

**Los Angeles County Office of Education
Business Advisory Services**

**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:	Montebello Unified School District		
Name of Bargaining Unit:	Chapter 505 of the California School Employees Association (CSEA)		
Certificated, Classified, Other:	Classified		

The proposed agreement covers the period beginning:	July 1, 2016	and ending:	June 30, 2019
	(date)		(date)

The Governing Board will act upon this agreement on:	June 7, 2018
	(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 All Funds - Combined	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
	Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2017-18	Year 2 Increase/(Decrease) 2018-19	Year 3 Increase/(Decrease) 2019-20
	\$ 44,836,559	\$ -	\$ -	\$ -
1. Salary Schedule Including Step and Column		0.00%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ 1,793,462	\$ -	\$ -
Description of Other Compensation		4% one time off schedule bonus		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 13,617,309	\$ 544,692	\$ -	\$ -
		4.00%	0.00%	0.00%
4. Health/Welfare Plans	\$ 1,323,300	\$ 363,908		
		27.50%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 59,777,168	\$ 2,702,062	\$ -	\$ -
		4.52%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	990.00			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 60,381	\$ 2,729	\$ -	\$ -
		4.52%	0.00%	0.00%

Montebello Unified School District
Chapter 505 of the California School Employees Association (CSEA)

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"?

2016-17 agreed to 0%. For 2017-18, a one time 4% off salary schedule bonus for 2017-18 school year. No on-going salary schedule change

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.)

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

Yes No

If yes, please describe the cap amount.

The rate for Health and Welfare cap for 1 FTE increased from \$13,837 in 2016-17 to \$14,218 in 2017-18. Cap for .75 FTE is increased from \$11,179 to \$11,486, .5 FTE from \$7,449 to \$7,654.

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

None.

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.)

None.

Montebello Unified School District
Chapter 505 of the California School Employees Association (CSEA)

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

Article XIX: Negotiating Procedures. Either party may reopen the contract during the term hereof by notifying the other party in writing of the article(s) to be reopened no later than the third Tuesday in May 2019.

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

On -boarding and orientation process

F. Source of Funding for Proposed Agreement:**1. Current Year**

LCFF, Federal , State, and Local revenue

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

This is a single year agreement for the 4% off-schedule increase. The health and welfare cap is on-going and will be funded through LCFF, Federal, State, and Local revenue.

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.)

N/A

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 273,098,258		\$ 273,098,258
Federal Revenue	8100-8299	\$ 110,000		\$ 110,000
Other State Revenue	8300-8599	\$ 8,790,143		\$ 8,790,143
Other Local Revenue	8600-8799	\$ 12,859,878		\$ 12,859,878
TOTAL REVENUES		\$ 294,858,279		\$ 294,858,279
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 106,783,837	\$ -	\$ 106,783,837
Classified Salaries	2000-2999	\$ 33,650,279	\$ 1,058,058	\$ 34,708,337
Employee Benefits	3000-3999	\$ 59,967,830	\$ 685,251	\$ (363,908) \$ 60,289,173
Books and Supplies	4000-4999	\$ 16,890,499		\$ 16,890,499
Services and Other Operating Expenditures	5000-5999	\$ 11,474,967		\$ 11,474,967
Capital Outlay	6000-6999	\$ 1,914,388		\$ 1,914,388
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 175,000		\$ 175,000
Transfers of Indirect Costs	7300-7399	\$ (2,324,229)		\$ (2,324,229)
TOTAL EXPENDITURES		\$ 228,532,571	\$ 1,743,309	\$ (363,908) \$ 229,911,972
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 9,551,590	\$ -	\$ 9,551,590
Transfers Out and Other Uses	7600-7699	\$ 53,049	\$ -	\$ 53,049
Contributions	8980-8999	\$ (48,693,457)	\$ (426,765)	\$ (49,120,222)
OPERATING SURPLUS (DEFICIT)*		\$ 27,130,792	\$ (2,170,074)	\$ 363,908 \$ 25,324,626
BEGINNING FUND BALANCE	9791	\$ 48,625,544		\$ 48,625,544
Audit Adjustments/Other Restatements	9793/9795	\$ 886,561		\$ 886,561
ENDING FUND BALANCE		\$ 76,642,897	\$ (2,170,074)	\$ 363,908 \$ 74,836,731
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 585,000	\$ -	\$ 585,000
Restricted	9740			
Committed	9750-9760	\$ 2,637,314	\$ -	\$ 2,637,314
Assigned	9780	\$ 62,871,328	\$ (2,224,259)	\$ 363,908 \$ 61,010,977
Reserve for Economic Uncertainties	9789	\$ 10,549,255	\$ 54,185	\$ 10,603,440
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

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

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 34,325,869		\$ 34,325,869
Other State Revenue	8300-8599	\$ 21,736,064		\$ 21,736,064
Other Local Revenue	8600-8799	\$ 8,703,185		\$ 8,703,185
TOTAL REVENUES		\$ 64,765,118		\$ 64,765,118
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 32,529,893	\$ -	\$ 32,529,893
Classified Salaries	2000-2999	\$ 13,326,921	\$ 477,164	\$ 13,804,085
Employee Benefits	3000-3999	\$ 32,608,765	\$ 144,919	\$ 32,753,684
Books and Supplies	4000-4999	\$ 9,459,631		\$ 9,264,313
Services and Other Operating Expenditures	5000-5999	\$ 21,246,214		\$ 21,246,214
Capital Outlay	6000-6999	\$ 10,460,553		\$ 10,460,553
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 2,100,000		\$ 2,100,000
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ 1,324,229		\$ 1,324,229
TOTAL EXPENDITURES		\$ 123,056,206	\$ 622,083	\$ (195,318) \$ 123,482,971
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 48,693,457	\$ 426,765	\$ 49,120,222
OPERATING SURPLUS (DEFICIT)*		\$ (9,597,631)	\$ (195,318)	\$ 195,318 \$ (9,597,631)
BEGINNING FUND BALANCE	9791	\$ 14,234,200		\$ 14,234,200
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 4,636,569	\$ (195,318)	\$ 195,318 \$ 4,636,569
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 4,636,569	\$ (195,318)	\$ 195,318 \$ 4,636,569
Committed	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789		\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ -	\$ - \$ (0)

