023

Revised: 7/9/2024

Board Approval Date: July 30, 2024

4.84% Effective July 1, 2024
3.06% Effective July 1, 2025

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	San Juan Unified School District		
Name of Bargaining Unit:	SJSU, SJAA, Teamsters, Confidential, and Unrepresented		
Certificated, Classified, Other:	Various		

The proposed agreement covers the period beginning:	July 1, 2024 (date)	and ending:	June 30, 2026 (date)
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The Governing Board will act upon this agreement on:	July 30, 2024 (date)
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Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement			
		(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2024-25	Year 2 Increase/(Decrease) 2025-26	Year 3 Increase/(Decrease) 2026-27
1. Salary Schedule Including Step and Column	\$ 24,232,689	\$ 1,172,862	\$ 788,425	\$ 17,652	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 1,459,378	\$ -	\$ -	\$ -	
		4.84%	3.10%	0.07%	
		0.00%	0.00%	0.00%	
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 8,261,718	\$ 377,154	\$ 253,531	\$ 5,676	
		4.57%	2.93%	0.06%	
4. Health/Welfare Plans	\$ 3,965,710	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 37,919,495	\$ 1,550,016	\$ 1,041,956	\$ 23,328	
		4.09%	2.64%	0.06%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	349.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 108,652	\$ 4,441	\$ 2,986	\$ 67	
		4.09%	2.64%	0.06%	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 2

A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

A 4.84% across-the-board salary increase in 2024-25. An additional 3.06% in 2025-26.

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

No.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

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

Yes No

If yes, please describe the cap amount.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

C. 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 increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 3

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

If the 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures. If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the district and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

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

None.

F. Source of Funding for Proposed Agreement:

1. Current Year

Fund balance, restricted and unrestricted funds.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The district has a robust and healthy ending fund balance. Restricted and unrestricted funds will cover the cost of the agreement across all three years. The district expects to deficit spend from its ending fund balance to cover the cost of the settlement. The deficit spending is manageable even beyond the three year projections. The district will monitor its deficit spending in future years and make adjustments as needed to maintain a healthy ending fund balance.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4a

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 477,015,431		\$ -	\$ 477,015,431
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 9,962,560		\$ -	\$ 9,962,560
Other Local Revenue 8600-8799	\$ 6,881,829		\$ -	\$ 6,881,829
TOTAL REVENUES	\$ 493,859,820		\$ -	\$ 493,859,820
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 200,581,744	\$ 97,678	\$ 12,279,073	\$ 212,958,495
Classified Salaries 2000-2999	\$ 57,587,714	\$ 662,723	\$ 2,528,013	\$ 60,778,450
Employee Benefits 3000-3999	\$ 120,127,496	\$ 244,520	\$ 4,014,969	\$ 124,386,985
Books and Supplies 4000-4999	\$ 10,731,974		\$ -	\$ 10,731,974
Services and Other Operating Expenditures 5000-5999	\$ 34,602,916		\$ -	\$ 34,602,916
Capital Outlay 6000-6999	\$ 5,356,051		\$ -	\$ 5,356,051
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 1,861,809		\$ -	\$ 1,861,809
Transfers of Indirect Costs 7400-7499				
Transfers of Indirect Costs 7300-7399	\$ (12,793,522)		\$ -	\$ (12,793,522)
TOTAL EXPENDITURES	\$ 418,056,182	\$ 1,004,921	\$ 18,822,055	\$ 437,883,158
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,500	\$ -	\$ -	\$ 1,500
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (79,783,564)	\$ (109,284)	\$ (9,045,630)	\$ (88,938,478)
OPERATING SURPLUS (DEFICIT)*	\$ (3,978,426)	\$ (1,114,205)	\$ (27,867,685)	\$ (32,960,316)
BEGINNING FUND BALANCE	\$ 158,662,822			\$ 158,662,822
Audit Adjustments/Other Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 154,684,396	\$ (1,114,205)	\$ (27,867,685)	\$ 125,702,506
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 289,931	\$ -	\$ -	\$ 289,931
Restricted 9740				
Committed 9750-9760	\$ 26,602,723	\$ -	\$ -	\$ 26,602,723
Assigned 9780	\$ 32,555,426	\$ -	\$ (5,031,215)	\$ 27,524,211
Reserve for Economic Uncertainties 9789	\$ 14,033,489	\$ 28,305	\$ 653,826	\$ 14,715,620
Unassigned/Unappropriated Amount 9790	\$ 81,202,827	\$ (1,142,509)	\$ (23,490,296)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4b

