2020 TOTAL COMPENSATION REPORT 2021 IMPLEMENTATION

2020 Total Compensation Report Prepared by

School Services of California

School Services of California INC. ™
An Employee-Owned Company

Jefferson School District
Learning Today...Leading Tomorrow

BACKGROUND

- JSD is projecting growth over the next few years
- JSD is committed to recruiting qualified staff
- Fall 2019 District contracted with School Services of California (SSC) to compile the compensation study report
- June 16, 2020 Board Accepted Total Compensation Report
- Due to the pandemic, no changes were implemented

COMPARATIVE DISTRICTS BY SIZE

District	County	UPP[1]	ADA[2]
Escalon Unified School District (USD)	San Joaquin	53%	2,517.97
Jefferson School District (SD)	***San Joaquin***	***37%***	***2,281.79***
Lammersville Joint USD	San Joaquin	24%	4,750.78
Linden USD	San Joaquin	61%	2,183.53
Manteca USD	San Joaquin	65%	22,698.20
Tracy Joint USD	San Joaquin	59%	14,523.13

[1]Unduplicated pupil percentage (UPP)
[2]Average daily attendance (ADA)

DATA USED IN COMPARISON

- Each district voluntarily provided the following:
  - Job Descriptions
  - Organizational Charts
  - Salary Schedules
  - Health/Welfare Packages

CERTIFICATED MANAGEMENT

Position	District Ranking			District's Total Compensation	Median Compensation	Median $ Difference Above/Below District	Median % Difference Above/Below District
Coordinator of Curriculum, Categoricals and Special Projects	3	of	4	$111,503	$115,158	$3,655	3.3%
Director of Human Resources	5	of	5	$139,253	$160,190	$20,937	15.0%
Director of Special Education	5	of	6	$137,953	$154,192	$16,239	11.8.%
District Nurse	2	of	6	$104,698	$102,523	-$2,175	-2.1%
Principal	6	of	8	$130,859	$142,476	$11,617	8.9%
School Psychologist	5	of	6	$106,198	$115,451	$9,253	8.7%
Speech Language Pathologist	4	of	6	$106,198	$112,255	$6,057	5.7%
Superintendent	3	of	5	$207,010	$207,010	$0	0.0%
Vice Principal	6	of	6	$109,068	$123,429	$14,361	13.2%

CLASSIFIED MANAGEMENT

Position	District Ranking			District's Total Compensation	Median Compensation	Median $ Difference Above/Below District	Median % Difference Above/Below District
Chief Business Officer	6	of	6	$136,253	$149,305	$13,051	9.6%
Director of Food Service	5	of	5	$61,227	$80,640	$19,413	31.7%
Director of Maintenance, Operations, and Transportation	6	of	6	$80,870	$119,800	$38,930	48.1%

CONFIDENTIAL

Position	District Ranking			District's Total Compensation	Median Compensation	Median $ Difference Above/Below District	Median % Difference Above/Below District
Administrative Assistant I	2	of	6	$6,270	$5,976	-$293	-4.7%
Administrative Assistant II	4	of	6	$6,684	$7,027	$344	5.1%
Business Services Specialist	3	of	5	$6,017	$6,017	$0	0.0%
Human Resources Specialist	2	of	6	$6,270	$6,180	-$89	-1.4%
Principal Secretary	2	of	6	$5,413	$5,129	-$284	-5.2%
School Information Systems Specialist	5	of	6	$6,032	$6,481	$449	7.4%

CLASSIFIED NONMANAGEMENT

Position	District Ranking			District's Total Compensation	Median Compensation	Median $ Difference Above/Below District	Median % Difference Above/Below District
Bus Driver	3	of	5	$5,068	$5,068	$0	0.0%
Campus Aide	4	of	6	$3,537	$3,619	$82	2.3%
Clerk I	4	of	6	$3,922	$3,950	$28	0.7%
Clerk II	2	of	5	$4,340	$4,291	-$49	-1.1%
Custodian	3	of	7	$4,351	$4,094	-$257	-5.9%
Food Service Worker I	4	of	6	$3,818	$3,864	$45	1.2%
Food Service Worker II	2	of	2	$3,969	$4,013	$44	1.1%
Information Technology Coordinator	3	of	6	$7,387	$6,971	-$416	-5.6%
Instructional Aide	2	of	6	$4,085	$3,895	-$190	-4.6%
Instructional Aide Bilingual	3	of	6	$3,967	$3,871	-$96	-2.4%
Instructional Aide Special Education	2	of	5	$4,276	$4,107	-$169	-3.9%
Paraprofessional	3	of	5	$4,068	$4,068	$0	0.0%
Paraprofessional ELD	2	of	3	$4,068	$4,068	$0	0.0%
Paraprofessional Special Education	2	of	4	$4,068	$3,960	-$108	-2.7%
Intervention Specialist	1	of	1	$5,629	N/A	N/A	N/A
Landscaper/Groundskeeper	4	of	5	$4,801	$4,816	$15	0.3%
Library Aide I	1	of	3	$4,321	$4,025	-$296	-6.9%
Library Aide II	3	of	5	$4,413	$4,413	$0	0.0%
Library Aide III	1	of	1	$4,506	N/A	N/A	N/A
Receptionist/Substitute Replacement Clerk	2	of	4	$4,340	$4,020	-$320	-7.4%
Secretary I	3	of	5	$4,985	$4,985	$0	0.0%
Speech Language Pathology Assistant	2	of	2	$5,983	$6,214	$231	3.9%
Student and Community Liaison	3	of	3	$3,922	$3,981	$59	1.5%