*Net Increase (Decrease) in Fund Balance

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

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

	Object Code	Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 273,098,258		\$ -	\$ 273,098,258
Federal Revenue	8100-8299	\$ 34,435,869		\$ -	\$ 34,435,869
Other State Revenue	8300-8599	\$ 30,526,207		\$ -	\$ 30,526,207
Other Local Revenue	8600-8799	\$ 21,563,063		\$ -	\$ 21,563,063
TOTAL REVENUES		\$ 359,623,397		\$ -	\$ 359,623,397
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 139,313,730	\$ -	\$ -	\$ 139,313,730
Classified Salaries	2000-2999	\$ 46,977,200	\$ 1,535,222	\$ -	\$ 48,512,422
Employee Benefits	3000-3999	\$ 92,576,595	\$ 830,170	\$ (363,908)	\$ 93,042,857
Books and Supplies	4000-4999	\$ 26,350,130		\$ (195,318)	\$ 26,154,812
Services and Other Operating Expenditures	5000-5999	\$ 32,721,181		\$ -	\$ 32,721,181
Capital Outlay	6000-6999	\$ 12,374,941		\$ -	\$ 12,374,941
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 2,275,000		\$ -	\$ 2,275,000
Transfers of Indirect Costs	7300-7399	\$ (1,000,000)		\$ -	\$ (1,000,000)
TOTAL EXPENDITURES		\$ 351,588,777	\$ 2,365,392	\$ (559,226)	\$ 353,394,943
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ 9,551,590	\$ -	\$ -	\$ 9,551,590
Transfers Out and Other Uses	7600-7699	\$ 53,049	\$ -	\$ -	\$ 53,049
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 17,533,161	\$ (2,365,392)	\$ 559,226	\$ 15,726,995
BEGINNING FUND BALANCE	9791	\$ 62,859,744			\$ 62,859,744
Audit Adjustments/Other Restatements	9793/9795	\$ 886,561			\$ 886,561
ENDING FUND BALANCE		\$ 81,279,465	\$ (2,365,392)	\$ 559,226	\$ 79,473,299
COMPONENTS OF ENDING FUND					
Nonspendable	9711-9719	\$ 585,000	\$ -	\$ -	\$ 585,000
Restricted	9740	\$ 4,636,569	\$ (195,318)	\$ 195,318	\$ 4,636,569
Committed	9750-9760	\$ 2,637,314	\$ -	\$ -	\$ 2,637,314
Assigned	9780	\$ 62,871,328	\$ (2,224,259)	\$ 363,908	\$ 61,010,977
Reserve for Economic Uncertainties	9789	\$ 10,549,255	\$ 54,185	\$ -	\$ 10,603,440
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

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

Montebello Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 11 - Adult Education Fund**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

	Object Code	Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 16,485,984			\$ 16,485,984
Other Local Revenue	8600-8799	\$ 142,100			\$ 142,100
TOTAL REVENUES		\$ 16,628,084		\$ -	\$ 16,628,084
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 5,370,045	\$ -		\$ 5,370,045
Classified Salaries	2000-2999	\$ 2,145,484	\$ 82,594		\$ 2,228,078
Employee Benefits	3000-3999	\$ 4,674,978	\$ 25,085		\$ 4,700,063
Books and Supplies	4000-4999	\$ 350,500			\$ 350,500
Services and Other Operating Expenditures	5000-5999	\$ 737,000			\$ 737,000
Capital Outlay	6000-6999	\$ 77,000			\$ 77,000
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 6,300,000			\$ 6,300,000
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 350,000			\$ 350,000
TOTAL EXPENDITURES		\$ 20,005,007	\$ 107,679	\$ -	\$ 20,112,686
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -		\$ -
Transfers Out and Other Uses	7600-7699	\$ 1,989,433	\$ -		\$ 1,989,433
OPERATING SURPLUS (DEFICIT)*		\$ (5,366,356)	\$ (107,679)	\$ -	\$ (5,474,035)
BEGINNING FUND BALANCE	9791	\$ 6,654,801			\$ 6,654,801
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 1,288,445	\$ (107,679)	\$ -	\$ 1,180,766
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -		\$ -
Restricted	9740	\$ 1,288,445	\$ (107,679)		\$ 1,180,766
Committed	9750-9760	\$ -	\$ -		\$ -
Assigned	9780	\$ (0)	\$ -		\$ (0)
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