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 2,581,913	\$ -	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 103,564,756	\$ -	\$ 103,564,756
Other Local Revenue	8600-8799	\$ 7,651,721	\$ -	\$ 7,651,721
TOTAL REVENUES		\$ 163,136,335	\$ -	\$ 163,136,335
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 70,387,196	\$ 71,892	\$ 78,246,675
Classified Salaries	2000-2999	\$ 54,130,142	\$ 238,584	\$ 57,406,434
Employee Benefits	3000-3999	\$ 91,457,757	\$ 99,839	\$ 94,601,497
Books and Supplies	4000-4999	\$ 21,134,553	\$ -	\$ 21,134,553
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ -	\$ 29,127,922
Capital Outlay	6000-6999	\$ 798,336	\$ -	\$ 798,336
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ -	\$ 115,104
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ -	\$ 10,467,277
TOTAL EXPENDITURES		\$ 277,618,287	\$ 410,315	\$ 13,869,196
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ 79,783,564	\$ 109,284	\$ 9,045,630
OPERATING SURPLUS (DEFICIT)*		\$ (40,698,388)	\$ (301,031)	\$ (4,823,566)
BEGINNING FUND BALANCE	9791	\$ 125,392,762		\$ 125,392,762
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 84,694,374	\$ (301,031)	\$ (4,823,566)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 84,694,374	\$ (301,031)	\$ (4,823,566)
Committed	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789		\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ -	\$ 479,597,344
Federal Revenue	8100-8299	\$ 49,337,945	\$ -	\$ 49,337,945
Other State Revenue	8300-8599	\$ 113,527,316	\$ -	\$ 113,527,316
Other Local Revenue	8600-8799	\$ 14,533,550	\$ -	\$ 14,533,550
TOTAL REVENUES		\$ 656,996,155	\$ -	\$ 656,996,155
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 270,968,940	\$ 169,570	\$ 291,205,170
Classified Salaries	2000-2999	\$ 111,717,856	\$ 901,307	\$ 118,184,884
Employee Benefits	3000-3999	\$ 211,585,253	\$ 344,359	\$ 218,988,482
Books and Supplies	4000-4999	\$ 31,866,527	\$ -	\$ 31,866,527
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ -	\$ 63,730,838
Capital Outlay	6000-6999	\$ 6,154,387	\$ -	\$ 6,154,387
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,976,913	\$ -	\$ 1,976,913
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ -	\$ (2,326,245)
TOTAL EXPENDITURES		\$ 695,674,469	\$ 1,415,236	\$ 729,780,956
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ 1,500
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ -	\$ 6,000,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (44,676,814)	\$ (1,415,236)	\$ (32,691,251)
BEGINNING FUND BALANCE	9791	\$ 284,055,584		\$ 284,055,584
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 239,378,770	\$ (1,415,236)	\$ (32,691,251)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ -	\$ 289,931
Restricted	9740	\$ 84,694,374	\$ (301,031)	\$ 79,569,777
Committed	9750-9760	\$ 26,602,723	\$ -	\$ 26,602,723
Assigned	9780	\$ 32,555,426	\$ -	\$ 27,524,211
Reserve for Economic Uncertainties	9789	\$ 14,033,489	\$ 28,305	\$ 653,826
Unassigned/Unappropriated Amount	9790	\$ 81,202,827	\$ (1,142,509)	\$ 56,570,021

