

**TENTATIVE AGREEMENT  
BETWEEN  
SIERRA SANDS UNIFIED SCHOOL DISTRICT  
AND  
DESERT AREA GUIDANCE ASSOCIATION**

The Desert Area Guidance Association and Sierra Sands Unified School District have reached a tentative agreement for 2013-2014, 2014-15 school years. The following terms and conditions reflect the tentative agreement regarding salary, health and welfare benefits, the term of the collective bargaining agreement between the Sierra Sands Unified School District and Desert Area Guidance Association:

1. Term. Except as provided for in this tentative agreement, including the contingency described in paragraph 6, and the parties continuing negotiations regarding Articles: III, VI, VII, VIII, XI, XII, XIII, XIV, XV, XVI the 2010-2013 Collective Bargaining Agreement (CBA) between Sierra Sands Unified School District (District) and Desert Area Guidance Association (DAGA) shall be effective July 1, 2013 through June 30, 2016.
2. Health and Welfare Benefits. The District shall fully fund all health and welfare benefit increases during the 2013-2014 and 2014-15 school years.
3. 2013-14 Salary. The District will provide a 1% on-schedule increase (retroactive to July 1, 2013) for the 2013-14 school year.
4. 2014-15 Salary. In July of 2014, the District will provide a 0.5% on schedule salary increase retroactive to July 1, 2013.
5. 2014-15 Salary. On July 1, 2014, the District will provide a 4% on-schedule increase for the 2014-15 school year. This increase shall be added to the 0.5% increase described in paragraph 4 above. (Note: this increase is not retroactive to July 1, 2013 like the increase in paragraph 4, but takes effect on July 1, 2014).
6. 2014-15 Contingency. If the District receives more than a nine-percent (9.00%) increase in new, on-going LCFF monies for 2014-15 as calculated using the Department of Finance GAP percentages in the FCMAT LCFF Calculator, the parties agree to return to the table no later than January 2015 to negotiate an additional increase to the salary for the 2014-15 school year.

7. Under Article III Section A: The District recognizes the Desert Area Guidance Association as the exclusive representative of psychologists, *mental health therapists*, and counselors excluding all other certificated personnel employed by the District.
8. Mental Health Therapist shall be placed on the proper SSUSD Certificated Psychologist salary schedule.
9. This agreement concludes negotiations for the 2013-14 and 2014-15 fiscal years except as provided in paragraph 6, 7 above and 9 below.
10. Continuing Negotiations.  
The parties agree they will continue negotiations during the 2014-15 school year, regarding Articles: III, VI, VII, VIII, XI, XII, XIII, XIV, XV, XVI to review language changes for a successor agreement.

Agreed:

**SIERRA SANDS UNIFIED  
SCHOOL DISTRICT**

**DESERT AREA GUIDANCE  
ASSOCIATION**

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
DAGA President

\_\_\_\_\_  
Assistant Superintendent

SIERRA SANDS UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 2014-15 SCHOOL YEAR