Los Angeles County Office of Education

Business Advisory Services

Revised 7/11/17

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development Fund**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 63,138		\$ 63,138
Other State Revenue	8300-8599	\$ 93,946		\$ 93,946
Other Local Revenue	8600-8799	\$ 100		\$ 100
TOTAL REVENUES		\$ 157,184	\$ -	\$ 157,184
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 108,070	\$ -	\$ 108,070
Classified Salaries	2000-2999	\$ 23,664	\$ 946	\$ 24,610
Employee Benefits	3000-3999	\$ 68,878	\$ 287	\$ 69,165
Books and Supplies	4000-4999	\$ 9,521	\$ (1,233)	\$ 8,288
Services and Other Operating Expenditures	5000-5999	\$ -		\$ -
Capital Outlay	6000-6999	\$ -		\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -
TOTAL EXPENDITURES		\$ 210,133	\$ 1,233	\$ (1,233) \$ 210,133
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 53,049	\$ -	\$ 53,049
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 100	\$ (1,233)	\$ 1,233 \$ 100
BEGINNING FUND BALANCE	9791	\$ 238		\$ 238
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 338	\$ (1,233)	\$ 1,233 \$ 338
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 0	\$ (1,233)	\$ 1,233 \$ 0
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 338	\$ -	\$ 338
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

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 13/61 - Cafeteria Fund**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

	Object Code	Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 13,166,600			\$ 13,166,600
Other State Revenue	8300-8599	\$ 1,036,768			\$ 1,036,768
Other Local Revenue	8600-8799	\$ 961,000			\$ 961,000
TOTAL REVENUES		\$ 15,164,368		\$ -	\$ 15,164,368
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 7,200	\$ -		\$ 7,200
Classified Salaries	2000-2999	\$ 4,667,709	\$ 125,710		\$ 4,793,419
Employee Benefits	3000-3999	\$ 2,559,931	\$ 38,179		\$ 2,598,110
Books and Supplies	4000-4999	\$ 6,105,200			\$ 6,105,200
Services and Other Operating Expenditures	5000-5999	\$ 807,876			\$ 807,876
Capital Outlay	6000-6999	\$ 150,000			\$ 150,000
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -			\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 650,000			\$ 650,000
TOTAL EXPENDITURES		\$ 14,947,916	\$ 163,889	\$ -	\$ 15,111,805
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -		\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -		\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 216,452	\$ (163,889)	\$ -	\$ 52,563
BEGINNING FUND BALANCE	9791	\$ 19,108,147			\$ 19,108,147
Audit Adjustments/Other Restatements	9793/9795	\$ (3,901,407)			\$ (3,901,407)
ENDING FUND BALANCE		\$ 15,423,192	\$ (163,889)	\$ -	\$ 15,259,303
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -		\$ -
Restricted	9740	\$ 514,912	\$ (163,889)		\$ 351,023
Committed	9750-9760	\$ -	\$ -		\$ -
Assigned	9780	\$ 14,908,279	\$ -		\$ 14,908,279
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

Los Angeles County Office of Education

Business Advisory Services

Revised 7/11/17

Montebello Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:

Building Fund

Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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	\$ 1,500,000		\$ 1,500,000
TOTAL REVENUES		\$ 1,500,000		\$ 1,500,000
EXPENDITURES				
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 1,164,656	\$ 40,756	\$ 1,205,412
Employee Benefits	3000-3999	\$ 632,871	\$ 12,377	\$ 645,248
Books and Supplies	4000-4999	\$ 100,000		\$ 100,000
Services and Other Operating Expenditures	5000-5999	\$ 2,274,030		\$ 2,274,030
Capital Outlay	6000-6999	\$ 33,523,000		\$ 33,523,000
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ -		\$ -
TOTAL EXPENDITURES		\$ 37,694,557	\$ 53,133	\$ 37,747,690
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 6,548,005	\$ -	\$ 6,548,005
OPERATING SURPLUS (DEFICIT)*		\$ (42,742,562)	\$ (53,133)	\$ (42,795,695)
BEGINNING FUND BALANCE	9791	\$ 108,894,440		\$ 108,894,440
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 66,151,878	\$ (53,133)	\$ 66,098,745
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 56,462,593	\$ (53,133)	\$ 56,409,460
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 9,689,285	\$ -	\$ 9,689,285
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 0	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

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

Los Angeles County Office of Education

Business Advisory Services

Revised 7/11/17

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

		Self-Insurance Fund			
		Bargaining Unit: Chapter 505 of the California School Employees Association (CSEA)			
Object Code		Column 1	Column 2	Column 3	Column 4
REVENUES		Latest Board-Approved Budget Before Settlement (As of 03/22/18)	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)
Federal Revenue	8100-8299	\$ -			\$ -
Other State Revenue	8300-8599	\$ -			\$ -
Other Local Revenue	8600-8799	\$ 13,717,645			\$ 13,717,645
TOTAL REVENUES		\$ 13,717,645		\$ -	\$ 13,717,645
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -		\$ -
Classified Salaries	2000-2999	\$ 285,638	\$ 8,234		\$ 293,872
Employee Benefits	3000-3999	\$ 165,041	\$ 2,501		\$ 167,542
Books and Supplies	4000-4999	\$ 15,000			\$ 15,000
Services and Other Operating Expenditures	5000-5999	\$ 9,533,852			\$ 9,533,852
Capital Outlay	6000-6999	\$ -			\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -			\$ -
Transfers of Indirect Costs	7300-7399	\$ -			\$ -
TOTAL EXPENDITURES		\$ 9,999,531	\$ 10,735	\$ -	\$ 10,010,266
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -		\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -		\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 3,718,114	\$ (10,735)	\$ -	\$ 3,707,379
BEGINNING FUND BALANCE	9791	\$ 16,543,644			\$ 16,543,644
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 20,261,758	\$ (10,735)	\$ -	\$ 20,251,023
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -		\$ -
Restricted	9740	\$ -	\$ -		\$ -
Committed	9750-9760	\$ -	\$ -		\$ -
Assigned	9780	\$ -	\$ -		\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -		\$ -
Unassigned/Unappropriated Amount	9790	\$ 20,261,758	\$ (10,735)	\$ -	\$ 20,251,023