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue	8100-8299	\$ 13,472,383	\$ -	\$ 13,472,383
Other State Revenue	8300-8599	\$ 6,626,922	\$ -	\$ 6,626,922
Other Local Revenue	8600-8799	\$ 4,935,723	\$ -	\$ 4,935,723
TOTAL REVENUES		\$ 25,035,028	\$ -	\$ 25,035,028
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 10,656,281	\$ 7,205	\$ 439,619
Classified Salaries	2000-2999	\$ 5,993,068	\$ -	\$ 360,048
Employee Benefits	3000-3999	\$ 10,441,465	\$ 2,317	\$ 237,347
Books and Supplies	4000-4999	\$ 2,337,025	\$ -	\$ 2,337,025
Services and Other Operating Expenditures	5000-5999	\$ 325,970	\$ -	\$ 325,970
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -	\$ -	\$ -
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 1,428,808	\$ -	\$ 1,428,808
TOTAL EXPENDITURES		\$ 31,182,617	\$ 9,522	\$ 1,037,014
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 4,000,000	\$ -	\$ 4,000,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (2,147,589)	\$ (9,522)	\$ (1,037,014)
				\$ (3,194,125)
BEGINNING FUND BALANCE	9791	\$ 9,016,051		\$ 9,016,051
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 6,868,462	\$ (9,522)	\$ (1,037,014)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,609,664	\$ (9,522)	\$ (1,037,014)
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,258,798	\$ -	\$ 4,258,798
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 14,867,555		\$ -	\$ 14,867,555
Other State Revenue 8300-8599	\$ 10,063,843		\$ -	\$ 10,063,843
Other Local Revenue 8600-8799	\$ 2,399,044		\$ -	\$ 2,399,044
TOTAL REVENUES	\$ 27,330,442		\$ -	\$ 27,330,442
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 7,502,000	\$ 52,778	\$ 381,344	\$ 7,936,122
Employee Benefits 3000-3999	\$ 5,079,787	\$ 16,972	\$ 132,291	\$ 5,229,050
Books and Supplies 4000-4999	\$ 12,625,300		\$ -	\$ 12,625,300
Services and Other Operating Expenditures 5000-5999	\$ 1,206,182		\$ -	\$ 1,206,182
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 787,591		\$ -	\$ 787,591
TOTAL EXPENDITURES	\$ 27,200,860	\$ 69,750	\$ 513,635	\$ 27,784,245
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 129,582	\$ (69,750)	\$ (513,635)	\$ (453,803)
BEGINNING FUND BALANCE	9791	\$ 16,355,294		\$ 16,355,294
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 16,484,876	\$ (69,750)	\$ (513,635)	\$ 15,901,491
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 16,484,876	\$ (69,750)	\$ (513,635)	\$ 15,901,491
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 21 - Building Fund			
Bargaining Unit:		SJSA, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenues	8600-8799	\$ 3,893,428		\$ -	\$ 3,893,428
TOTAL REVENUES		\$ 3,893,428		\$ -	\$ 3,893,428
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 1,250,348	\$ 31,342	\$ 28,164	\$ 1,309,854
Employee Benefits	3000-3999	\$ 722,064	\$ 10,079	\$ 9,770	\$ 741,913
Books and Supplies	4000-4999	\$ 7,000		\$ -	\$ 7,000
Services and Other Operating Expenditures	5000-5999	\$ 2,348,831		\$ -	\$ 2,348,831
Capital Outlay	6000-6999	\$ 89,046,902		\$ -	\$ 89,046,902
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 93,375,145	\$ 41,421	\$ 37,934	\$ 93,454,500
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 297,118	\$ -	\$ -	\$ 297,118
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (89,184,599)	\$ (41,421)	\$ (37,934)	\$ (89,263,954)
BEGINNING FUND BALANCE	9791	\$ 116,991,642			\$ 116,991,642
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 27,807,043	\$ (41,421)	\$ (37,934)	\$ 27,727,688
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 23,340,236	\$ (41,421)	\$ (37,934)	\$ 23,260,881
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,466,807	\$ -	\$ -	\$ 4,466,807
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

