

**Board Meeting Agenda
November 18, 2011**

Topic: Disclosure of Tentative Agreement Between Riverside Unified School District and its Employees Represented by the Riverside City Teachers Association

Presented by: Michael H. Fine, Deputy Superintendent, Business Services and Governmental Relations

Responsible

Cabinet Member: Michael H. Fine, Deputy Superintendent, Business Services and Governmental Relations

Type of Item: Report

Short Description: This item represents the public disclosure of the terms and conditions, including financial impact, of a Tentative Agreement for employees represented by the Riverside City Teachers Association.

DESCRIPTION OF AGENDA ITEM:

The District has reached agreement on a Tentative Agreement (TA) with one of its collective bargaining units, the Riverside City Teachers Association representing certificated employees. The TA is the result of the collective bargaining process that began in September 2011.

The TA incorporates the following provisions (highlights only):

1. Article IX, Section 2.A – A recurring and one-time adjustment to the District’s annual contribution toward a medical insurance plan for full-time and part-time eligible employees. Specifically:
 - Effective January 1, 2012 (the 2012 plan year and following), the District’s annual contribution toward the District-sponsored medical plans that the subscriber chooses will be \$9,500. The estimated cost of this provision is \$842,500 annually.
 - Effective January 1, 2012 through December 31, 2012, on a one-time basis, the District will contribute an additional \$250 toward any applicable District-sponsored medical plan that the subscriber chooses. The contribution rate will be \$9,750

(\$9,500 recurring plus \$250 one-time). The estimated cost of this provision is \$421,250 one-time.

- Effective the first day of the month following adoption of a 2012-13 State Budget, and on a one-time basis, the District will contribute an additional \$250 toward any applicable District-sponsored medical plan that the subscriber chooses. Such additional contribution will only be applicable if the adopted 2012-13 State Budget provides for “flat funding” or more of the District’s base revenue limit for fiscal year 2012-13. The contribution rate will be \$10,000 (\$9,500 recurring plus \$250 one-time plus a second \$250 one-time contingent on funding levels). The estimated cost of this provision is \$421,250 one-time.
2. Multiple Articles related to adoption of a uniform full day kindergarten program, specifically:
- Article X – Instructional minutes (285 minutes) and teacher supervision duties will be consistent kindergarten through grade 3. The estimated cost of this provision is \$42,331 annually.
 - Article X – An instructional aide will be provided for one (1) hour per week for each kindergarten teacher to assist with preparation and small group instruction. The estimated cost of this provision is \$82,635 annually.
 - Article XII – Kindergarten classes will be staffed at a 24:1 student-to-teacher staffing ratio (“divisor”). The maximum class size for any class with kindergarten students is 27 students. The estimated cost of this provision is minimal when compared to the current 26.5:1 student-to-teacher staffing ratio and legal maximums on class size.
 - Article XII – The maximum class size of 27 students may be exceeded if doing so will avoid a combination class. The decision to exceed the maximum class size of 27 is a collaborative process between the principal, teacher and RCTA. There is no cost for this provision.
 - Article XXI – A joint commitment by the District and RCTA to reopen relevant Articles to review and refine full day kindergarten for the 2013-14 school year. The costs related to any changes in provisions will have to be determined once identified.

The negotiation process will continue in January on technical changes to Article IX – Health Benefits, Article X – Hours of Employment, and Article XII – Class Size. Additional disclosure and consideration of an additional Tentative Agreement will be addressed once further negotiations are complete.

This agenda item is intended to meet the public disclosure requirements of Assembly Bill 1200 (1991/1213) and Assembly Bill 2756 (2004/52). More specifically, AB 2756 amended Government Code Section 3547.5 to provide in part that, “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.”

RCTA has scheduled its ratification vote to be held prior to December 5.

FISCAL IMPACT: The Tentative Agreement provisions for health and welfare result in 1) an increase in cost in 2011-12 of \$631,875, 2) an incremental increase in cost in 2012-13 of 631,875, and 3) an incremental decrease in cost in 2013-14 of \$421,250. The on-going annual cost is \$631,875 associated to a recurring increase in the District’s annual contribution per eligible employee to their medical plan of \$9,500. Furthermore, the Tentative Agreement results in an additional annual increase in cost beginning in 2012-13 of \$124,966 associated to the full day kindergarten program.

RECOMMENDATION: Information only. Public disclosure of the terms and conditions, including financial impact, of the Tentative Agreement for employees represented by the Riverside City Teachers Association.

ADDITIONAL MATERIAL: 1) Disclosure of Collective Bargaining Agreement (form), 2) Tentative Agreement

Attached: Yes

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In accordance with California Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

Riverside Unified School District (School District Name)

Certificated

Classified

Riverside City Teachers Association (Bargaining Unit Name)

New

Reopened

The proposed agreement covers the period from: 07/01/11 to 06/30/12

The governing board is to act on this agreement at its meeting on: December 5, 2011 (Date)

Note: This disclosure, along with a copy of the proposed agreement, is due to the Riverside County Office of Education at least ten (10) working days prior to the date the governing board is to take action.