*Net Increase (Decrease) in Fund Balance

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

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Unrestricted General Fund MYP**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSE)

Object Code	2017-18	2018-19	2019-20	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 273,098,258	\$ 276,714,894	\$ 268,207,575
Federal Revenue	8100-8299	\$ 110,000	\$ -	\$ -
Other State Revenue	8300-8599	\$ 8,790,143	\$ 12,061,730	\$ 4,497,842
Other Local Revenue	8600-8799	\$ 12,859,878	\$ 672,000	\$ 672,000
TOTAL REVENUES		\$ 294,858,279	\$ 289,448,624	\$ 273,377,417
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 106,783,837	\$ 110,199,111	\$ 113,972,431
Classified Salaries	2000-2999	\$ 34,708,337	\$ 34,537,399	\$ 35,147,722
Employee Benefits	3000-3999	\$ 60,289,173	\$ 65,831,897	\$ 71,686,575
Books and Supplies	4000-4999	\$ 16,890,499	\$ 11,378,499	\$ 11,378,499
Services and Other Operating Expenditures	5000-5999	\$ 11,474,967	\$ 11,580,067	\$ 11,580,067
Capital Outlay	6000-6999	\$ 1,914,388	\$ 1,879,388	\$ 1,879,388
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 175,000	\$ 175,000	\$ 175,000
Transfers of Indirect Costs	7300-7399	\$ (2,324,229)	\$ (2,287,229)	\$ (2,287,229)
Other Adjustments		\$ -	\$ -	\$ -
TOTAL EXPENDITURES		\$ 229,911,972	\$ 233,294,132	\$ 243,532,453
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 9,551,590	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 53,049	\$ 53,049	\$ 53,049
Contributions	8980-8999	\$ (49,120,222)	\$ (49,693,457)	\$ (52,157,380)
OPERATING SURPLUS (DEFICIT)*		\$ 25,324,626	\$ 6,407,985	\$ (22,365,465)
BEGINNING FUND BALANCE	9791	\$ 48,625,544	\$ 74,836,731	\$ 81,244,716
Audit Adjustments/Other Restatements	9793/9795	\$ 886,561		
ENDING FUND BALANCE		\$ 74,836,731	\$ 81,244,716	\$ 58,879,251
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 585,000	\$ 585,000	\$ 585,000
Restricted	9740			
Committed	9750-9760	\$ 2,637,314	\$ 3,399,934	\$ 4,379,049
Assigned	9780	\$ 61,010,977	\$ 67,059,978	\$ 43,405,483
Reserve for Economic Uncertainties	9789	\$ 10,603,440	\$ 10,199,803	\$ 10,509,719
Unassigned/Unappropriated Amount	9790	\$ -	\$ 0	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

Page 4i

Montebello Unified School District

Chapter 505 of the California School Employees Association (CSEA)

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

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (363,908)	Health & Welfare increases budgeted October 5, 2017 Budget Adoption
Other Financing Sources/Uses	\$ -	and all other subsequent Interim Reports.
Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (195,318)	Programs like Title 1, will reduce 4xxx object to pay for settlement
Other Financing Sources/Uses	\$ -	
Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (1,233)	Restricted Programs will reduce 4xxx object to pay for settlement
Other Financing Sources/Uses	\$ -	
Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	
Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSE)

Object Code	2017-18	2018-19	2019-20
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue	8010-8099	\$ -	\$ -
Federal Revenue	8100-8299	\$ 34,325,869	\$ 27,728,988
Other State Revenue	8300-8599	\$ 21,736,064	\$ 20,124,291
Other Local Revenue	8600-8799	\$ 8,703,185	\$ 8,303,185
TOTAL REVENUES		\$ 64,765,118	\$ 56,156,464
EXPENDITURES			
Certificated Salaries	1000-1999	\$ 32,529,893	\$ 32,025,894
Classified Salaries	2000-2999	\$ 13,804,085	\$ 13,303,291
Employee Benefits	3000-3999	\$ 32,753,684	\$ 32,415,565
Books and Supplies	4000-4999	\$ 9,264,313	\$ 7,100,591
Services and Other Operating Expenditures	5000-5999	\$ 21,246,214	\$ 16,834,454
Capital Outlay	6000-6999	\$ 10,460,553	\$ 979,239
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 2,100,000	\$ 2,700,000
	7400-7499		\$ 3,300,000
Transfers of Indirect Costs	7300-7399	\$ 1,324,229	\$ 1,287,229
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES		\$ 123,482,971	\$ 106,646,263
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources	8900-8979	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -
Contributions	8980-8999	\$ 49,120,222	\$ 49,693,457
OPERATING SURPLUS (DEFICIT)*		\$ (9,597,631)	\$ (796,342)
BEGINNING FUND BALANCE	9791	\$ 14,234,200	\$ 4,636,569
Audit Adjustments/Other Restatements	9793/9795	\$ -	
ENDING FUND BALANCE		\$ 4,636,569	\$ 3,840,227
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable	9711-9719	\$ -	\$ -
Restricted	9740	\$ 4,636,569	\$ 3,840,227
Committed	9750-9760		
Assigned	9780		
Reserve for Economic Uncertainties	9789	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Combined General Fund MYP**