ADDITIONAL CHANGES

- Move Information Technology Coordinator to Classified Management Group
- Reduce Computer Technician Position (Currently Unfilled) to meet current district needs
- Eliminate the Bus Driver Stipend of $4,000 and allocate to the Salary Schedule ($2.50 per hour)
- Increase Mechanic position by 20%
  - Position has been posted since Jan 2021 with no applicants

RECOMMENDATION

- Acknowledge comparison districts have also provided increases since 2020
- Implement percentage to median using 2020 data
  - Positions at or above median will have no change
  - Positions below median will be increased by percentage to median up to 10%
  - MOT Director and Food Services Director will be increased 20%
    - MOT Director percentage to median is 48.1%
    - Food Services Director percentage to median is 31.7%
- Apply percentage increase to salary schedule after 4% approved June 15, 2021

2021-2022 CERTIFICATED MANAGEMENT/PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/DISTRICT NURSE SALARY SCHEDULE

CERTIFICATED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
20	Human Resources Director	225	$127,896	$131,737	$135,684	$139,755	$143,953
30	*Special Education Director	220	$125,055	$128,808	$132,670	$136,650	$140,749
40	Principal	210	$118,178	$121,725	$125,373	$129,135	$133,007
50	Vice Principal	200	$97,219	$100,135	$103,139	$106,235	$109,421
60	Coordinator of Curriculum & Categorical	210	$93,619	$96,432	$99,322	$102,304	$105,372

PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/BEHAVIOR SPECIALIST							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
70	*Psychologist	187	$91,595	$94,345	$97,175	$100,089	$103,188
80	*Speech Language Pathologist	187	$89,067	$91,741	$94,493	$97,327	$100,341
100	*Behavior Specialist	187	$84,264	$86,794	$89,397	$92,078	$94,930

DISTRICT NURSE							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
90	District Nurse	187	$84,264	$86,794	$89,397	$92,078	$94,930

Certificated Management employees who have earned a Master's Degree shall receive, in addition to their regular pay, an annual stipend of $1,500. Certificated Management employees who have earned a Doctorate Degree shall receive, in addition to their regular pay and the Master's stipend, an annual stiped of $1,500.

*These Employeees will receive an annual Special Education stiped of $1,500.

FISCAL YEAR 2006-07 - 7%
FISCAL YEAR 2013-14 - 5%
FISCAL YEAR 2014-15 - 2.1%
FISCAL YEAR 2015-16 - 4%
FISCAL YEAR 2016-17 - 3%
FISCAL YEAR 2017-18 - 2%
FISCAL YEAR 2018-19 - 2% No retr
FISCAL YEAR 2019-20 - 2% No retr
FISCAL YEAR 2021-22 - 4% No retr

