

**Orange County Department of Education  
District Fiscal Services**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT  
in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449**

Newport-Mesa Unified School District - California School Employees Association,

**School District - Bargaining Unit:** Chapter 18 (CSEA)

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**Certificated, Classified, Other:** Classified

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The proposed agreement covers the period beginning: July 1, 2020 and ending: June 30, 2021  
(date) (date)

The Governing Board will act upon this agreement on: October 6, 2020  
(date)

**A. Proposed Change in Compensation**

Compensation	Annual Cost Prior to Proposed Agreement  FY	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1 Salary Schedule Increase (Decrease)	\$ 48,235,610.00	\$ 482,356	\$ -	\$ -
		1.00%	0.00%	0.00%
2 Step and Column Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.)	\$ -	\$ 487,400	\$ -	\$ -
		0.00%	0.00%	0.00%
Description of other compensation: COVID- 19 personal communication device stipend				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 14,547,860	\$ 191,295	\$ -	\$ -
		1.31%	0.00%	0.00%
5 Health/Welfare Plans	\$ 14,901,489	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 77,684,959	\$ 1,161,051	\$ -	\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	937.87	937.87	0	0
8 Total Compensation <u>Average</u> Cost per Employee	\$ 82,831	\$ 1,238	\$ -	\$ -
		1.49%	0.00%	0.00%

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

One percent one-time off-schedule salary increase. An additional stipend associated with COVID-19 communication devices is provided by daily hours: Over 6 \$500; 6 \$400; 4-5.99 \$300 and less than 4 \$200

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

No.

11. Please include comments and explanations as necessary.

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐

If yes, please describe the cap amount.

The cap remains at \$20,441.

**B. Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Clarification of professional growth language and update of drug testing language.

**C. What are the specific impacts 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

- D. What contingency language is included in the proposed agreement?** Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.  
Work will continue on a MOU regarding reopening and COVID-19 as well as a MOU to address bus driver health and welfare benefits for the 2020-2021 school year.

- E. Will this agreement create, increase or decrease deficit financing in the current or subsequent year(s)?**  
"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 yes, explain the amounts and justification for doing so.

Yes, ending fund balance will be reduced. Deficit spending will be corrected in the 2021-22 year.

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

None.

**G. Source of Funding for Proposed Agreement**

**1. Current Year**

Property Taxes

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

Property Taxes

- 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

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

### Unrestricted General Fund

Enter Bargaining Unit: California School Employees Association, Chapter 18 (CSEA)