Bargaining Unit: Chapter 505 of the California School Employees Association (CSE)

Object Code	2017-18	2018-19	2019-20	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 273,098,258	\$ 276,714,894	\$ 268,207,575
Federal Revenue	8100-8299	\$ 34,435,869	\$ 27,728,988	\$ 27,728,988
Other State Revenue	8300-8599	\$ 30,526,207	\$ 32,186,021	\$ 23,285,496
Other Local Revenue	8600-8799	\$ 21,563,063	\$ 8,975,185	\$ 8,575,185
TOTAL REVENUES		\$ 359,623,397	\$ 345,605,088	\$ 327,797,244
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 139,313,730	\$ 142,225,005	\$ 145,533,856
Classified Salaries	2000-2999	\$ 48,512,422	\$ 47,840,690	\$ 48,451,013
Employee Benefits	3000-3999	\$ 93,042,857	\$ 98,247,462	\$ 104,058,802
Books and Supplies	4000-4999	\$ 26,154,812	\$ 18,479,090	\$ 18,479,090
Services and Other Operating Expenditures	5000-5999	\$ 32,721,181	\$ 28,414,521	\$ 28,414,521
Capital Outlay	6000-6999	\$ 12,374,941	\$ 2,858,627	\$ 2,858,627
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 2,275,000	\$ 2,875,000	\$ 3,475,000
	7400-7499			
Transfers of Indirect Costs	7300-7399	\$ (1,000,000)	\$ (1,000,000)	\$ (1,000,000)
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 353,394,943	\$ 339,940,395	\$ 350,270,909
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 9,551,590	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 53,049	\$ 53,049	\$ 53,049
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 15,726,995	\$ 5,611,643	\$ (22,526,714)
BEGINNING FUND BALANCE	9791	\$ 62,859,744	\$ 79,473,299	\$ 85,084,943
Audit Adjustments/Other Restatements	9793/9795	\$ 886,561		
ENDING FUND BALANCE		\$ 79,473,299	\$ 85,084,943	\$ 62,558,229
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 585,000	\$ 585,000	\$ 585,000
Restricted	9740	\$ 4,636,569	\$ 3,840,227	\$ 3,678,978
Committed	9750-9760	\$ 2,637,314	\$ 3,399,934	\$ 4,379,049
Assigned	9780	\$ 61,010,977	\$ 67,059,978	\$ 43,405,483
Reserve for Economic Uncertainties	9789	\$ 10,603,440	\$ 10,199,803	\$ 10,509,719
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ 0	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

Montebello Unified School District
Chapter 505 of the California School Employees Association (CSEA)

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

	2017-18	2018-19	2019-20
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 353,447,992	\$ 339,993,444	\$ 350,323,958
b. Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c. Net Expenditures, Transfers Out, and Uses	\$ 353,447,992	\$ 339,993,444	\$ 350,323,958
d. State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
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)	\$ 10,603,440	\$ 10,199,803	\$ 10,509,719

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 10,603,440	\$ 10,199,803	\$ 10,509,719
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ 0	\$ (0)
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	\$ 10,603,440	\$ 10,199,803	\$ 10,509,719
f. Reserve for Economic Uncertainties Percentage	3.00%	3.00%	3.00%

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

2017-18	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2018-19	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2019-20	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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

(Redacted area)

Public Disclosure of Proposed Collective Bargaining Agreement

Page 7

Montebello Unified School District
Chapter 505 of the California School Employees Association (CSEA)

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	\$ 2,702,062
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (2,365,392)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (107,679)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (1,233)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (163,889)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (53,133)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (10,735)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (2,702,061)

Variance \$ 1

Variance Explanation:

The compensation increase related to the Health & Welfare was included in the Adopted Budget, October 2017 and all other subsequent 2017-18 Budgets

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.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ 17,533,161	5.0%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ 15,726,995	4.4%	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 5,611,643	1.7%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (22,526,714)	(6.4%)	Decline in student enrollment

Deficit Reduction Plan (as necessary):

District is reducing staff through attrition to accommodate declining enrollment. The District has a Fiscal Advisor assigned since October 5, 2017

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 9a.

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

Chapter 505 of the California School Employees Association (CSEA)

J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding.

(fill out columns for which there is an agreement)

	Prior Year	2017-18	2018-19	2019-20
a. LCFF Funding per ADA	10,238.00	10,531.00	11,014.00	11,230.00
b. Amount Change from Prior Year Funding per ADA	293.00	483.00	216.00	
c. Percentage Change from Prior Year Funding per ADA	2.86%	4.59%	1.96%	
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)	2,702,062.34	-	-	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)	4.52%	0.00%	0.00%	
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)	Exceeds	-	-	-

K. 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 Montebello 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 July 1, 2017 to June 30, 2018.

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/Other Financing Sources	\$	-
Expenditures/Other Financing Uses	\$	2,141,602
Ending Balance(s) Increase/(Decrease)	\$	(2,141,602)

Budget Adjustment Increase/(Decrease)

\$	-
\$	2,141,602
\$	(2,141,602)

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources	\$	-
Expenditures/Other Financing Uses	\$	-
Ending Balance(s) Increase/(Decrease)	\$	-

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

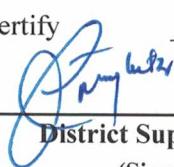
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified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



5-22-18

Date

I hereby certify I am unable to certify



5-22-18

Date

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

Public Disclosure of Proposed Collective Bargaining Agreement

Page 9a

Montebello Unified School District

Chapter 505 of the California School Employees Association (CSEA)

Assumptions and Explanations (enter or attach documentation)

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

The assumptions for this document are the same as submitted for the Second Interim report. LCFF assumptions are as of the January 2018 Governor's Proposal. The staffing is as of January 2018.