Board approved: August 17, 2021
Effective August 1, 2021

2021-2022 CLASSIFIED HOURLY SALARY SCHEDULE

RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	Campus Aide	201	$13.65	$14.32	$15.06	$15.81	$16.59
20	Food Service Worker I	201	$14.92	$15.66	$16.44	$17.27	$18.12
30	Instructional Aide	201	$14.78	$15.51	$16.28	$17.10	$17.95
40	Clerk I	201	$15.36	$16.12	$16.91	$17.78	$18.66
50	Food Service Clerk I	201	$15.26	$16.00	$16.79	$17.66	$18.53
55	Community Liaison	201	$15.49	$16.24	$17.04	$17.92	$18.81
60	Instruction Aide Bilingual	201	$15.46	$16.23	$17.05	$17.90	$18.81
70	Food Service Worker II	201	$15.64	$16.42	$17.25	$18.10	$19.02
80	*Instructional Aide Special Education	201	$15.70	$16.51	$17.32	$18.20	$19.10
90	Paraprofessional (AA Degree Required)	201	$15.97	$16.76	$17.60	$18.49	$19.41
100	Paraprofessional - ELD (AA Degree Required)	201	$15.97	$16.76	$17.60	$18.49	$19.41
110	Paraprofessional - Special Education (AA Degree Required)	201	$15.97	$16.76	$17.60	$18.49	$19.41
115	Behavior Intervention Technician - Special Ed	201	$15.97	$16.76	$17.60	$18.49	$19.41
120	Cook/Baker	201	$16.67	$17.51	$18.39	$19.31	$20.29
130	**Custodian	261	$17.18	$18.05	$18.95	$19.91	$20.89
140	Library Aide I	201	$17.20	$18.07	$18.97	$19.93	$20.93
150	Clerk II	204	$17.30	$18.17	$19.08	$20.03	$21.03
160	Food Service Clerk II	204	$17.30	$18.17	$19.08	$20.03	$21.03
170	Receptionist/Substitute Placement Clerk	251	$17.30	$18.17	$19.08	$20.03	$21.03
175	Computer Technician	261	$17.44	$18.31	$19.23	$20.19	$21.20
180	Library Aide II - AA	201	$17.67	$18.55	$19.47	$20.45	$21.48
190	Library Aide III - BA	201	$18.13	$19.02	$20.00	$20.99	$22.04
200	Bus Driver	201	$21.77	$22.72	$23.75	$24.80	$25.91
210	**Head Custodian	261	$19.57	$20.56	$21.59	$22.66	$23.80
220	**Landscaper-Groundskeeper	261	$19.63	$20.62	$21.65	$22.73	$23.88
230	Account Clerk	251	$20.49	$21.52	$22.59	$23.73	$24.91
240	Secretary I	224	$20.49	$21.52	$22.59	$23.73	$24.91
250	Mechanic	261	$27.58	$28.95	$30.40	$31.90	$33.51
255	Speech Language Path Asst	201	$25.10	$27.66	$29.07	$30.50	$32.11
270	Intervention Specialist	201	$28.78				
290	Bus Driver Trainer		$59.11				

*MAY INCLUDE PERSONAL CARE STIPEND: $1.50 PER HOUR
** MAY INLCUDE STAND-BY & ON-CALL STIPEND

LONGEVITY
2.5% at 15 years
2.5% at 20 years
2.5% at 25 years

FISCAL YEAR 2006-07 - 7%
FISCAL YEAR 2013-14 - 5%
FISCAL YEAR 2014-15 - 2.1%
FISCAL YEAR 2015-16 - 4%
FISCAL YEAR 2016-17 - 3%
FISCAL YEAR 2017-18 - 2%
FISCAL YEAR 2018-19 - 2% No retro
FISCAL YEAR 2019-20- 2% No retro
FISCAL YEAR 2021-22- 4% No retro

Board approved: August 17, 2021
Effective: August 1, 2021

2021-2022 CLASSIFIED MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

CLASSIFIED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	CBO	252	$127,431	$131,258	$135,190	$139,247	$143,430
20	Director Maintenance, Operations & Transportation	261	$68,239	$71,592	$75,223	$78,985	$82,930
25	Information Technology Coordinator	251	$64,939	$68,231	$71,625	$75,219	$78,954
30	Director Food Services	220	$53,120	$54,765	$57,523	$60,373	$63,407

CONFIDENTIAL							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
310	*Administrative Assistant II	251	$28.51	$29.83	$31.24	$32.69	$34.24
320	Administrative Assistant I	251	$24.76	$26.00	$27.30	$28.67	$30.10
325	Human Resources Specialist	251	$24.76	$26.00	$27.30	$28.67	$30.10
330	School Information Systems Specialist	251	$25.32	$26.59	$27.92	$29.32	$30.80
340	Business Services Specialist	251	$23.35	$24.52	$25.75	$27.02	$28.37
350	Payroll/Accounts Specialist	251	$22.24	$23.35	$24.52	$25.75	$27.03
360	Principal Secretary	224	$20.55	$21.58	$22.65	$23.77	$24.96

*Includes a $25.00 per month special compensation for additional Board Meeting preparation and attendance.