	I	II	III	IV	V	VI	VII	VIII
<b>COUNSELORS' SCHEDULE WITH UNITS</b>								
Years	BA + 45	BA + 52	BA + 59	BA + 66	BA + 73	BA + 80	BA + 87	BA + 90
1	\$ 48,476	\$ 49,351	\$ 50,226	\$ 51,101	\$ 51,976	\$ 52,851	\$ 53,726	\$ 54,101
2	\$ 50,686	\$ 51,561	\$ 52,436	\$ 53,311	\$ 54,186	\$ 55,061	\$ 55,936	\$ 56,311
3	\$ 52,886	\$ 53,761	\$ 54,636	\$ 55,511	\$ 56,386	\$ 57,261	\$ 58,136	\$ 58,511
4	\$ 55,091	\$ 55,966	\$ 56,841	\$ 57,716	\$ 58,591	\$ 59,466	\$ 60,341	\$ 60,716
5	\$ 57,292	\$ 58,167	\$ 59,042	\$ 59,917	\$ 60,792	\$ 61,667	\$ 62,542	\$ 62,917
6	\$ 59,499	\$ 60,374	\$ 61,249	\$ 62,124	\$ 62,999	\$ 63,874	\$ 64,749	\$ 65,124
7	\$ 61,699	\$ 62,574	\$ 63,449	\$ 64,324	\$ 65,199	\$ 66,074	\$ 66,949	\$ 67,324
8	\$ 63,906	\$ 64,781	\$ 65,656	\$ 66,531	\$ 67,406	\$ 68,281	\$ 69,156	\$ 69,531
9	\$ 66,107	\$ 66,982	\$ 67,857	\$ 68,732	\$ 69,607	\$ 70,482	\$ 71,357	\$ 71,732
10	\$ 68,313	\$ 69,188	\$ 70,063	\$ 70,938	\$ 71,813	\$ 72,688	\$ 73,563	\$ 73,938
11	\$ 70,513	\$ 71,388	\$ 72,263	\$ 73,138	\$ 74,013	\$ 74,888	\$ 75,763	\$ 76,138
14	\$ 71,915	\$ 72,790	\$ 73,665	\$ 74,540	\$ 75,415	\$ 76,290	\$ 77,165	\$ 77,540
17	\$ 73,317	\$ 74,192	\$ 75,067	\$ 75,942	\$ 76,817	\$ 77,692	\$ 78,567	\$ 78,942
20	\$ 74,719	\$ 75,594	\$ 76,469	\$ 77,344	\$ 78,219	\$ 79,094	\$ 79,969	\$ 80,344
23	\$ 76,121	\$ 76,996	\$ 77,871	\$ 78,746	\$ 79,621	\$ 80,496	\$ 81,371	\$ 81,746
26	\$ 77,523	\$ 78,398	\$ 79,273	\$ 80,148	\$ 81,023	\$ 81,898	\$ 82,773	\$ 83,148
29	\$ 78,925	\$ 79,800	\$ 80,675	\$ 81,550	\$ 82,425	\$ 83,300	\$ 84,175	\$ 84,550
32	\$ 80,327	\$ 81,202	\$ 82,077	\$ 82,952	\$ 83,827	\$ 84,702	\$ 85,577	\$ 85,952
35	\$ 81,729	\$ 82,604	\$ 83,479	\$ 84,354	\$ 85,229	\$ 86,104	\$ 86,979	\$ 87,354
38	\$ 83,131	\$ 84,006	\$ 84,881	\$ 85,756	\$ 86,631	\$ 87,506	\$ 88,381	\$ 88,756
<b>PSYCHOLOGISTS' SCHEDULE WITH UNITS</b>								
Years	BA + 45	BA + 52	BA + 59	BA + 66	BA + 73	BA + 80	BA + 87	BA + 90
1	\$ 51,787	\$ 52,662	\$ 53,537	\$ 54,412	\$ 55,287	\$ 56,162	\$ 57,037	\$ 57,412
2	\$ 53,988	\$ 54,863	\$ 55,738	\$ 56,613	\$ 57,488	\$ 58,363	\$ 59,238	\$ 59,613
3	\$ 56,193	\$ 57,068	\$ 57,943	\$ 58,818	\$ 59,693	\$ 60,568	\$ 61,443	\$ 61,818
4	\$ 58,401	\$ 59,276	\$ 60,151	\$ 61,026	\$ 61,901	\$ 62,776	\$ 63,651	\$ 64,026
5	\$ 60,603	\$ 61,478	\$ 62,353	\$ 63,228	\$ 64,103	\$ 64,978	\$ 65,853	\$ 66,228
6	\$ 62,808	\$ 63,683	\$ 64,558	\$ 65,433	\$ 66,308	\$ 67,183	\$ 68,058	\$ 68,433
7	\$ 65,009	\$ 65,884	\$ 66,759	\$ 67,634	\$ 68,509	\$ 69,384	\$ 70,259	\$ 70,634
8	\$ 67,214	\$ 68,089	\$ 68,964	\$ 69,839	\$ 70,714	\$ 71,589	\$ 72,464	\$ 72,839
9	\$ 69,588	\$ 70,463	\$ 71,338	\$ 72,213	\$ 73,088	\$ 73,963	\$ 74,838	\$ 75,213
10	\$ 71,777	\$ 72,652	\$ 73,527	\$ 74,402	\$ 75,277	\$ 76,152	\$ 77,027	\$ 77,402
11	\$ 73,985	\$ 74,860	\$ 75,735	\$ 76,610	\$ 77,485	\$ 78,360	\$ 79,235	\$ 79,610
14	\$ 75,387	\$ 76,262	\$ 77,137	\$ 78,012	\$ 78,887	\$ 79,762	\$ 80,637	\$ 81,012
17	\$ 76,789	\$ 77,664	\$ 78,539	\$ 79,414	\$ 80,289	\$ 81,164	\$ 82,039	\$ 82,414
20	\$ 78,191	\$ 79,066	\$ 79,941	\$ 80,816	\$ 81,691	\$ 82,566	\$ 83,441	\$ 83,816
23	\$ 79,593	\$ 80,468	\$ 81,343	\$ 82,218	\$ 83,093	\$ 83,968	\$ 84,843	\$ 85,218
26	\$ 80,995	\$ 81,870	\$ 82,745	\$ 83,620	\$ 84,495	\$ 85,370	\$ 86,245	\$ 86,620
29	\$ 82,397	\$ 83,272	\$ 84,147	\$ 85,022	\$ 85,897	\$ 86,772	\$ 87,647	\$ 88,022
32	\$ 83,799	\$ 84,674	\$ 85,549	\$ 86,424	\$ 87,299	\$ 88,174	\$ 89,049	\$ 89,424
35	\$ 85,201	\$ 86,076	\$ 86,951	\$ 87,826	\$ 88,701	\$ 89,576	\$ 90,451	\$ 90,826
38	\$ 86,603	\$ 87,478	\$ 88,353	\$ 89,228	\$ 90,103	\$ 90,978	\$ 91,853	\$ 92,228
<b>Master's Stipend = \$1,500; Doctorate Stipend = \$2,500</b>								
<b>Counselor Department Chair Stipend = \$1,500</b>								
<b>Longevity bonus for 30 years of service to Sierra Sands USD = \$1,000</b>								
Longevity increase of \$1,348 every three years starting with the 14th year of service								
7 unit increments x \$125.00 per unit = \$875 per column (except BA + 90)								
Revised 6-14								