(A) Proposed Change in Compensation (includes Fund 03 and Fund 06, R6500, R8150)

COMPENSATION (ALL FUNDS COMBINED)	COST PRIOR TO PROPOSED AGREEMENT (Current Budget)	FISCAL IMPACT OF PROPOSED AGREEMENT		
		Current Year Increase/ (Decrease)	Year 2 Increase/ (Decrease)	Year 3 Increase/ (Decrease)
1. Salary Schedule - Increase (Decrease) (Includes Step and Column reported on Line 7)	\$ 124,213,093 % Salary Schedule	0.00%	0.00%	0.00%
2. Statutory Benefits (STRS, PERS, FICA, Medicare, etc)	\$ 16,288,325 % Statutory Benefits	0.00%	0.00%	0.00%
3. Base Costs (Total of Lines 1 & 2)	\$ 140,501,418 % Base Costs	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
4. a. Other Compensation - Increase (Decrease) (Describe in Section 12, Page 2) b. Changes to Step and Column With Agreement (Describe in Section 13, Page 2) c. Applicable Statutory Benefits	N/A % Salary Schedule N/A % Salary Schedule N/A % Salary Schedule	0.00%	0.00%	0.00%
5. Health/Welfare Benefits - Increase (Decrease) Current Cap: \$9,000, \$9,500 Proposed Cap:	\$ 16,179,864 % Salary Schedule	\$ 631,875 0.51%	\$ 631,875 0.51%	\$ (421,250) -0.34%
6. Proposed Negotiated Change in Compensation (Excludes Statutory Benefits) (Lines 1, 4a, 4b, & 5)	\$ - % Salary Schedule	\$ 631,875 0.51%	\$ 631,875 0.51%	\$ (421,250) -0.34%
6.a Instructional Support Costs (Non-Bargaining Unit Costs)	N/A	\$ -	\$ 124,966	\$ 975
7. Total Cost of Agreement (Includes Statutory Benefits) (Lines 3, 4, & 5)	\$ 156,681,282 % Base Costs	\$ 631,875 0.45%	\$ 756,841 0.54%	\$ (420,275) -0.30%
8. Step and Column Due to Movement (Included in Salary Schedule reported on Line 1) % Salary Schedule	\$ 2,160,334 1.77%	N/A N/A	0.00%	0.00%
9. Total Number of Represented Employees	1,685	1,685	1,685	1,685
10. Cost of Agreement per Average Employee	92,986 % from Prior Year	375 0.40%	\$ 449 0.48%	\$ (249) -0.27%

11. What is the negotiated percentage increase or decrease in compensation? If applicable, please explain how the district will implement furlough days; include the number of furlough days and the equivalent percentage reduction. Will furlough days be ongoing or will they end at the end of the agreement? In the event of an increase, please annualize the percentage increase for the first year if that increase is for less than one full year.

None

12. Are there any other compensation items included in the agreement? Please explain any changes indicated on page 1, Section A, 4a.

No

13. Is the district adding any steps, columns, or ranges due to the agreement? Please explain any changes indicated on page 1, Section A, 4b.

No

14. Does this unit have a negotiated cap for health and welfare benefits? yes no

Please describe the district's annual health and welfare cost per employee for this bargaining unit, and indicate the current and proposed cap on page 1, Section A, 5.

The District currently contributes \$9,500 per eligible employee to District-sponsored medical plans (choice of three plans). The District further contributes a variable amount per eligible employee to District-sponsored dental plans (choice of three plans) depending on the plan selected. the highest District contribution per eligible employee for dental plans is \$955. For the 2011 plan year (1/1/11 - 12/31/11) \$500 of the \$9,500 is one-time. Without a negotiated change, the District's annual contribution per eligible employee for medical plans for the 2012 plan year (1/1/12 - 12/31/12) reverts to \$9,000. (This agreement increases the \$9,000 contribution per eligible employee to \$9,500 for the 2012 plan year (1/01/12-12/31/12) and following. Further, on a one-time basis, the District will contribute an additional \$250 per eligible employee for the 2012 plan year (1/01/12 - 12/31/12). Additionally, effective the first day of the month following adoption of a 2012-13 State Budget, and on a one-time basis, the District will contribute an additional tenths contribution equal to a \$250 annual contribution per eligible employee. Such additional tenths contribution shall only be applicable if the adopted 2012-13 State Budget provides for 'flat funding' of the District's base revenue limit for fiscal year 2012-13 over the adopted base revenue limit for in the 2011-12 State Budget.

All amounts are prorated for part-time eligible employees

Effective 1/01/13 the District contribution shall return to a cap of \$9,500.

(B) Proposed Negotiated Changes in Non-Compensation Items

Please discuss proposed changes in non-compensation items such as class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.

Implement a consistent full day kindergarten program in the 2012-13 school year across all schools in the District. Such program entails 1) consistent instructional minutes, 2) instructional aide time for kindergarten teachers, 3) consistent supervision and duty schedules for kindergarten teachers matched to teachers in grades 1-3, and 4) staffing ratio of 24:1 and maximum class size of 27 in each kindergarten class.

(C) Specific Impact on Instructional and Support Programs to Accommodate Agreement

Please discuss the impact of proposed changes on instructional and support programs (e.g. length of school year, staff reductions or increases, elimination or expansion of programs or services such as counseling, librarians, custodial services, etc.)

See "B" above.

(D) Proposed Contingency Language

Please detail proposed contingency language relating to funding restoration, reopening, applicable fiscal years, or other significant provisions. Please indicate when restoration will occur, if applicable.

The "second" one-time \$250 increase in the District's contribution (\$9,750 increased to \$10,000) is only applicable if the adopted 2012-13 State Budget provides for 'flat funding' or more of the District's funded base revenue limit for fiscal year 2012-13 over the adopted base revenue limit for the 2011-12 State Budget.