LONGEVITY
2.5% at 15 years
2.5% at 20 years
2.5% at 25 years

FISCAL YEAR 2006-07 - 7%
FISCAL YEAR 2013-14 - 5%
FISCAL YEAR 2014-15 - 2.1%
FISCAL YEAR 2015-16 - 4%
FISCAL YEAR 2016-17 - 3%
FISCAL YEAR 2017-18 - 2%
FISCAL YEAR 2018-19 - 2% No retro
FISCAL YEAR 2019-20 - 2% No retro
FISCAL YEAR 2021-22 - 4% No retro

Board approved:August 17, 2021
Effective August 1, 2021

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and GC 3547.5 and 3540.2

Name of School District: Jefferson School District

Name of Bargaining/Represented Unit: Unrepresented

Certificated, Classified, Other: Classified Hourly, Confidential, Classified Management

The proposed agreement covers the period beginning: September 1, 2021 (date) and ending June 30, 2022 (date)

The Governing Board will act upon this agreement on: August 17, 2021 (date)

A. Proposed Change in Compensation

	Compensation	Annual Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement (All Funds) Complete years 2 and 3 for multi-year agreements only. Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
1	**Salary Schedule** Ongoing Increase (Decrease)	$ 1,753,372	$ 55,963	$ -	$ -
		On-going year-over-year change	Median up to 10%(20%)	0.00%	0.00%
2	**Other Compensation -** Increase (Decrease) (Stipends, Bonuses, Overtime, etc.)-One time	$ -		$ -	$ -
		Description		0	0
3	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicare etc.	$ 529,387	$ 16,896.63	$ -	$ -
4	**Health/Welfare Benefits**	$ 651,450	$ -	$ -	$ -
5	**Total Compensation -** Increase (Decrease) (Total Lines 1-4)	$ 2,934,209	$ 72,860	$ -	$ -
6	**Total Number of Represented Employees** (Use FTEs if appropriate)	64.50			
7	**Total Compensation Average Cost per Employee**	$ 45,492	$ 1,130	$ -	$ -
		Year-over-year change	2.48%	0.00%	0.00%

If the agreement increases or decreases costs, a multiyear projection must be attached.

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and GC 3547.5 and 3540.2

Name of School District: Jefferson School District

Name of Bargaining/Represented Unit: Unrepresented

Certificated, Classified, Other: Certificated Management

The proposed agreement covers the period beginning: September 1, 2021 (date) and ending June 30, 2022 (date)

The Governing Board will act upon this agreement on: August 17, 2021 (date)

A. Proposed Change in Compensation

	Compensation	Annual Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement (All Funds) Complete years 2 and 3 for multi-year agreements only. Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
1	**Salary Schedule** Ongoing Increase (Decrease)	$ 1,625,553	$ 126,455	$ -	$ -
		On-going year-over-year change	Median up to 10%	0.00%	0.00%
2	**Other Compensation -** Increase (Decrease) (Stipends, Bonuses, Overtime, etc.)-One time	$ -		$ -	$ -
		Description			
3	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicare etc.	$ 1,625,553	$ 24,582.85	$ -	$ -
4	**Health/Welfare Benefits**	$ 171,700	$ -	$ -	$ -
5	**Total Compensation -** Increase (Decrease) (Total Lines 1-4)	$ 3,422,806	$ 151,038	$ -	$ -
6	**Total Number of Represented Employees** (Use FTEs if appropriate)	17.00			
7	**Total Compensation Average Cost per Employee**	$ 201,342	$ 8,885	$ -	$ -
		Year-over-year change	4.41%	0.00%	0.00%

If the agreement increases or decreases costs, a multiyear projection must be attached.

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Public Disclosure of Collective Bargaining Agreement

Name of Bargaining/Represented Unit: Unrepresented

B. SUMMARY

FISCAL EFFECTS

CHANGES TO COMPENSATION (SALARIES AND BENEFITS)

June 16, 2020 the Board accepted the Total Compensation Report as compiled by School Services of California. No changes were implemented at that time. Currently the District is recommending that the increases necessary to achieve the median range for identified positions up to a 10% increase. For the MOT Director, Food Service Director and Mechanic, the District's recommended increase is 20%.

OTHER FISCAL EFFECTS

n/a

FUNDING SOURCES

The ongoing salary increases to median will be funded by Unrestricted General Fund revenues

OTHER CHANGES

n/a

CERTIFICATION

In accordance with Government Code Section 3547.5(b), I hereby certify that the costs incurred by the school district under this agreement can be met by the district during the agreement's term. The budget revisions necessary to meet the costs of the agreement are described above. (Must be signed in the copy presented to the board)

DocuSigned by: Jim Bridges 9B1415D827F4413	8/13/2021	DocuSigned by Dena Whittington 2C5B37B26724A1	8/13/2021
District Superintendent	***Date***	***Chief Business Official***	***Date***

After public disclosure of the major provisions contained in this summary, the Governing Board took action to approve the proposed agreement and ackowledges that any budget revisions described above are necessary to meet the costs of the agreement.