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/24/20 )	Adjustments as a Result of Settlement	Other Revisions: NMFT Revision	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ 287,159,282	\$ -	\$ -	\$ 287,159,282
Remaining Revenues (8100-8799)	\$ 10,875,077	\$ -	\$ -	\$ 10,875,077
<b>TOTAL REVENUES</b>	\$ 298,034,359	\$ -	\$ -	\$ 298,034,359
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 106,689,243	\$ 643,918	\$ 1,122,617	\$ 108,455,778
Classified Salaries (2000-2999)	\$ 36,591,705	\$ -	\$ -	\$ 36,591,705
Employee Benefits (3000-3999)	\$ 62,852,783	\$ 127,020	\$ 217,900	\$ 63,197,703
Books and Supplies (4000-4999)	\$ 9,625,678	\$ -	\$ -	\$ 9,625,678
Services, Other Operating Expenses (5000-5999)	\$ 17,983,155	\$ -	\$ -	\$ 17,983,155
Capital Outlay (6000-6599)	\$ 1,403,312	\$ -	\$ -	\$ 1,403,312
Other Outgo (7100-7299) (7400-7499)	\$ 1,748,244	\$ -	\$ -	\$ 1,748,244
Direct Support/Indirect Cost (7300-7399)	\$ (5,025,071)	\$ -	\$ -	\$ (5,025,071)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 231,869,049	\$ 770,938	\$ 1,340,517	\$ 233,980,504
OPERATING SURPLUS (DEFICIT)	\$ 66,165,310	\$ (770,938)	\$ (1,340,517)	\$ 64,053,855
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 1,500,000	\$ -	\$ -	\$ 1,500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 4,742,404	\$ -	\$ -	\$ 4,742,404
CONTRIBUTIONS (8980-8999)	\$ (64,025,490)	\$ -	\$ -	\$ (64,025,490)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,102,584)	\$ (770,938)	\$ (1,340,517)	\$ (3,214,039)
<b>BEGINNING BALANCE</b>	\$ 35,371,473			\$ 35,371,473
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 34,268,889	\$ 33,497,951	\$ 32,157,434	\$ 32,157,434
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ 301,574	\$ -	\$ -	\$ 301,574
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 18,964,715	\$ (805,938)	\$ (1,440,517)	\$ 16,718,260
Reserve for Economic Uncertainties (9789)	\$ 15,002,600	\$ 35,000	\$ 100,000	\$ 15,137,600
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund				
Enter Bargaining Unit: California School Employees Association, Chapter 18 (CSEA)				
	Column 1 Latest Board- Approved Budget Before Settlement (As of 06/24/20 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions: NMFT Revision	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 31,985,784	\$ -	\$ -	\$ 31,985,784
<b>TOTAL REVENUES</b>	\$ 31,985,784	\$ -	\$ -	\$ 31,985,784
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 29,306,477	\$ 325,838	\$ 468,620	\$ 30,100,935
Classified Salaries (2000-2999)	\$ 18,533,890	\$ -	\$ -	\$ 18,533,890
Employee Benefits (3000-3999)	\$ 23,266,378	\$ 64,275	\$ 90,959	\$ 23,421,612
Books and Supplies (4000-4999)	\$ 4,749,796	\$ -	\$ -	\$ 4,749,796
Services, Other Operating Expenses (5000-5999)	\$ 12,035,957	\$ -	\$ -	\$ 12,035,957
Capital Outlay (6000-6599)	\$ 3,323,036	\$ -	\$ -	\$ 3,323,036
Other Outgo (7100-7299) (7400-7499)	\$ 1,260,000	\$ -	\$ -	\$ 1,260,000
Direct Support/Indirect Cost (7300-7399)	\$ 4,306,795	\$ -	\$ -	\$ 4,306,795
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 96,782,329	\$ 390,113	\$ 559,579	\$ 97,732,021
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (64,796,545)	\$ (390,113)	\$ (559,579)	\$ (65,746,237)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 64,025,490	\$ -	\$ -	\$ 64,025,490
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (771,055)	\$ (390,113)	\$ (559,579)	\$ (1,720,747)
<b>BEGINNING BALANCE</b>	\$ 2,892,281			\$ 2,892,281
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 2,121,226	\$ 1,731,113	\$ 1,171,534	\$ 1,171,534
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted Reserves (9740)	\$ 2,121,226	\$ (390,113)	\$ (559,579)	\$ 1,171,534
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund				
Enter Bargaining Unit: California School Employees Association, Chapter 18 (CSEA)				
	Column 1 Latest Board- Approved Budget Before Settlement (As of 06/24/20 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions: NMFT Revision	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Local Control Funding Formula Sources (8010-8099)	\$ 287,159,282	\$ -	\$ -	\$ 287,159,282
Remaining Revenues (8100-8799)	\$ 42,860,861	\$ -	\$ -	\$ 42,860,861
<b>TOTAL REVENUES</b>	\$ 330,020,143	\$ -	\$ -	\$ 330,020,143
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 135,995,720	\$ 969,756	\$ 1,591,237	\$ 138,556,713
Classified Salaries (2000-2999)	\$ 55,125,595	\$ -	\$ -	\$ 55,125,595
Employee Benefits (3000-3999)	\$ 86,119,161	\$ 191,295	\$ 308,859	\$ 86,619,315
Books and Supplies (4000-4999)	\$ 14,375,474	\$ -	\$ -	\$ 14,375,474
Services, Other Operating Expenses (5000-5999)	\$ 30,019,112	\$ -	\$ -	\$ 30,019,112
Capital Outlay (6000-6599)	\$ 4,726,348	\$ -	\$ -	\$ 4,726,348
Other Outgo (7100-7299) (7400-7499)	\$ 3,008,244	\$ -	\$ -	\$ 3,008,244
Direct Support/Indirect Cost (7300-7399)	\$ (718,276)	\$ -	\$ -	\$ (718,276)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 328,651,378	\$ 1,161,051	\$ 1,900,096	\$ 331,712,525
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 1,368,765	\$ (1,161,051)	\$ (1,900,096)	\$ (1,692,382)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 1,500,000	\$ -	\$ -	\$ 1,500,000
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 4,742,404	\$ -	\$ -	\$ 4,742,404
<b>CONTRIBUTIONS (8980-8999)</b>	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (1,873,639)	\$ (1,161,051)	\$ (1,900,096)	\$ (4,934,786)
<b>BEGINNING BALANCE</b>	\$ 38,263,754			\$ 38,263,754
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 36,390,115	\$ 35,229,064	\$ 33,328,968	\$ 33,328,968
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable Reserves (9711-9719)	\$ 301,574	\$ -	\$ -	\$ 301,574
Restricted Reserves (9740)	\$ 2,121,226	\$ (390,113)	\$ (559,579)	\$ 1,171,534
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 18,964,715	\$ (805,938)	\$ (1,440,517)	\$ 16,718,260
Reserve for Economic Uncertainties (9789)	\$ 15,002,600	\$ 35,000	\$ 100,000	\$ 15,137,600
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