(E) Impact on Deficit Spending

Will this agreement increase deficit spending in the current or subsequent years? Deficit spending exists when a fund's total expenditures and other financing uses exceeds the total revenues and other financing sources in a given fiscal year.

Yes. For the health and welfare component, the increase in deficit spending is \$631,875 in FY2011-12, and additional \$631,875 in FY2012-13, and a decrease of \$421,250 in FY2013-14. For the kindergarten component, the increase in deficit spending is \$124,966 in FY2012-13 and continuing as reflected in Schedule "K". All amounts shown are incremental.

(F) Funding Source(s) for Proposed Agreement

1. Please discuss the proposed funding source for the current year.

Available unrestricted and restricted recurring revenues, undesignated ending fund balance from June 30, 2011.

2. If a single year agreement, please explain how any resulting ongoing costs will be funded in subsequent fiscal years (i.e. explain the assumptions showing the district can afford the contract in future years). If a multi-year agreement, please discuss the funding sources for each year, including assumptions used, to fund this obligation in future years. Consider any compounding effects when evaluating subsequent year impacts.

This is a single year agreement with 50% of the cost (two of the three components) of the contribution increase being one-time for the 2012 plan year.

(G) Impact of Proposed Agreement on Current Year General Fund Operating Budget

In accordance with California Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

UNRESTRICTED GENERAL FUND

CURRENT YEAR OPERATING BUDGET	(Col. 1) Board-Approved Budget Prior to Settlement	(Col. 2)* Adjustments Resulting from Settlement	(Col. 3)* Other Revisions Board Approved Date_____	(Col. 4) Total Revised Budget (Col. 1+2+3)
REVENUES				
Revenue Limit Sources 8010-8099	\$ 193,722,817			\$ 193,722,817
Federal Revenue 8100-8299	713,540			713,540
Other State Revenue 8300-8599	31,924,206			31,924,206
Other Local Revenue 8600-8799	2,455,466			2,455,466
TOTAL REVENUES	\$228,816,029	\$ -	\$ -	\$228,816,029
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 121,938,348			\$ 121,938,348
Classified Salaries 2000-2999	27,211,609			27,211,609
Employee Benefits 3000-3999	43,966,653		523,933	44,490,586
Books and Supplies 4000-4999	7,934,566			7,934,566
Services & Operating Expenditures 5000-5999	17,428,634			17,428,634
Capital Outlay 6000-6999	83,900			83,900
Other Outgo 7100-7299 7400-7499	70,000			70,000
Indirect/Direct Support Costs 7300-7399	(4,110,382)			(4,110,382)
TOTAL EXPENDITURES	\$214,523,328	\$ -	\$ 523,933	\$215,047,261
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8910-8979	\$ (32,266,722)			\$ (32,266,722)
Transfers Out and Other Uses 7610-7699	\$ 2,824,368			\$ 2,824,368
TOTAL EXPENDITURES AND USES	\$217,347,696	\$ -	\$ 523,933	\$217,871,629
INCREASE (DECREASE) IN FUND BALANCE	\$ (20,798,389)	\$ -	\$ (523,933)	\$ (21,322,322)
BEGINNING BALANCE 9791,9793,9795	\$ 80,785,360			\$ 80,785,360
ENDING BALANCE	\$ 59,986,971	\$ -	\$ (523,933)	\$ 59,463,038
COMPONENTS OF ENDING BALANCE				
Nonspendable 9711-9719	\$ 650,000			\$ 650,000
Restricted 9740	\$ -			\$ -
Committed 9750-9760				-
Assigned 9780	30,175,288			30,175,288
Reserve for Economic Uncertainties 9789	6,733,147			6,733,147
Unassigned/Unappropriated 9790	\$ 22,428,536	\$ -	\$ (523,933)	\$ 21,904,603

(G) Impact of Proposed Agreement on Current Year General Fund Operating Budget

In accordance with Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

RESTRICTED GENERAL FUND

CURRENT YEAR OPERATING BUDGET	(Col. 1) Board-Approved Budget Prior to Settlement	(Col. 2)* Adjustments Resulting from Settlement	(Col. 3)* Other Revisions Board Approved Date_____	(Col. 4) Total Revised Budget (Col. 1+2+3)
REVENUES				
Revenue Limit Sources 8010-8099	\$ 8,953,173			\$ 8,953,173
Federal Revenue 8100-8299	34,508,287			34,508,287
Other State Revenue 8300-8599	33,847,874			33,847,874
Other Local Revenue 8600-8799	1,789,307			1,789,307
TOTAL REVENUES	\$ 79,098,641	\$ -	\$ -	\$ 79,098,641
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 34,506,238			\$ 34,506,238
Classified Salaries 2000-2999	15,652,370			15,652,370
Employee Benefits 3000-3999	16,522,256		107,942	16,630,198
Books and Supplies 4000-4999	21,854,534			21,854,534
Services & Operating Expenditures 5000-5999	23,684,506			23,684,506
Capital Outlay 6000-6999	4,149,790			4,149,790
Other Outgo 7100-7299 7400-7499	-			-
Indirect/Direct Support Costs 7300-7399	3,154,504			3,154,504
TOTAL EXPENDITURES	\$119,524,197	\$ -	\$ 107,942	\$119,632,139
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8910-8979	\$ 32,994,846			\$ 32,994,846
Transfers Out and Other Uses 7610-7699	\$ 93,261			\$ 93,261
TOTAL EXPENDITURES AND USES	\$119,617,458	\$ -	\$ 107,942	\$119,725,400
INCREASE (DECREASE) IN FUND BALANCE	\$ (7,523,971)	\$ -	\$ (107,942)	\$ (7,631,913)
BEGINNING BALANCE 9791,9793,9795	\$ 9,426,205			\$ 9,426,205
ENDING BALANCE	\$ 1,902,234	\$ -	\$ (107,942)	\$ 1,794,292
COMPONENTS OF ENDING BALANCE				
Nonspendable 9711-9719				\$ -
Restricted 9740	\$ 1,998,756			1,998,756
Committed 9750-9760				-
Assigned 9780				-
Reserve for Economic Uncertainties 9789				-
Unassigned/Unappropriated 9790	\$ (96,522)	\$ -	\$ (107,942)	\$ (204,464)