President (or Clerk), Governing Board	***Date signed***	***Date of Board Action***

C. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: Unrepresented

	Column 1 Latest Budget submitted to COE (Orig. Adopted, 1st Interim, or 2nd Interim) As of 21-22 45-day revision	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	$ 20,534,869	$ -	$ -	$ 20,534,869
Remaining Revenues (8100-8799)	$ 697,674	$ -	$ -	$ 697,674
TOTAL REVENUES	**$ 21,232,543**	**$ -**	**$ -**	**$ 21,232,543**
EXPENDITURES				
Certificated Salaries (1000-1999)	$ 9,750,081	$ 126,455	$ -	$ 9,876,536
Classified Salaries (2000-2999)	$ 2,226,751	$ 55,963	$ -	$ 2,282,714
Employee Benefits (3000-3999)	$ 3,939,268	$ 41,479	$ -	$ 3,980,747
Books & Supplies (4000-4999)	$ 1,016,775	$ -	$ -	$ 1,016,775
Services & Operating Expenses (5000-5999)	$ 2,418,847	$ -	$ -	$ 2,418,847
Capital Outlay (6000-6999)	$ -	$ -	$ -	$ -
Other Outgo (7100-7299) (7400-7499)	$ 270,916	$ -	$ -	$ 270,916
Direct support/Indirect Costs (7300-7399)	$ (67,918)	$ -	$ -	$ (67,918)
TOTAL EXPENDITURES	**$ 19,554,720**	**$ 223,897**	**$ -**	**$ 19,778,617**
OPERATING SURPLUS (DEFICIT)	$ 1,677,823	$ (223,897)	$ -	$ 1,453,926
Transfers In and Other Sources (8910-8979)	$ -	$ -	$ -	$ -
Transfers Out and Other Uses (7610-7699)		$ -	$ -	$ -
Contributions (8980-8999)	$ (2,926,692)	$ -	$ -	$ (2,926,692)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (1,248,869)	$ (223,897)	$ -	$ (1,472,766)
BEGINNING BALANCE (9791)	$ 9,364,139			$ 9,364,139
Audit Adjustments/Restatements (9793 & 9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 8,115,270	$ (223,897)	$ -	$ 7,891,373
COMPONENTS OF ENDING BALANCE:				
Restricted and Nonspendable (9711-9740)	$ 5,000	$ -	$ -	$ 5,000
Committed Amounts (9750-9760)	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties (9789)	$ 735,191	$ -	$ -	$ 735,191
Other Assignments (9780)	$ 1,808,971	$ -	$ -	$ 1,808,971
Unassigned/Unappropriated (9790)	$ 5,566,108	$ (223,897)	$ -	$ 5,342,211

C. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: Unrepresented

	Column 1 Latest Budget submitted to COE (Orig. Adopted, 1st Interim, or 2nd Interim) As of 21-22 45-day revision	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	$ -	$ -	$ -	$ -
Remaining Revenues (8100-8799)	$ 2,140,250	$ -	$ -	$ 2,140,250
TOTAL REVENUES	**$ 2,140,250**	**$ -**	**$ -**	**$ 2,140,250**
EXPENDITURES				
Certificated Salaries (1000-1999)	$ 1,293,512	$ -	$ -	$ 1,293,512
Classified Salaries (2000-2999)	$ 547,719	$ -	$ -	$ 547,719
Employee Benefits (3000-3999)	$ 1,544,557	$ -	$ -	$ 1,544,557
Books & Supplies (4000-4999)	$ 237,035	$ -	$ -	$ 237,035
Services & Operating Expenses (5000-5999)	$ 390,746	$ -	$ -	$ 390,746
Capital Outlay (6000-6999)	$ 617,280	$ -	$ -	$ 617,280
Other Outgo (7100-7299) (7400-7499)	$ 287,894	$ -	$ -	$ 287,894
Direct support/Indirect Costs (7300-7399)	$ 32,918	$ -	$ -	$ 32,918
TOTAL EXPENDITURES	**$ 4,951,661**	**$ -**	**$ -**	**$ 4,951,661**
OPERATING SURPLUS (DEFICIT)	$ (2,811,411)	$ -	$ -	$ (2,811,411)
Transfers In and Other Sources (8910-8979)	$ -	$ -	$ -	$ -
Transfers Out and Other Uses (7610-7699)	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ 2,926,692	$ -	$ -	$ 2,926,692
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ 115,281	$ -	$ -	$ 115,281
BEGINNING BALANCE (9791)	$ 1,595,039			$ 1,595,039
Audit Adjustments/Restatements (9793 & 9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 1,710,320	$ -	$ -	$ 1,710,320
COMPONENTS OF ENDING BALANCE:				
Restricted and Nonspendable (9711-9740)	$ 1,710,320	$ -	$ -	$ 1,710,320
Committed Amounts (9750-9760)	$ -	$ -	$ -	$ -
Reserved for Economic Uncertainties (9789)	$ -	$ -	$ -	$ -
Other Assignments (9780)	$ -	$ -	$ -	$ -
Unassigned/Unappropriated (9790)	$ -	$ -	$ -	$ -

C. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: Unrepresented

	Column 1 Latest Budget submitted to COE (Orig Adopted, 1st Interim, or 2nd Interim) As of 21-22 45-day revision	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	$ 20,534,869	$ -	$ -	$ 20,534,869
Remaining Revenues (8100-8799)	$ 2,837,924	$ -	$ -	$ 2,837,924
TOTAL REVENUES	**$ 23,372,793**	**$ -**	**$ -**	**$ 23,372,793**
EXPENDITURES				
Certificated Salaries (1000-1999)	$ 11,043,593	$ 126,455	$ -	$ 11,170,048
Classified Salaries (2000-2999)	$ 2,774,470	$ 55,963	$ -	$ 2,830,433
Employee Benefits (3000-3999)	$ 5,483,825	$ 41,479	$ -	$ 5,525,304
Books & Supplies (4000-4999)	$ 1,253,810	$ -	$ -	$ 1,253,810
Services & Operating Expenses (5000-5999)	$ 2,809,593	$ -	$ -	$ 2,809,593
Capital Outlay (6000-6999)	$ 617,280	$ -	$ -	$ 617,280
Other Outgo (7100-7299) (7400-7499)	$ 558,810	$ -	$ -	$ 558,810
Direct support/Indirect Costs (7300-7399)	$ (35,000)	$ -	$ -	$ (35,000)
TOTAL EXPENDITURES	**$ 24,506,381**	**$ 223,897**	**$ -**	**$ 24,730,278**
OPERATING SURPLUS (DEFICIT)	$ (1,133,588)	$ (223,897)	$ -	$ (1,357,485)
Transfers In and Other Sources (8910-8979)	$ -	$ -	$ -	$ -
Transfers Out and Other Uses (7610-7699)	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ -	$ -	$ -	$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (1,133,588)	$ (223,897)	$ -	$ (1,357,485)
BEGINNING BALANCE (9791)	$ 10,959,178			$ 10,959,178
Audit Adjustments/Restatements (9793 & 9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 9,825,590	$ (223,897)	$ -	$ 9,601,693
COMPONENTS OF ENDING BALANCE:				
Restricted and Nonspendable (9711-9740)	$ 1,715,320	$ -	$ -	$ 1,715,320
Committed Amounts (9750-9760)	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties (9789)	$ 735,191	$ -	$ -	$ 735,191
Other Assignments (9780)	$ 1,808,971	$ -	$ -	$ 1,808,971
Unassigned/Unappropriated (9790)	$ 5,566,108	$ (223,897)	$ -	$ 5,342,211

D. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund

Enter Bargaining Unit: Unrepresented

Fiscal Year	Column A Current Year Budget After Settlement 2021-22	Column B Change from Current Year to First Subsequent	Column C First Subsequent Year After Settlement 2022-23	Column D Change from First Subsequent to Second Subsequent	Column E Second Subsequent Year After Settlement 2023-24
REVENUES					
LCFF Sources (8010-8099)	$ 20,534,869	$ (233,222)	$ 20,301,647	$ 131,569	$ 20,433,216
Remaining Revenues (8100-8799)	$ 697,674	$ 26,063	$ 723,737	$ -	$ 723,737
TOTAL REVENUES	**$ 21,232,543**	$ (207,159)	**$ 21,025,384**	$ 131,569	**$ 21,156,953**
EXPENDITURES					
Certificated Salaries (1000-1999)	$ 9,876,536	$ 110,495	$ 9,987,031	$ 227,995	$ 10,215,026
Classified Salaries (2000-2999)	$ 2,282,714	$ 33,630	$ 2,316,344	$ 226,280	$ 2,542,624
Employee Benefits (3000-3999)	$ 3,980,747	$ 138,003	$ 4,118,750	$ 495,004	$ 4,613,754
Books & Supplies (4000-4999)	$ 1,016,775	$ -	$ 1,016,775	$ -	$ 1,016,775
Services & Operating Expenses (5000-5999)	$ 2,418,847	$ -	$ 2,418,847	$ -	$ 2,418,847
Capital Outlay (6000-6999)	$ -	$ -	$ -	$ -	$ -
Other Outgo (7100-7299) (7400-7499)	$ 270,916	$ -	$ 270,916	$ -	$ 270,916
Direct support/Indirect Costs (7300-7399)	$ (67,918)	$ -	$ (67,918)	$ -	$ (67,918)
TOTAL EXPENDITURES	**$ 19,778,617**	$ 282,128	**$ 20,060,745**	$ 949,279	**$ 21,010,024**
OPERATING SURPLUS (DEFICIT)	$ 1,453,926	$ (489,287)	$ 964,639	$ (817,710)	$ 146,929
Transfers In and Other Sources (8910-8979)	$ -	$ -	$ -	$ -	$ -
Transfers Out and Other Uses (7610-7699)	$ -	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ (2,926,692)	$ -	$ (2,926,692)	$ -	$ (2,926,692)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (1,472,766)	$ (489,287)	$ (1,962,053)	$ (817,710)	$ (2,779,763)
BEGINNING BALANCE (9791)	$ 9,364,139	$ (1,472,766)	$ 7,891,373	$ (1,962,053)	$ 5,929,320
Audit Adjustments/Restatements (9793 & 9795)	$ -	$ -		$ -	
CURRENT-YEAR ENDING BALANCE	$ 7,891,373	$ (1,962,053)	$ 5,929,320	$ (2,779,763)	$ 3,149,557
COMPONENTS OF ENDING BALANCE:					
Restricted and Nonspendable (9711-9740)	$ 5,000	$ -	$ 5,000	$ -	$ 5,000
Committed Amounts (9750-9760)	$ -	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties (9789)	$ 735,191	$ 26,057	$ 761,248	$ 106,490	$ 867,738
Other Assignments (9780)	$ 1,808,971	$ (227,536)	$ 1,581,435	$ (227,619)	$ 1,353,816
Unassigned/Unappropriated (9790)	$ 5,342,211	$ (1,760,574)	$ 3,581,637	$ (2,658,634)	$ 923,003

D. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund

Enter Bargaining Unit: Unrepresented

Fiscal Year	Column A Current Year Budget After Settlement 2021-22	Column B Change from Current Year to First Subsequent	Column C First Subsequent Year After Settlement 2022-23	Column D Change from First Subsequent to Second Subsequent	Column E Second Subsequent Year After Settlement 2023-24
REVENUES					
LCFF Sources (8010-8099)	$ -	$ -	$ -	$ -	$ -
Remaining Revenues (8100-8799)	$ 2,140,250	$ -	$ 2,140,250	$ -	$ 2,140,250
TOTAL REVENUES	**$ 2,140,250**	$ -	**$ 2,140,250**	$ -	**$ 2,140,250**
EXPENDITURES					
Certificated Salaries (1000-1999)	$ 1,293,512	$ -	$ 1,293,512	$ -	$ 1,293,512
Classified Salaries (2000-2999)	$ 547,719	$ -	$ 547,719	$ -	$ 547,719
Employee Benefits (3000-3999)	$ 1,544,557	$ 9,622	$ 1,554,179	$ 50,154	$ 1,604,333
Books & Supplies (4000-4999)	$ 237,035	$ 500,000	$ 737,035	$ (500,000)	$ 237,035
Services & Operating Expenses (5000-5999)	$ 390,746	$ -	$ 390,746	$ -	$ 390,746
Capital Outlay (6000-6999)	$ 617,280	$ -	$ 617,280	$ -	$ 617,280
Other Outgo (7100-7299) (7400-7499)	$ 287,894	$ -	$ 287,894	$ -	$ 287,894
Direct support/Indirect Costs (7300-7399)	$ 32,918	$ -	$ 32,918	$ -	$ 32,918
TOTAL EXPENDITURES	**$ 4,951,661**	$ 509,622	**$ 5,461,283**	$ (449,846)	**$ 5,011,437**
OPERATING SURPLUS (DEFICIT)	$ (2,811,411)	$ (509,622)	$ (3,321,033)	$ 449,846	$ (2,871,187)
Transfers In and Other Sources (8910-8979)	$ -	$ -	$ -	$ -	$ -
Transfers Out and Other Uses (7610-7699)	$ -	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ 2,926,692	$ -	$ 2,926,692	$ -	$ 2,926,692
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ 115,281	$ (509,622)	$ (394,341)	$ 449,846	$ 55,505
BEGINNING BALANCE (9791)	$ 1,595,039	$ 115,281	$ 1,710,320	$ (394,341)	$ 1,315,979
Audit Adjustments/Restatements (9793 & 9795)	$ -	$ -		$ -	
CURRENT-YEAR ENDING BALANCE	$ 1,710,320	$ (394,341)	$ 1,315,979	$ 55,505	$ 1,371,484
COMPONENTS OF ENDING BALANCE:					
Restricted and Nonspendable (9711-9740)	$ 1,710,320	$ (394,341)	$ 1,315,979	$ 55,505	$ 1,371,484
Committed Amounts (9750-9760)	$ -	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties (9789)	$ -	$ -	$ -	$ -	$ -
Other Assignments (9780)	$ -	$ -	$ -	$ -	$ -
Unassigned/Unappropriated (9790)	$ -	$ -	$ -	$ -	$ -

D. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: Unrepresented

	Column A Current Year Budget After Settlement	Column B Change from Current Year to First Subsequent	Column C First Subsequent Year After Settlement	Column D Change from First Subsequent to Second Subsequent	Column E Second Subsequent Year After Settlement
Fiscal Year	2021-22		2022-23		2023-24
REVENUES					
LCFF Sources (8010-8099)	$ 20,534,869	$ (233,222)	$ 20,301,647	$ 131,569	$ 20,433,216
Remaining Revenues (8100-8799)	$ 2,837,924	$ 26,063	$ 2,863,987	$ -	$ 2,863,987
TOTAL REVENUES	$ 23,372,793	$ (207,159)	$ 23,165,634	$ 131,569	$ 23,297,203
EXPENDITURES					
Certificated Salaries (1000-1999)	$ 11,170,048	$ 110,495	$ 11,280,543	$ 227,995	$ 11,508,538
Classified Salaries (2000-2999)	$ 2,830,433	$ 33,630	$ 2,864,063	$ 226,280	$ 3,090,343
Employee Benefits (3000-3999)	$ 5,525,304	$ 147,625	$ 5,672,929	$ 545,158	$ 6,218,087
Books & Supplies (4000-4999)	$ 1,253,810	$ 500,000	$ 1,753,810	$ (500,000)	$ 1,253,810
Services & Operating Expenses (5000-5999)	$ 2,809,593	$ -	$ 2,809,593	$ -	$ 2,809,593
Capital Outlay (6000-6999)	$ 617,280	$ -	$ 617,280	$ -	$ 617,280
Other Outgo (7100-7299) (7400-7499)	$ 558,810	$ -	$ 558,810	$ -	$ 558,810
Direct support/Indirect Costs (7300-7399)	$ (35,000)	$ -	$ (35,000)	$ -	$ (35,000)
TOTAL EXPENDITURES	$ 24,730,278	$ 791,750	$ 25,522,028	$ 499,433	$ 26,021,461
OPERATING SURPLUS (DEFICIT)	$ (1,357,485)	$ (998,909)	$ (2,356,394)	$ (367,864)	$ (2,724,258)
Transfers In and Other Sources (8910-8979)	$ -	$ -	$ -	$ -	$ -
Transfers Out and Other Uses (7610-7699)	$ -	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ -	$ -	$ -	$ -	$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (1,357,485)	$ (998,909)	$ (2,356,394)	$ (367,864)	$ (2,724,258)
BEGINNING BALANCE (9791)	$ 10,959,178	$ (1,357,485)	$ 9,601,693	$ (2,356,394)	$ 7,245,299
Audit Adjustments/Restatements (9793 & 9795)	$ -	$ -	$ -	$ -	$ -
CURRENT-YEAR ENDING BALANCE	$ 9,601,693	$ (2,356,394)	$ 7,245,299	$ (2,724,258)	$ 4,521,041
COMPONENTS OF ENDING BALANCE:					
Restricted and Nonspendable (9711-9740)	$ 1,715,320	$ (394,341)	$ 1,320,979	$ 55,505	$ 1,376,484
Committed Amounts (9750-9760)	$ -	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties (9789)	$ 735,191	$ 26,057	$ 761,248	$ 106,490	$ 867,738
Other Assignments (9780)	$ 1,808,971	$ (227,536)	$ 1,581,435	$ (227,619)	$ 1,353,816
Unassigned/Unappropriated (9790)	$ 5,342,211	$ (1,760,574)	$ 3,581,637	$ (2,658,634)	$ 923,003

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E. Reserves

State Reserve Standard

	Fiscal Year	2021-22	2022-23	2023-24
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$ 24,730,278	$ 25,522,028	$ 26,021,461
b.	State Standard Minimum Reserve Percentage for this District	3%	3%	3%
c	State Standard Minumum Reserve Amount for this District (For districts with les than 1,001 ADA, this is the greater of Line a times Line b, or $50,000)	**$ 741,908**	**$ 765,661**	**$ 780,644**

Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	$ 735,191	$ 761,248	$ 867,738
b.	General Fund Budgeted Unassigned/Unappropriated (9790)	$ 5,342,211	$ 3,581,637	$ 923,003
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	$ -	$ -	$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	$ -	$ -	$ -
e.	Total Available Reserves	$ 6,077,402	$ 4,342,885	$ 1,790,741
f.	Reserves in Excess of State Reserve Standard	$ 5,335,493	$ 3,577,224	$ 1,010,097