# I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

## Combined General Fund

Enter Bargaining Unit: **California School Employees Association, Chapter 18 (CSEA)**

	2020-21	2021-22	2022-23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Local Control Funding Formula Sources (8010-8099)	\$ 287,159,282	\$ 310,799,285	\$ 319,779,441
Remaining Revenues (8100-8799)	\$ 42,860,861	\$ 41,676,386	\$ 42,048,192
<b>TOTAL REVENUES</b>	\$ 330,020,143	\$ 352,475,671	\$ 361,827,633
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 138,556,713	\$ 135,578,168	\$ 137,340,684
Classified Salaries (2000-2999)	\$ 55,125,595	\$ 55,351,083	\$ 56,070,647
Employee Benefits (3000-3999)	\$ 86,619,315	\$ 94,685,732	\$ 100,366,876
Books and Supplies (4000-4999)	\$ 14,375,474	\$ 18,136,436	\$ 18,040,756
Services, Other Operating Expenses (5000-5999)	\$ 30,019,112	\$ 31,263,336	\$ 30,938,689
Capital Outlay (6000-6999)	\$ 4,726,348	\$ 4,329,626	\$ 4,718,074
Other Outgo (7100-7299) (7400-7499)	\$ 3,008,244	\$ 3,241,822	\$ 3,274,240
Direct Support/Indirect Cost (7300-7399)	\$ (718,276)	\$ (684,191)	\$ (694,303)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 331,712,525	\$ 341,902,012	\$ 350,055,663
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (1,692,382)	\$ 10,573,659	\$ 11,771,970
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 1,500,000	\$ -	\$ -
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 4,742,404	\$ 9,046,935	\$ 9,046,935
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (1,873,639)	\$ 1,526,724	\$ 2,725,035
<b>BEGINNING BALANCE</b>	\$ 38,263,754	\$ 33,328,968	\$ 34,855,692
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 33,328,968	\$ 34,855,692	\$ 37,580,727
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable Reserves (9711-9719)	\$ 301,574	\$ 304,605	\$ 352,987
Restricted Reserves (9740)	\$ 1,171,534	\$ 423,200	\$ 3,194,106
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 16,718,260	\$ 18,340,997	\$ 17,858,634
Reserve for Economic Uncertainties (9789)	\$ 15,137,600	\$ 15,786,890	\$ 16,175,000
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -

**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES****1. State Reserve Standard**

		<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 336,454,929	\$ 350,948,947	\$ 359,102,598
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	3.00%	3.00%	3.00%
c.	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	\$ 10,093,648	\$ 10,528,468	\$ 10,773,078

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 15,137,600	\$ 15,786,890	\$ 16,175,000
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	\$	\$	\$
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$	\$	\$
g.	Total Available Reserves	\$ 15,137,600	\$ 15,786,890	\$ 16,175,000
h.	Reserve for Economic Uncertainties Percentage	4.50%	4.50%	4.50%

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

2020-21	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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



5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted), explain the variance below:

n/a

6. Please include any additional comments and explanations of Page 4 as necessary:

n/a

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


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

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Financial Officer of the Newport-Mesa Unified School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees Association Chapter 18 Bargaining Unit, during the term of the agreement from 7/1/20 to 6/30/21.


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

<b>Budget Adjustment Categories:</b>	<b>Budget Adjustment Increase (Decrease)</b>
Revenues/Other Financing Sources	-
Expenditures/Other Financing Uses	1,161,051
Ending Balance Increase (Decrease)	(1,161,051)

☒ (Budget revisions necessary)

  
 District Superintendent  
 (Signature)

9/1/2020  
 Date

  
 Chief Financial Officer  
 (Signature)

9/1/2020  
 Date

**L. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent or designee 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 Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

\_\_\_\_\_  
**District Superintendent (or Designee)**  
**(Signature)**

\_\_\_\_\_  
6-Oct-20  
**Date**

\_\_\_\_\_  
**President or Clerk of Governing Board**  
**(Signature)**

\_\_\_\_\_  
6-Oct-20  
**Date**

\_\_\_\_\_  
Jeffery S. Trader

**Contact Person**

\_\_\_\_\_  
714-424-5003

**Phone**