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

None.

L. 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.

Montebello Unified School District
District Name

District Superintendent
(Signature)

Anthony J. Martinez
Contact Person

Date

(323) 887-7900
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 7, 2018, took action to approve the proposed agreement with the Chapter 505 of the California School Employees Association (CSEA) Bargaining Unit(s).

President (or Clerk), Governing Board
(Signature)

Date

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

CORRECTED TENTATIVE AGREEMENT

Between The

MONTEBELLO UNIFIED SCHOOL DISTRICT

and

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS MONTEBELLO

CHAPTER 505

The Montebello Unified School District and the California School Employees Association, and its Montebello Chapter 505 (CSEA 505) (collectively referred to as "the parties"), having met and negotiated in good faith, hereby agree to enter into this Tentative Agreement for a successor Collective Bargaining Agreement. Once ratified and approved by the parties, this Tentative Agreement shall resolve the 2016/2017 and 2017/2018 reopen negotiations.

ARTICLE I: TERM OF AGREEMENT

- 1.1 This Agreement shall become effective July 1, 2013~~6~~ and shall continue in effect to and including June 30, 2016~~9~~.
- 1.1.1 The Association and the District agree that either party may reopen Wages (Article VI) and/or Health & Welfare (Article VII) and one additional article ~~for the 2013-2014, 2014-2015, and 2015-2016 school years~~. This Agreement and its provisions shall remain in force until another contract has been negotiated.

ARTICLE V: HOURS

5.3 **Adjustment of Assigned Time**

Any employee who works a minimum of thirty (30) minutes or more per day in excess of his/her regular part-time assignment for a period of twenty (20) consecutive working days or more shall have his/her regular assignment adjusted upward to reflect the longer hours effective with the next pay period. It is the intent of the parties that this provision not be circumvented by purposely creating a break in the consecutive days of additional hours with a resumption of the additional hours thereafter. Additionally, any part-time employee who works an average of fifty (50) minutes per day, exclusive of overtime in any quarter in excess of his/her regular assignment shall be entitled to all fringe and health and welfare benefits in the succeeding quarter based on the average number of hours worked in the preceding quarter. **This section shall not apply to those unit members assigned to provisional and/or limited term assignments, as defined by the Education Code.**

ARTICLE VI: WAGES

- 6.1.1 CSEA and its Montebello 505 chapter shall not receive the benefit of any favorable upwardly adjusted salary and health benefits compensation package which the District grants to other bargaining units or unrepresented groups with respect to the 2016/2017 and 2017/2018 only. Instead CSEA and its Montebello 505 chapter shall receive the following wages for the 2016/2017 and 2017/2018 fiscal years.

There shall be no salary increases for fiscal year 2016/2017.

Employees employed in a CSEA-represented classification with the District on the date this Agreement is adopted by the Board of Education will receive a one-time off-schedule increase of 4% retroactive to July 1, 2017. This one-time off-schedule 4% increase shall end on June 30, 2018 and shall thereafter be excluded from salary calculations.

The District and CSEA Montebello Chapter 505 agree that the CSEA Montebello 505 Bargaining Unit shall receive the benefit of any favorable upwardly adjusted salary and health benefits compensation package which the District grants to other bargaining units or unrepresented groups with respect to the duration of the contract.

ARTICLE VII: HEALTH AND WELFARE BENEFITS

- 7.2.1 a. **The current amounts the District contributes for employees whose assignment is:**
7 hours or more **is = \$14,218**(equal to AMSA, effective July 1, 2014)
5 **or more** hours **but less than 7 hours is or more = \$11,486**
4 **or more** hours **but less than 5 hours is or more = \$7,654**

ARTICLE XVI: GRIEVANCE PROCEDURES

16.3.2 Formal Procedure

Step 4

- a. If the grievance is still unresolved within ten (10) working days following the Step 3 decision (this time may be extended by mutual agreement), the grievance may be appealed during this period in writing to the Superintendent **of Schools**. The Superintendent **of Schools** shall have available to him/her all written material concerning the grievance. The Superintendent may meet with individuals involved with the grievance to determine the facts of the situation. The Superintendent shall reply in writing stating his/her conclusions about the case within twenty (20) working days after receipt of the employee's written grievance under Step 4.
- b. If the problem is resolved or the aggrieved wishes to take no further steps, the case is closed after ten (10) working days following the written reply of the Superintendent

Step 6

- a. If the grievant is not satisfied with the disposition to the grievance at Step 5, the grievant, with the concurrence of the Association, within ten (10) **working** days after the mediation, may submit the grievance to arbitration. If any questions arise as to the arbitrability of the grievance, such questions shall be ruled upon by the arbitrator prior to initiating the hearing. The arbitrator, however, may request from the parties any information that he/she deems necessary to rule on the issue of arbitrability.
- b. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within ten (10) **working** days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within ten (10) **working** days of submitting the

grievance for arbitration ~~State Mediation and Conciliation Services (SMCS), Judicial Arbitration and Mediation Services, Inc. (JAMS)~~ will be requested to supply a list of five (5) names. Only those who are available to hear the case within ~~forty-five ninety (45 90)~~ calendar days may appear on the list. Either party will alternately strike from the list until only one (1) name remains. The order of striking will be determined by lot.