(G) Impact of Proposed Agreement on Current Year General Fund Operating Budget

In accordance with Government Code Section 3547.5, Education Code Section 42142, and the criteria and standards adopted by the State Board of Education.

COMBINED GENERAL FUND

CURRENT YEAR OPERATING BUDGET	(Col. 1) Board-Approved Budget Prior to Settlement	(Col. 2)* Adjustments Resulting from Settlement	(Col. 3)* Other Revisions Board Approved Date_____	(Col. 4) Total Revised Budget (Col. 1+2+3)
REVENUES				
Revenue Limit Sources 8010-8099	\$ 202,675,990	\$ -	\$ -	\$ 202,675,990
Federal Revenue 8100-8299	\$ 35,221,827	\$ -	\$ -	35,221,827
Other State Revenue 8300-8599	\$ 65,772,080	\$ -	\$ -	65,772,080
Other Local Revenue 8600-8799	\$ 4,244,773	\$ -	\$ -	4,244,773
TOTAL REVENUES	\$307,914,671	\$ -	\$ -	\$307,914,671
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 156,444,586	\$ -	\$ -	\$ 156,444,586
Classified Salaries 2000-2999	\$ 42,863,979	\$ -	\$ -	42,863,979
Employee Benefits 3000-3999	\$ 60,488,909	\$ -	\$ 631,875	61,120,784
Books and Supplies 4000-4999	\$ 29,789,100	\$ -	\$ -	29,789,100
Services & Operating Expenditures 5000-5999	\$ 41,113,140	\$ -	\$ -	41,113,140
Capital Outlay 6000-6999	\$ 4,233,690	\$ -	\$ -	4,233,690
Other Outgo 7100-7299 7400-7499	\$ 70,000	\$ -	\$ -	70,000
Indirect/Direct Support Costs 7300-7399	\$ (955,878)	\$ -	\$ -	(955,878)
TOTAL EXPENDITURES	\$334,047,526	\$ -	\$ 631,875	\$334,679,401
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8910-8979	\$ 728,124	\$ -	\$ -	\$ 728,124
Transfers Out and Other Uses 7610-7699	\$ 2,917,629	\$ -	\$ -	\$ 2,917,629
TOTAL EXPENDITURES AND USES	\$336,965,155	\$ -	\$ 631,875	\$337,597,030
INCREASE (DECREASE) IN FUND BALANCE	\$ (28,322,360)	\$ -	\$ (631,875)	\$ (28,954,235)
BEGINNING BALANCE 9791,9793,9795	\$ 90,211,565			\$ 90,211,565
ENDING BALANCE	\$ 61,889,205	\$ -	\$ (631,875)	\$ 61,257,330
COMPONENTS OF ENDING BALANCE				
Nonspendable 9711-9719	\$ 650,000	\$ -	\$ -	\$ 650,000
Restricted 9740	\$ 1,998,756	\$ -	\$ -	1,998,756
Committed 9750-9760	\$ -	\$ -	\$ -	-
Assigned 9780	\$ 30,175,288	\$ -	\$ -	30,175,288
Reserve for Economic Uncertainties 9789	\$ 6,733,147	\$ -	\$ -	6,733,147
Unassigned/Unappropriated 9790	\$ 22,332,014	\$ -	\$ (631,875)	\$ 21,700,139

*If the total adjustments in Col. 2 do not agree with the Total Cost of Agreement on page 1, Section A, Line 7, please explain the variance below (e.g. partially budgeted, salaries and benefits are budgeted in other funds), and/or explain any revisions included in Col. 3.