San Juan Unified School District
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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:		Fund 67 - Self-Insurance Fund			
Bargaining Unit:		SJSA, SJAA, Teamsters, Confidential, and Unrepresented			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 24/25 Adopted Budget)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenue	8600-8799	\$ 25,503,180		\$ -	\$ 25,503,180
TOTAL REVENUES		\$ 25,503,180		\$ -	\$ 25,503,180
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 409,248	\$ 10,660	\$ 12,659	\$ 432,567
Employee Benefits	3000-3999	\$ 252,135	\$ 3,428	\$ 4,392	\$ 259,955
Books and Supplies	4000-4999	\$ 25,051		\$ -	\$ 25,051
Services and Other Operating Expenditures	5000-5999	\$ 28,127,493		\$ -	\$ 28,127,493
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 28,813,927	\$ 14,088	\$ 17,051	\$ 28,845,066
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (3,310,747)	\$ (14,088)	\$ (17,051)	\$ (3,341,886)
BEGINNING FUND BALANCE	9791	\$ 44,986,167			\$ 44,986,167
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 41,675,420	\$ (14,088)	\$ (17,051)	\$ 41,644,281
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 34,945,918	\$ (14,088)	\$ (17,051)	\$ 34,914,779
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 6,729,502	\$ -	\$ -	\$ 6,729,502

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 18,822,055	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ (9,045,630)	impact of other bargaining settlements (SJTA, SJPEC, CSEA)

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 13,869,196	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ 9,045,630	impact of other bargaining settlements (SJTA, SJPEC, CSEA)

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 1,037,014	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 513,635	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 37,934	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 17,051	impact of other bargaining settlements (SJTA, SJPEC, CSEA)
Other Financing Sources/Uses	\$ -	

Additional Comments:

San Juan Unified School District
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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 477,015,431	\$ 493,272,002	\$ 508,394,578
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 9,962,560	\$ 11,346,164	\$ 11,652,234
Other Local Revenue	8600-8799	\$ 6,881,829	\$ 3,881,829	\$ 3,888,781
TOTAL REVENUES		\$ 493,859,820	\$ 508,499,995	\$ 523,935,593
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 212,958,495	\$ 203,294,940	\$ 205,080,006
Classified Salaries	2000-2999	\$ 60,778,450	\$ 59,615,028	\$ 60,151,294
Employee Benefits	3000-3999	\$ 124,386,985	\$ 124,889,392	\$ 128,509,545
Books and Supplies	4000-4999	\$ 10,731,974	\$ 10,940,944	\$ 11,125,464
Services and Other Operating Expenditures	5000-5999	\$ 34,602,916	\$ 34,725,699	\$ 35,855,399
Capital Outlay	6000-6999	\$ 5,356,051	\$ 2,940,155	\$ 2,628,889
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,861,809	\$ 1,937,889	\$ 1,980,428
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (12,793,522)	\$ (10,636,585)	\$ (10,412,716)
Other Adjustments				\$ -
TOTAL EXPENDITURES		\$ 437,883,158	\$ 427,707,462	\$ 434,918,309
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (88,938,478)	\$ (83,944,405)	\$ (83,218,618)
OPERATING SURPLUS (DEFICIT)*		\$ (32,960,316)	\$ (3,151,872)	\$ 5,798,666
BEGINNING FUND BALANCE	9791	\$ 158,662,822	\$ 125,702,506	\$ 122,550,634
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 125,702,506	\$ 122,550,634	\$ 128,349,300
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740			
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit: SJSA, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue	8010-8099	\$ 2,581,913	\$ 2,581,913
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129
Other State Revenue	8300-8599	\$ 103,564,756	\$ 102,975,060
Other Local Revenue	8600-8799	\$ 7,651,721	\$ 7,219,654
TOTAL REVENUES		\$ 163,136,335	\$ 147,850,756
EXPENDITURES			
Certificated Salaries	1000-1999	\$ 78,246,675	\$ 60,209,727
Classified Salaries	2000-2999	\$ 57,406,434	\$ 41,232,021
Employee Benefits	3000-3999	\$ 94,601,497	\$ 77,383,925
Books and Supplies	4000-4999	\$ 21,134,553	\$ 20,998,620
Services and Other Operating Expenditures	5000-5999	\$ 29,127,922	\$ 21,616,861
Capital Outlay	6000-6999	\$ 798,336	\$ 386,306
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 115,104	\$ 115,104
	7400-7499		
Transfers of Indirect Costs	7300-7399	\$ 10,467,277	\$ 8,302,585
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES		\$ 291,897,798	\$ 230,245,149
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources	8900-8979	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000
Contributions	8980-8999	\$ 88,938,478	\$ 83,944,405
OPERATING SURPLUS (DEFICIT)*		\$ (45,822,985)	\$ (5,949,988)
BEGINNING FUND BALANCE	9791	\$ 125,392,762	\$ 79,569,777
Audit Adjustments/Other Restatements	9793/9795	\$ -	
ENDING FUND BALANCE		\$ 79,569,777	\$ 73,619,789
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable	9711-9719	\$ -	\$ -
Restricted	9740	\$ 79,569,777	\$ 73,619,789
Committed	9750-9760		
Assigned	9780		
Reserve for Economic Uncertainties	9789	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: SJSAs, SJAA, Teamsters, Confidential, and Unrepresented