ARTICLE XVII: EFFECTS OF LAYOFFS/REDUCTION IN HOURS

- 17.1 The District has the discretion to initiate layoffs. The District in collaboration with the Association shall negotiate the decision and effects of any 17.1 reduction of hours for any employee in the bargaining unit in accordance with Sections 2.2, 2.3, 2.4, and 2.5. The District shall provide the Association with a seniority list of bargaining unit employees in the affected classification.
- 17.2 At least ~~forty-five sixty (4560)~~ calendar days prior to the effective date of any layoff **or reduction** in hours for lack of funds or **lack of work**, each affected employee shall be provided a written notice of layoff or reduction of hours. As part of such notice, each employee shall be required to make an irrevocable decision concerning the available options in the event of a layoff/reduction of hours. Affected employees shall be provided written notice of the results of bumping or of their exercise of other available options a minimum of thirty (30) calendar days prior to the date of any layoff/reduction of hours. Prior to the effective date of any layoff/reduction of hours, the Association shall be given notice, and an opportunity to negotiate the effects of the intended layoff/reduction of hours, including displacement of employees. Any such negotiations will not delay the effective date of any layoff/reduction of hours.
- 17.3 The reemployment list for a class shall be used before any other means of filling any vacancies for that class. Employees who take a voluntary reduction in assigned time in lieu of layoff **shall may** be, at the option of the employee, returned to a position in that class with increased assigned time as vacancies become available. During the life of the reemployment list, the employee may decline three (3) such offers before his/her name is removed from the reemployment list.

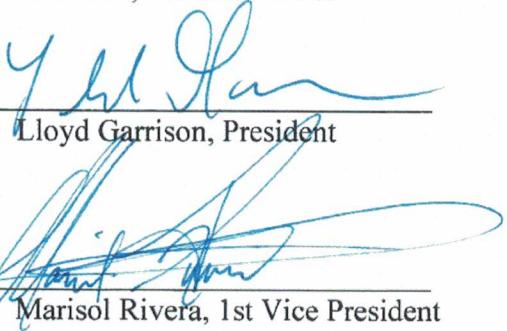
ARTICLE XIX: NEGOTIATING PROCEDURES

- 19.2 Subject to the limitations of Article 1.1.1, either party may reopen the contract during the term hereof by notifying the other party in writing of the article(s) to be reopened no later than the third Tuesday in May~~2019~~**2006**.
- 19.6 Negotiating sessions shall be held a minimum of **once (1) every other per week, or twice per month** subsequent to the first meeting unless there is mutual agreement to the contrary. Initially, all sessions will begin at 9:00 a.m. and end at a mutually agreed time and at a location mutually acceptable to the parties. Changes in time and location must be mutually agreed. Sessions may include caucuses. Six (6) representatives from the Association shall be released from their work duties without loss of compensation to participate in these negotiating sessions. Appropriate supervisors will be notified of negotiation schedules to provide for release time for Association representatives in negotiations.

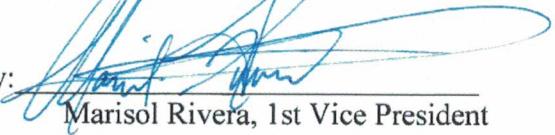
This Tentative Agreement is subject to ratification by the CSEA 505 membership and approval by the District's Board of Education.

APPROVED AND ACCEPTED THIS 2nd DAY OF MAY 2018

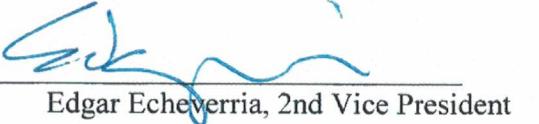
CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER 505

By: 

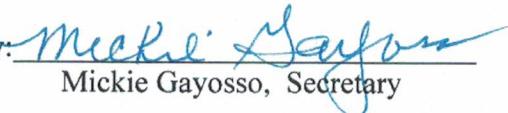
Lloyd Garrison, President

By: 

Marisol Rivera, 1st Vice President

By: 

Edgar Echeverria, 2nd Vice President

By: 

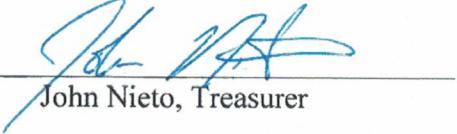
Mickie Gayosso, Secretary

By: 

Corinne Perez, CPRO

By: 

Versalle Lewis, School Bus Driver,
Negotiator

By: 

John Nieto, Treasurer

By: 

Heng Lim, Labor Representative

MONTEBELLO UNIFIED SCHOOL
DISTRICT

By: 

Elvira Alvarado, Interim Asst. Supt.,
Educ. Services

By: 

Todd Macy, Director, Federal and
State Programs

By: 

Ricardo Mendez, Director, Pupil and
Community Services

By: 

Francisco Arregui, Principal, High
School

By: 

Adrianna E. Guzman, Liebert
Cassidy Whitmore, Negotiator

**Memorandum of Understanding
Between
Montebello Unified School District
and
California School Employees Association and its Montebello Chapter 505**

The Montebello Unified School District ("District") and the California School Employees Association, and its Montebello Chapter 505 (CSEA 505) are parties to a Collective Bargaining Agreement ("CBA") to cover the wages, hours, and other terms and conditions of employment of the with respect to terms and conditions of employment for classified unit employees.