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Combined General Fund

Multi-Year Financial Projections 2009-10 to 2013-14

	Prior Year Actuals 2009-10	Prior Year Actuals 2010-11	Percent of Change over PY	Adopted Budget 2011-12	Percent of Change over PY	Revised Budget 2011-12	Percent of Change over PY	Projected Budget 2012-13	Percent of Change over PY	Projected Budget 2013-14	Percent of Change over PY
COLA Actual/Projection %	4.25%	-0.39%	-109.18%	2.24%	-674.36%	2.24%	-674.36%	3.20%	42.86%	2.70%	-15.63%
P-2 ADA Actual/Projection	40,252	40,162	-0.22%	40,071	-0.23%	40,071	39628.00%	39,572	-1.25%	39,581	0.02%
Funded ADA Actual/Projection <i>(excluding County and Charter)</i>	40,823	40,251	-1.40%	40,182	-0.17%	40,182	-0.17%	40,080	-0.25%	38,911	-2.92%
	58	56		56		56		56		56	
REVENUES											
Revenue Limit	\$ 210,783,153	\$ 211,766,786	0.47%	\$ 202,675,990	-4.29%	\$ 202,675,990	-4.29%	\$ 202,477,851	-0.10%	\$ 199,896,444	-1.27%
Federal	\$ 35,165,043	\$ 41,431,622	17.82%	\$ 23,630,429	-42.97%	\$ 35,221,827	-14.99%	\$ 24,497,641	-30.45%	\$ 24,497,641	0.00%
State	\$ 69,760,341	\$ 76,656,406	9.89%	\$ 64,979,305	-15.23%	\$ 65,772,080	-14.20%	\$ 65,502,348	-0.41%	\$ 65,502,348	0.00%
Local	\$ 6,093,463	\$ 5,509,165	-9.59%	\$ 3,231,890	-41.34%	\$ 4,244,773	-22.95%	\$ 4,095,027	-3.53%	\$ 4,095,027	0.00%
Total Revenues	\$ 321,802,000	\$ 335,363,978	4.21%	\$ 294,517,614	-12.18%	\$ 307,914,671	-8.18%	\$ 296,572,867	-3.68%	\$ 293,991,460	-0.87%
EXPENDITURES											
Certificated Salaries	\$ 167,517,681	\$ 154,791,726	-7.60%	\$ 154,768,165	-0.02%	\$ 156,444,586	1.07%	\$ 160,856,112	2.82%	\$ 161,250,147	0.24%
Classified Salaries	\$ 44,618,424	\$ 41,800,518	-6.32%	\$ 42,243,551	1.06%	\$ 42,863,979	2.54%	\$ 43,993,330	2.63%	\$ 44,225,537	0.53%
Benefits	\$ 62,818,621	\$ 56,310,617	-10.36%	\$ 59,684,256	5.99%	\$ 61,120,784	8.54%	\$ 62,917,683	2.94%	\$ 62,382,949	-0.85%
Books & Supplies	\$ 13,286,301	\$ 15,004,383	12.93%	\$ 17,013,465	13.39%	\$ 29,789,100	98.54%	\$ 18,300,435	-38.57%	\$ 18,300,435	0.00%
Contracts & Services	\$ 39,125,329	\$ 40,368,721	3.18%	\$ 37,747,895	-6.49%	\$ 41,113,140	1.84%	\$ 41,113,140	0.00%	\$ 41,113,140	0.00%
Capital Outlay	\$ 794,037	\$ 1,293,940	62.96%	\$ 3,477,551	168.76%	\$ 4,233,690	227.19%	\$ 165,550	-96.09%	\$ 165,550	0.00%
Other Outgo	\$ 111,338	\$ 53,556	-51.90%	\$ 70,000	30.70%	\$ 70,000	30.70%	\$ 70,000	0.00%	\$ 70,000	0.00%
Support Costs	\$ (717,283)	\$ (548,533)	-23.53%	\$ (956,576)	74.39%	\$ (955,878)	74.26%	\$ (955,878)	0.00%	\$ (955,878)	0.00%
Total Expenditures	\$ 327,554,448	\$ 309,074,927	-5.64%	\$ 314,048,307	1.61%	\$ 334,679,401	8.28%	\$ 326,460,372	-2.46%	\$ 326,551,880	0.03%
OTHER SOURCES & USES											
Transfers In & Other Sources	\$ 9,392,939	\$ 752,634	-91.99%	\$ 728,124	-3.26%	\$ 728,124	-3.26%	\$ 728,124	0.00%	\$ 728,124	0.00%
Transfers Out & Other Uses	\$ 5,185,750	\$ 7,846,033	51.30%	\$ 2,917,629	-62.81%	\$ 2,917,629	-62.81%	\$ 2,917,629	0.00%	\$ 2,917,629	0.00%
Total Expenditures & Uses	\$ 332,740,198	\$ 316,920,960	-4.75%	\$ 316,965,936	0.01%	\$ 337,597,030	6.52%	\$ 329,378,001	-2.43%	\$ 329,469,509	0.03%
NET INCREASE (DECREASE) IN FUND BALANCE	\$ (1,545,259)	\$ 19,195,653	-1342.23%	\$ (21,720,198)	-213.15%	\$ (28,954,235)	-250.84%	\$ (32,077,010)	10.79%	\$ (34,749,925)	8.33%
FUND BALANCE, RESERVES											
Beginning Balance	\$ 72,561,171	\$ 71,015,912	-2.13%	\$ 87,086,058	22.63%	\$ 90,211,565	27.03%	\$ 61,257,330	-32.10%	\$ 29,180,320	-52.36%
Ending Balance	\$ 71,015,912	\$ 90,211,565	27.03%	\$ 65,365,860	-27.54%	\$ 61,257,330	-32.10%	\$ 29,180,320	-52.36%	\$ (5,569,605)	-119.09%
Components of Ending Fund Balance:											
Nonspendable	\$253,263	\$152,885		\$650,000		\$ 650,000		\$650,000		\$650,000	
Restricted	\$9,428,150	\$9,426,205		\$7,522,950		\$ 1,998,756		\$1,998,756		\$1,998,756	
Committed	\$0	\$0		\$0		\$ -		\$0		\$0	
Assigned	\$44,477,707	\$46,456,190		\$30,175,288		\$ 30,175,288		\$0		\$0	
Reserve for Economic Uncertainties	\$6,654,804	\$6,338,420		\$6,339,319		\$ 6,733,147		\$6,587,560		\$6,589,390	
Unassigned/Unappropriated	\$10,201,988	\$27,837,865		\$20,678,303		\$ 21,700,139		\$19,944,004		(\$14,807,751)	
Total Ending Balance	\$71,015,912	\$90,211,565		\$65,365,860		\$61,257,330		\$29,180,320		(\$5,569,605)	
% Reserve (9789 and 9790)	5.07%	10.78%		8.52%		8.42%		8.06%		-2.49%	