Object Code	2024-25	2025-26	2026-27	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 479,597,344	\$ 495,853,915	\$ 510,976,491
Federal Revenue	8100-8299	\$ 49,337,945	\$ 35,074,129	\$ 33,840,283
Other State Revenue	8300-8599	\$ 113,527,316	\$ 114,321,224	\$ 114,819,335
Other Local Revenue	8600-8799	\$ 14,533,550	\$ 11,101,483	\$ 9,515,892
TOTAL REVENUES		\$ 656,996,155	\$ 656,350,751	\$ 669,152,001
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 291,205,170	\$ 263,504,667	\$ 263,716,414
Classified Salaries	2000-2999	\$ 118,184,884	\$ 100,847,049	\$ 100,785,081
Employee Benefits	3000-3999	\$ 218,988,482	\$ 202,273,317	\$ 205,664,275
Books and Supplies	4000-4999	\$ 31,866,527	\$ 31,939,564	\$ 27,509,223
Services and Other Operating Expenditures	5000-5999	\$ 63,730,838	\$ 56,342,560	\$ 57,454,826
Capital Outlay	6000-6999	\$ 6,154,387	\$ 3,326,461	\$ 3,015,195
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,976,913	\$ 2,052,993	\$ 2,095,532
Transfers of Indirect Costs	7300-7399	\$ (2,326,245)	\$ (2,334,000)	\$ (2,364,721)
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 729,780,956	\$ 657,952,611	\$ 657,875,825
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 1,500	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,000,000	\$ 7,500,000	\$ 7,500,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (78,783,301)	\$ (9,101,860)	\$ 3,776,176
BEGINNING FUND BALANCE	9791	\$ 284,055,584	\$ 205,272,283	\$ 196,170,423
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 205,272,283	\$ 196,170,423	\$ 199,946,599
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 289,931	\$ 289,931	\$ 289,931
Restricted	9740	\$ 79,569,777	\$ 73,619,789	\$ 71,597,299
Committed	9750-9760	\$ 26,602,723	\$ 24,881,101	\$ 23,383,876
Assigned	9780	\$ 27,524,211	\$ 25,539,760	\$ 20,869,368
Reserve for Economic Uncertainties	9789	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
Unassigned/Unappropriated Amount	9790	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2024-25	2025-26	2026-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 735,780,956	\$ 665,452,611	\$ 665,375,825
b.	Less: Special Education Pass-Through Funds			
c.	Net Expenditures, Transfers Out, and Uses	\$ 735,780,956	\$ 664,605,146	\$ 664,502,367
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 14,715,619	\$ 13,292,103	\$ 13,290,047

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 14,715,620	\$ 13,309,052	\$ 13,307,516
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 56,570,021	\$ 58,530,790	\$ 70,498,609
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 71,285,641	\$ 71,839,842	\$ 83,806,125
f.	Reserve for Economic Uncertainties Percentage	9.69%	10.81%	12.61%