The District and CSEA 505, having met and negotiated in good faith, hereby enter into this following Memorandum of Understanding on AB 119, as follows:

District Notice to CSEA of New Hires

1. Provide CSEA with Notice of New Hires: The District shall provide the CSEA Labor Relations Representative notice of any newly hired employee to a CSEA-represented classification, within thirty (30) days of date of hire, via electronic mail. The notice shall include full legal name, date of hire, classification and site.
2. Definition of Newly Hired Employee: "Newly hired employee" or "new hire" means any employee, whether permanent, full-time, part time, hired by the District to a CSEA-represented classification, and who is still employed as of the date of the new employee orientation. It also includes all employees who are or have been previously employed by the District, and whose current position has placed them in bargaining unit represented by CSEA. For those latter employees, for purposes of this agreement only, the "date of hire" is the date upon which the employee's classification or employee status changed such that the employee was placed in the CSEA unit.
3. Employee Information Except for employees who have submitted written requests pursuant to Government Code section 6254.3(c) prohibiting the disclosure of their home address, home telephone number, personal cellular telephone number, or personal email address, the District shall provide CSEA with new Hire Contract Information. The District shall not make any statements encouraging opt out. On the last workday of each month, the District shall provide to a-CSEA, via a mutually agreeable email process the name and contact information on the new hires. This information shall be provided to CSEA regardless of whether the newly hired employee was previously employed by the District.

The information shall be provided electronically via a mutually agreeable secure email process and shall include the following items, if they are included in the District's records, with each field in its own column:

- a. First Name:
 - b. Middle Name:
 - c. Last Name:
 - d. Suffix (e.g. JR., III)
 - e. Job Title
 - f. Department:
 - g. Primary worksite name:
 - h. Work telephone number:
 - i. Work Extension;
 - j. Home Street Address (incl. apartment #);
 - k. City;
 - l. State;
 - m. Zip Code (5 or 9 digits);
 - n. Home telephone number (10 digits);
 - o. Personal cellular telephone number (10 digits)
 - p. Personal email address of the employee;
 - q. Employee ID No.
 - r. Hire date
4. Provide CSEA with Periodic Update of Unit Member Contact Information: Except where the employee has submitted a written request pursuant to Government Code section 6254.3(c) prohibiting the disclosure of their home address, home telephone number, personal cellular telephone number, or personal email address, the District shall provide CSEA , via a mutually agreeable secure email process all bargaining unit member names and contact information on the last working day of September, January, and May. The specific employee information required to be submitted shall include all the information described above in section 3 of this agreement.

New Employee Orientation

1. Definition of New Employee Orientation: "New employee orientation" means the onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.
2. Provide CSEA with Access to New Employee Orientation: The District shall provide CSEA mandatory access to its scheduled new employee orientations. CSEA shall receive not less than ten (10) days' notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable. Orientation sessions may include individual (one-on-one) new hire meetings with a Human Resources representative, a site administrator and/or group orientation sessions.

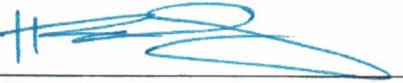
- a. Group Orientations: In the event the District conducts a group orientation, CSEA shall have a maximum of one (1) hour, including travel time, of paid release time for two (2) CSEA representatives to conduct the orientation session with those employees newly-hired into a CSEA-represented classification. Said release time shall not be counted against the total release time contained elsewhere in the CBA. The CSEA Labor Relations Representative may also attend the orientation session. CSEA shall provide the District with the contact information (email and cell phone number of the designated CSEA representatives).
 - b. Individual Orientations: In the event the District conducts one-on-one orientations with new employees, CSEA shall have a maximum of thirty (30) minutes of paid release time, including travel time, for one (1) CSEA representative to conduct the orientation session with the employee newly-hired into a CSEA-represented classification. Said release time shall not be counted against the total release time contained elsewhere in the CBA . The CSEA Labor Relations Representative may also attend the orientation session. CSEA shall provide the District with the contact information (email and cell phone number of the designated CSEA representatives).
 - c. The orientation session shall be held on District property during the workday of the employee(s), who shall be on paid time.
 - d. During CSEA's orientation session, no District manager or supervisor or non-unit employee shall be present.
 - e. The CSEA orientation session shall occur after the District concludes its new employee orientation.
3. New Hire Information Packet: The District shall include the CSEA membership application and a link for an electronic application in the new employee orientation packet provided to the newly hired employee. It will be CSEA's responsibility to provide copies of the CSEA membership applications with the District for Distribution.
 4. Grievance and Arbitration Procedure
 - a. Any alleged violation, misinterpretation, or misapplication of the terms of this Agreement shall be subject to the grievance provisions of Article 16 of the Agreement.
 - b. Definition of a "Grievant": For the purposes of this Article only, the "Grievant" shall only be CSEA and its Chapter #505. No single employee or group of employees may grieve this Article, unless they are authorized representatives of CSEA and its Chapter # 505 and grieving on behalf of the union. This provision shall supersede Article XVI. 16.1.1 of the Agreement.

This Memorandum of Understanding is subject to ratification by the CSEA 505 membership and approval by the District's Board of Education.

APPROVED AND ACCEPTED THIS 27TH DAY OF APRIL 2018

CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER 505

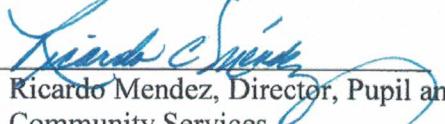
By: 
Lloyd Garrison, President

By: 
Heng Lim, Labor Representative

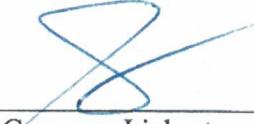
MONTEBELLO UNIFIED SCHOOL
DISTRICT

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