	7100-7299									Total Exp Change	Rev Limit 80XX	Federal 81XX-82XX	State 83XX-85XX	Local 86XX-87XX	Other 89XX	Total Rev Change
	1XXX	2XXX	3XXX	4XXX	5XXX	6XXX	7400-7499	7300-7399	7610-7629							
2011-12 TOTALS	156,444,586	42,863,979	61,120,784	29,789,100	41,113,140	4,233,690	70,000	(955,878)	2,917,629	337,597,030	202,675,990	35,221,827	65,772,080	4,244,773	728,124	308,642,795
2012-13 Adjustments										-						-
<i>Carryover from 2011-12</i>				(11,143,665)						(11,143,665)		(10,724,186)	(269,732)	(149,746)		(11,143,665)
COLA/Deficit (Flat)										-						-
Growth (Decline)	(1,062,534)		(142,426)							(1,204,960)	(511,743)					(511,743)
Step/Column	1,806,995	229,522	283,660							2,320,177						-
Eliminate 5 furlough days	3,667,065	804,415	686,456							5,157,936						-
CSEA: Health benefits cap changes			307,782							307,782						-
Athletic Projects Finalized in 11-12						(4,068,140)				(4,068,140)						-
Board Elections				(345,000)						(345,000)						-
RCTA: Health benefits cap changes			631,875							631,875						-
Full Day Kindergarten (FDK)		95,414	29,552							124,966	313,604					313,604
										-						-
										-						-
										-						-
										-						-
2012-13 TOTALS	160,856,112	43,993,330	62,917,683	18,300,435	41,113,140	165,550	70,000	(955,878)	2,917,629	329,378,001	202,477,851	24,497,641	65,502,348	4,095,027	728,124	297,300,991
2013-14 Adjustments										-						-
<i>List separately:</i>										-						-
COLA/Deficit (Flat)										-						-
Growth (Decline)	(1,437,546)		(195,694)							(1,633,240)	(2,581,407)					(2,581,407)
Step/Column	1,831,581	231,463	287,167							2,350,211						-
CSEA: Health benefits cap returns to \$9500 1/1/13			(205,188)							(205,188)						-
RCTA: Health benefits cap changes			(421,250)							(421,250)						-
Full Day Kindergarten (FDK)		744	231							975						-
										-						-
										-						-
										-						-
										-						-
										-						-
2013-14 TOTALS	161,250,147	44,225,537	62,382,949	18,300,435	41,113,140	165,550	70,000	(955,878)	2,917,629	329,469,509	199,896,444	24,497,641	65,502,348	4,095,027	728,124	294,719,584

(I) Impact of Proposed Agreement on Unrestricted Reserves**1. State Reserve Standard Calculation**

		Current Year	Year 2	Year 3
1a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement) for both Unrestricted and Restricted General Fund	\$ 337,597,030	\$ 329,378,001	\$ 329,469,509
1b.	Enter State Standard Minimum Reserve Percentage	2%	2%	2%
1c.	State Standard Minimum Unrestricted Fund Reserve (Line 1a times Line 1b. For a district with less than 1,001 ADA, the greater of Line 1a times 1b or \$60,000)	\$ 6,751,941	\$ 6,587,560	\$ 6,589,390

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

2a.	General Fund Reserve for Economic Uncertainties (Object 9789)	\$ 6,733,147	\$ 6,587,560	\$ 6,589,390
2b.	General Fund Budgeted as Unassigned/ Unappropriated Amount (Object 9790)	\$ 21,700,139	\$ 19,944,004	\$ (14,807,751)
2c.	Special Reserve Fund for Other Than Capital Outlay Projects Budgeted for Economic Uncertainties (Fund 17, Object 9789)	\$ -	\$ -	\$ -
2d.	Total District Budgeted Unrestricted Reserves	\$ 28,433,286	\$ 26,531,564	\$ (8,218,361)
2e.	Reserve for Economic Uncertainties Percentage (Line 2d divided by Line 1a)	8.42%	8.06%	-2.49%

3. Does the district's budgeted unrestricted reserves meet the state standard minimum reserve amount?

(Line 1c is less than or equal to Line 2e?)

Current Year:	2011 - 2012	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
Year 2:	2012 - 2013	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
Year 3:	2013 - 2014	<input type="checkbox"/> yes	<input checked="" type="checkbox"/> no

4. If no, how does the district plan to restore reserves?

Any and all budget mitigation measures for FY2013-14 are available to the Board of Education to ensure adequate reserves are provided for FY2013-14 and forward.

(J) Impact of Proposed Agreement on Current Year Operating Budget

Itemized Budget Revisions Necessary to Meet Agreement's Cost

Description of the Revision	Attached Fund Transfer/ Budget Resolution Numbers	Amount	County Use Only: Date Action Taken
Increase District contribution by \$500 per eligible RCTA employee for applicable District-sponsored medical plan for the medical plan year January - December 2012.		\$ 421,250	
District will contribute on a one-time basis an increase of \$250 per eligible RCTA employee for applicable District-sponsored medical plan for the medical plan year January - December 2012. Sunsets Jan 1, 2013.		\$ 210,625	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
TOTAL REVISIONS		\$ 631,875	

Please provide an explanation if no budget revisions are necessary.