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

2024-25	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2025-26	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2026-27	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

- 5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 1,550,016
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (1,415,236)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (9,522)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (69,750)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (41,421)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (14,088)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,550,016)

Variance \$ 0

Variance Explanation:

- 6. Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" 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 a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (44,676,814)	(6.4%)	LREBG grant and supp/conc carryover
Current FY Surplus/(Deficit) after settlement(s)?	\$ (78,783,301)	(10.7%)	due to the above plus the settlement
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (9,101,860)	(1.4%)	due to the settlement
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 3,776,176	0.6%	

Deficit Reduction Plan (as necessary):

- 7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the San Juan Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from 7/1/2024 to 6/30/2026.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 35,846,901
<u>\$ (35,846,901)</u>

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)
\$ -
\$ 1,065,284
<u>\$ (1,065,284)</u>

Budget Revisions

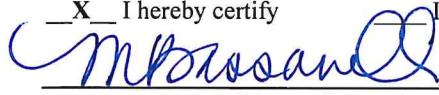
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify



District Superintendent
(Signature)

7/22/24

Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)

7/17/24

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

San Juan Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8a

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Used assumptions included in our 24/25 adopted budget and the LCFF COLAs included in California's 24-25 approved budget.

Assumed our typical step and column of .9% for both certificated and classified and H&W historical rate of 4.32% growth.

Concerns regarding affordability of agreement in subsequent years (if any):

Public Disclosure of Proposed Collective Bargaining Agreement

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K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

San Juan Unified School District

District Name

District Superintendent
(Signature)

Joel Ryan

Contact Person

Date

916-971-7248

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on July 30, 2024, took action to approve the proposed agreement with SJSA, SJAA, Teamsters, Confidential, and Unrepresented groups.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**SAN JUAN UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

AGENDA ITEM: D.7

MEETING DATE: 07/30/2024

SUBJECT: Employment Contract for Assistant Superintendent, Educational Services (Gaddis) – 6:00 p.m.

DEPARTMENT: Human Resources

ACTION REQUESTED:

Action: The superintendent is recommending that the board approve the employment contract for the Assistant Superintendent, Educational Services.

RATIONALE/BACKGROUND:

Per current legislation, the Assistant Superintendent, Educational Services contract for Francisco Javier "Harvey" Oaxaca, Jr., Ed.D., must be brought to the board for approval.

ATTACHMENT(S):

1. [Employment Contract](#)

BOARD COMMITTEE ACTION/COMMENT:

N/A

PREVIOUS STAFF/BOARD ACTION:

N/A

FISCAL IMPACT:

N/A

PREPARED BY: Rebecca Toto, Ed.D., Assistant Superintendent, Human Resources

APPROVED BY: Melissa Bassanelli, Superintendent of Schools

**SAN JUAN UNIFIED SCHOOL DISTRICT
EMPLOYMENT CONTRACT
ASSISTANT SUPERINTENDENT OF EDUCATIONAL SERVICES**

This Employment Contract is made and entered into effective August 26, 2024, by and between the Board of Education, San Juan Unified School District, located in Sacramento County, State of California, hereinafter referred to as "Board" or "District," and, Francisco Javier "Harvey" Oaxaca hereinafter referred to as "Oaxaca."

The District and Oaxaca mutually agree as follows:

1. TERM OF EMPLOYMENT CONTRACT

The District hereby employs Oaxaca as Assistant Superintendent of Educational Services, subject to the terms and conditions stated herein. Oaxaca hereby accepts such employment and agrees to perform the duties of said office during the term of this Employment Contract. The term of this Employment Contract shall be for a period of two (2) years, beginning August 26, 2024, and terminating December 31, 2026, unless terminated earlier pursuant to this Employment Contract. This term may be extended by mutual agreement of the parties, so long as the term does not exceed four (4) years, pursuant to Education Code section 35031. Continuation of this Employment Contract shall be subject to satisfactory job performance and evaluations.

2. SALARY

A. Oaxaca shall be paid an annual base salary of one hundred and ninety-nine thousand, four hundred and ninety-five dollars (\$199,495.00), paid in twelve (12) equal monthly installments.

B. As an employee under contract, Oaxaca shall not be eligible to receive Continuing Education benefits afforded to other District management personnel.

C. Oaxaca shall be entitled to the same longevity provisions as are provided to other District management personnel upon meeting the years of District service requirement, and which shall be calculated using their base salary.

D. Oaxaca shall be entitled to receive, and be paid in the same manner, any cost of living adjustments ("COLA") that are provided to the District's administrators/management employees (San Juan Administrators Association - "SJAA") during the term of this Employment contract. Other salary improvements may be considered and determined annually by the Board, based upon recommendations of the Superintendent or designee. Such salary increases shall not be deemed to constitute a new contract nor an extension of the term of the existing contract.

E. Oaxaca shall receive a one-time allocation of two thousand dollars (\$2,000) for the purpose of "moving expenses." Moving expenses are limited to: "gas, rental trucks, short-term storage, packing, insurance related to moving vehicles, and moving personnel." Oaxaca assumes all risks and liabilities associated with the allocation of fees related to the one-time allocation. Oaxaca shall provide invoices reflecting the allocation was used exclusively for moving expenses, as defined above.

3. FRINGE BENEFITS

A. Oaxaca shall be afforded all health and welfare fringe benefits of employment which are granted to the District's management personnel, including any health and welfare benefit improvements provided to other District management personnel generally, during the term of this contract.

B. Oaxaca is required to have a personal automobile to conduct District business. As an employee under contract, Oaxaca shall not receive reimbursement for any travel or mileage expenses they incur for attendance within District boundaries at meetings, luncheons, dinners, ceremonies, and other events as required in the official performance of the duties and responsibilities of their office. Oaxaca will continue to be entitled to reimbursement for actual and necessary conference or meeting expenses, as well as reimbursement for all approved travel, mileage, and related expenses that are incurred outside of District boundaries, in accordance with District procedures for District management personnel.

C. Oaxaca shall be covered by PERS, and the District shall make whatever contributions are required by law.

D. Oaxaca shall be covered by the District's workers' compensation insurance and liability insurance.

E. Oaxaca shall be provided a District credit card to make such business-related purchases as are authorized by District procedures.

4. DUTIES AND RESPONSIBILITIES

A. Oaxaca shall serve under the primary supervision of the Superintendent or designee, as the Assistant Superintendent of Educational Services. They shall faithfully fulfill the duties and responsibilities of the job description for said position, which may, from time-to-time be modified by the Board of Education.

B. All powers and duties which are lawfully delegated to Oaxaca are to be performed and executed by them in accordance with direction from the Superintendent or designee, policies and regulations adopted by the Board, California law, and subject to the approval of the Board.

C. Oaxaca shall render 245 working days during the twelve (12) months of full and regular service to the District for the period covered by this Employment Contract, exclusive of vacation and holidays.

D. Oaxaca shall endeavor to maintain and improve their professional competence by all available means, including subscription to and reading of appropriate periodicals, maintenance of membership in appropriate professional organizations, and attendance at professional meetings at local and state levels. Upon approval of the Superintendent or designee, the expense of said subscriptions, memberships in, and attendance at such professional meetings, is to be at District expense. Oaxaca shall request permission from the Superintendent or designee to attend meetings requiring two (2) or more days away from the County of Sacramento and shall periodically report to the Superintendent or designee their appraisal of any meetings they attend.

5. OUTSIDE PROFESSIONAL ACTIVITIES

With prior approval of the Superintendent or designee, Oaxaca may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations. These outside professional activities may be performed for consideration, provided they do not interfere with or conflict with Oaxaca's performance of duties under this Employment Contract. It is understood that should such activities cause Oaxaca to be away from their duties on normal workdays and they receive outside compensation or honorariums for such activities, such time will be taken as part of their vacation or as unpaid leave.