Revisions will be included in the 2011-12 1st Interim Report.

(K) Impact of Proposed Agreement on Subsequent Fiscal Year Budgets

Itemized Budget Revisions Included in the Multi-Year Financial Projections to Meet Agreement's Cost

Year 2: 2012-2013

Description of the Revision	Major Object Code Series	Amount	County Use Only: Date Action Taken
Increase noon duty and instrutional aides for the Full Day Kindergarten (FDK) program	2xxx	\$ 95,414	
Increase noon duty and instrutional aides for the FDK	3xxx	\$ 29,552	
District will contribute on a one-time basis an increase of \$250 per eligible RCTA employee for applicable District-sponsored medical plan effective 1st month following adoption of 2012-13 State Budget providing flat or additional revenue limit funding. Sunsets Jan 1, 2013	3xxx	\$ 631,875	
Increase Revenue Limit for FDK-60 ADA	8xxx	\$ (313,604)	
TOTAL YEAR 2		\$ 443,237	

Year 3: 2013-2014

Description of the Revision	Major Object Code Series	Amount	County Use Only: Date Action Taken
Step for noon duty and instrutional aides for the Full Day Kindergarten (FDk program	2xxx	\$ 744	
Fixed charges noon duty and instrutional aides for FDK	3xxx	\$ 231	
District contributions return to \$9,500	3xxx	\$ (421,250)	
		\$ -	
		\$ -	
		\$ -	
		\$ -	
TOTAL YEAR 3		\$ (420,275)	

Please provide an explanation if no budget revisions are necessary.

Revisions will be included in the 2011-12 1st Interim Report as a part of the Multi-Year Projection.

(L) Certification No. 1

Riverside Unified School District

The District Superintendent and Chief Business Official should sign this certification at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the undersigned hereby certify that the costs incurred under the provisions of the agreement can be met by the district during the term of the agreement, and that the itemized budget revisions necessary to meet such costs, as indicated in sections J and K, are included in the district's budget and multi-year financial projections.

Signature - District Superintendent

November 18, 2011

Date

Signature - Chief Business Official

November 18, 2011

Date

District Contact Person: Sandra L. Meekins, Director-Business Services

Phone: 951-352-6729 x82002

RIVERSIDE UNIFIED SCHOOL DISTRICT
AND
RIVERSIDE CITY TEACHERS ASSOCIATION
TENTATIVE AGREEMENT
November 16, 2011

Subject to the approval of the Riverside Unified School District Board of Education (the "District") and subject to ratification by the Riverside City Teachers Association ("RCTA") the parties agree to:

1. Article IX, Section 2, A is amended in its entirety to read:

- A. The District shall offer the following medical plan options from January 01, 2012 through December 31, 2012.
1. Kaiser Health Maintenance Organization (HMO) – (Vision with Frames and Lenses)
 2. RUSD Health Plan Preferred Provider Option (PPO)
 3. RUSD Health Plan Exclusive Provider Option (EPO)

Effective January 1, 2012 (the 2012 plan year and following), the District contribution toward the medical insurance plan shall be \$9,500 per subscriber annually. Such contribution shall be applicable to any District sponsored medical plan that the subscriber chooses. Part-time employees will receive a pro-rated share of the District contribution.

Effective January 1, 2012 through December 31, 2012, on a **one-time** basis, the District will contribute an additional \$250 toward any applicable District sponsored medical plan that the subscriber chooses. Part-time employees will receive a pro-rated share of the District contribution. Effective January 1, 2013, the District contribution toward the medical insurance plan shall return to a cap of \$9,500 annually.

Effective the first day of the month following adoption of a 2012-13 State Budget, and on a **one-time** basis, the District will contribute an additional contribution equivalent to \$250 toward any applicable District sponsored medical plan that the subscriber chooses. Such additional contribution shall be paid equally over the remaining months of the 2012 Plan Year. Part-time employees will receive a pro-rated share of the District contribution. Such additional contribution shall only be applicable if the adopted 2012-13 State Budget provides for "flat funding" or more of the District's base revenue limit for fiscal year 2012-13 over the base revenue limit in the adopted 2011-12 State Budget. Effective January 1, 2013, the District contribution toward the medical insurance plan shall return to a cap of \$9,500 annually.

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Initials _____

2. Article IX, Section 2, B is amended only as follows:

B. The District shall offer the following dental benefit plan options from January 01, 2012 through December 31, 2012.

3. Article X, Section 1, C, 3 (Elementary School Workday) is amended in its entirety to read:

Elementary Schools:

(a) Employees shall be on the worksite twenty (20) minutes before the first students arriving are scheduled to attend class. The normal or regular workday in elementary schools shall be seven and one-half (7 1/2) consecutive hours including the lunch period. If program assignments are such that different employee assignments require different daily beginning and ending times, these times will be determined by mutual agreement of the employee and the District. The scheduling of K-3 teacher supervision duties shall be assigned equitably among K-3 teachers at their school site. The District will provide supervision for before school duty in grades K-6. In the event the Site Administrator is unable to provide adequate supervision to ensure the safety of children, bargaining unit members shall perform this duty and such duty must be equitably assigned at each worksite. On such an occasion, the supervising teacher may leave the worksite early by the same amount of time he or she performed the duty, on the first afternoon without a meeting. When assigned morning supervision an employee may be required to report for that duty thirty (30) minutes before the start of the earliest class if the principal deems such early reporting necessary to assure adequate supervision. When assigned supervision at student dismissal time employees may be required to remain on duty for up to thirty (30) minutes after the dismissal time if the principal deems more than twenty (20) minutes of supervision are necessary to provide adequate supervision of students.