6. VACATION HOLIDAYS AND LEAVES OF ABSENCE

A. Oaxaca shall be entitled to twenty (20) annual vacation days per year with pay. Oaxaca shall obtain approval of the Superintendent or designee prior to taking vacation days. Oaxaca shall be entitled to accrue unused vacation year to year, subject to Board Policy and Administrative Regulation 4313.3, which permit no more than forty (40) days vacation to carry over into the next year. Exceptions to this amount may be made for good cause as determined by the Superintendent or designee. In the event of termination of employment, Oaxaca shall be entitled to full compensation for any remaining unused and uncompensated vacation at the salary rate then in effect.

B. Oaxaca shall be entitled to any holidays designated by the Board of Education as days on which the District office is closed, and any other holidays granted generally to twelve (12) month District management personnel.

C. Oaxaca shall be entitled to the same leaves of absence upon the same terms as other District management personnel.

7. EVALUATION

The Superintendent or designee shall annually evaluate Oaxaca's job performance and the effectiveness of their working relationships with the Superintendent or designee, the Governing Board, other staff, and members of the public. Their evaluation shall be based on the position description for Assistant Superintendent of Educational Services, and upon an annual set of goals established by Oaxaca and agreed upon by the Superintendent or designee, and in accordance with District policies and procedures.

At the conclusion of each year's annual evaluation, the Superintendent or designee shall determine in writing on Oaxaca's evaluation form whether or not their evaluation is "satisfactory" or "unsatisfactory" so that a clear and affirmative decision is made. If the Superintendent or designee determines that Oaxaca's evaluation is "satisfactory," the term of this Employment Contract shall be extended one (1) year; if the Superintendent or designee determine Oaxaca's evaluation is "unsatisfactory," the term of this Employment Contract will remain the same.

8. CHANGES IN OR TERMINATION OF CONTRACT

A. This Employment Contract may be changed or terminated by mutual consent of the parties hereto in the manner provided for in Education Code sections 35031 and 35032.

B. Additional amendments may be added to the contract by mutual consent of Oaxaca and the Board at any time during the period of this Employment Contract.

C. Oaxaca shall, during the term of this contract, notify the Superintendent or designee prior to being interviewed for any other employment.

D. This Employment Contract may be terminated by the Board for breach of contract, or for failure by Oaxaca to satisfactorily perform any of the duties and responsibilities of their position. Termination for these reasons shall not occur until a written statement identifying the allegations has first been served upon Oaxaca and they have had a reasonable opportunity to respond to the Board by way of explanation. A decision not to renew this contract shall not be governed by this provision.

E. Should Oaxaca be unable to serve in their position due to physical and/or mental condition and upon expiration of sick leave entitlements as provided by statute and Board policies and this contract, and upon written evaluation by a licensed physician designated by the District indicating this inability of Oaxaca to further serve in their position, this contract may be terminated by the Board.

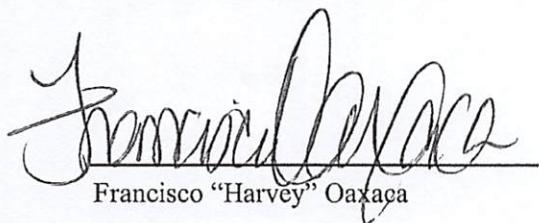
F. In the event the parties mutually agree to terminate this contract prior to its expiration date, the parties shall negotiate the terms and conditions upon which the contract shall be terminated. Regardless of the term of this Employment Contract, the maximum cash settlement that may be negotiated shall not exceed the monthly salary of the employee multiplied by the number of months left on the unexpired term of the Employment Contract, not to exceed eighteen (18) months.

9. GENERAL PROVISIONS

This Employment Contract is subject to all applicable laws of the State of California, rules and regulations of the State Board of Education, and rules, regulations, and policies of the Board, all of which are made a part of the terms and conditions of this Employment Contract as though set forth herein.

This Employment Contract is the full and complete agreement between the parties hereto.

Date: 07/23/24



Francisco "Harvey" Oaxaca

Ratified by the Board of Education:

Date: _____

Reviewed and Approved as to
Form:



Fhanysha Gaddis
General Counsel

Date: 07/23/2024



Melissa Bassanelli

Superintendent of Schools
San Juan Unified School District