(b) The length of the traditional year instructional day for elementary students shall be as follows:

Grades K - 3	285 minutes
Grades 4 - 6	300 minutes

(c) Students in grades K-6 at each school shall have common beginning and ending times. In primary classes, except 3/4 combinations, in addition to a morning recess there may be an afternoon recess not to exceed fifteen (15) minutes, at the discretion of each teacher. The time the recess may be held shall be designated by the principal. Recess supervision shall be done by teachers utilizing this afternoon recess.

(d) On all regular or normal days except those on which staff, team, or district ordered meetings are scheduled, the final forty-five (45) minutes of the elementary teachers workday shall be designated as planning time for those with full-time classroom teaching assignments. Schools which start classes at 9:00 a.m. may schedule planning time at the beginning rather than the end of the day by mutual agreement

Initials _____

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between staff and principal. Should mutual agreement not be achieved in a staff meeting, the principal shall determine when planning time shall be scheduled. Planning time is provided to allow teachers an opportunity during the workday to prepare assignments, correct papers, meet with parents and other staff members, meet with students, and to perform related tasks arising from the teaching assignment.

- (e) Using the voting procedure in Section 2 and with the agreement of the school principal, annually by April 1, an elementary school may set aside a portion of one school day, per week, to establish a Staff Collaboration Time period.

Staff Collaboration Time shall be utilized for grade level team planning; collaboration and articulation among teachers; and curriculum planning. This time period shall be collaboratively designed and implemented by bargaining unit members and the school administration.

If the Staff Collaboration Time period is used for any purpose other than that which has been previously listed, the activity will also be planned collaboratively between bargaining unit members and the school administration. This time shall not be used for staff meetings, individual teacher planning time, or for the early release of teachers.

In order to establish a Staff Collaboration Time period, each participating elementary school may increase the number of daily instructional minutes contained in Section 1C(b) of this Agreement by fifteen (15) minutes , four (4) days a week. On the fifth (5th) day of the week, instructional minutes may be decreased in order to implement a one hour Staff Collaboration Time period.

Teacher preparation time, as defined in Section 1C(e) of the collective bargaining agreement, shall not be altered as a result of the implementation of the Staff Collaboration Time period.

4. Article XII, Section 2 (Elementary School Class Size) is amended in its entirety to read:

Elementary Schools (K-6).

- A. Each elementary school shall be allocated classroom teaching positions in sufficient number to ensure that the average class size in the elementary school shall be thirty (30). Only regular classes, those other than any special education class, shall be used to calculate this average.
- B. Within thirty-five (35) school days after the beginning of the school year, the Human Resources Office shall calculate the actual average class size district-wide in grades K-6 by dividing the actual active enrollment in all regular District K-6 classes by the actual number of full-time equivalent teachers assigned to instruct those classes. If the quotient is greater than thirty and one-half (30.5), the District shall employ sufficient additional qualified teachers to reduce that quotient to thirty and one-half (30.5).

Initials _____
Initials _____

- C. When the average class size at any elementary school exceeds thirty-one (31) for two (2) successive monthly attendance reports, the District shall take action to reduce that average to thirty-one (31) or fewer students.
- D. If any class in upper grades (grades 4, 5, or 6) exceed thirty-four (34) pupils for more than twenty-five school days, written approval must be received from the teacher and a waiver of the class size requirement must be obtained from the Association.
- E. Kindergarten classes shall be established using a student-to-teacher staffing ratio (“divisor”) of 24 students to 1 teacher (24:1). The maximum class size for any regular education classroom with kindergarten students shall be 27 students, except as provided below.
 - 1. If the maximum class size of 27 students creates a situation at any school where to accommodate all kindergarten students, a combination class of kindergarten and first grade students would be created, such combination class may be avoided by exceeding the maximum class size of 27.
 - 2. The decision to exceed the maximum class size of 27 students shall be made collaboratively between the principal, specific teacher and the Association President or Association President’s designee. Written approval must be received from the teacher and a waiver of the class size requirement must be obtained from the Association to document the collaborative decision.
- F. Instructional Aide Time
Each regular education kindergarten teacher (excludes special education teachers) will be assigned aide time in direct support of that teacher’s program as follows:
 - 1. One (1) hour per week of aide time (not a specific aide).

5. Article XXI, Section 5 (Miscellaneous Provisions) is added to read:

Section 5 - Commitment to Review and Refine Full Day Kindergarten Program

- a. The District and Association mutually agree that soliciting and valuing constructive input on full day kindergarten from stakeholders is an important shared interest; therefore, a District and Association Kindergarten Advisory Team will be established.
- b. The District and Association jointly agree to reopen all articles related to full day kindergarten for the 2013-14 school year.
- c. In support of the interest based bargaining (IBB) process, input to the joint District and Association IBB team shall be made personally by representatives of the Kindergarten Advisory Team.

Initials _____
Initials _____