Sierra Sands Unified School District  
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5  
 Desert Area Guidance Association (DAGA)

*The proposed agreement covers the period beginning July 1, 2013 and ending June 30, 2015 and will be acted upon by the Governing Board at its meeting on June 19, 2014*

**Note:**

1% salary increase =	\$	10,870	\$11,474	\$11,474
1% statutory benefit increase =	\$	1,174	\$1,377	\$1,377
1% Total Compensation increase =	\$	12,043	\$12,851	\$12,851

<b>A. Proposed Change in Compensation - Fund 01 - General Fund</b>						
<b>Compensation</b>		<b>Fiscal Impact of Proposed Agreement</b>			<b>Comments</b>	
		Current Year 2013-14	Year 2 2014-15	Year 3 2015-16		
1.	Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-) Percent of Total Comp				Step/Column previously included in budget
2.	Salary Schedule - Increase/(Decrease)	Cost (+/-) Percent of Total Comp	\$ 16,359 1.36%	\$ 62,256 4.84%	\$ 62,256 4.84%	On-schedule increases of 1% and 0.5% for 13-14 and 4% for 14-15. Amounts shown for 14-15 and 15-16 are reflective of impact of 13-14 and 14-15 increases to respective budgets.
3.	Other Compensation	Cost (+/-) Percent of Total Comp				
4.	Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-) Percent of Total Comp	\$ 1,767 0.15%	\$ 9,236 0.72%	\$ 9,236 0.72%	Associated with respective salary increases
5.	Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-) Percent of Total Comp				Health/Welfare previously included in budget
6.	Total Compensation - Increase/(Decrease) Total of Lines 1-5.	Cost (+/-) Percent of Total Comp	\$ 18,125 1.51%	\$ 71,492 5.56%	\$ 71,492 5.56%	
7.	Total Number of Represented Employees		17	17	17	
8.	Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-) Percent of Total Comp	\$ 1,066 1.51%	\$ 4,205 5.56%	\$ 4,205 5.56%	

**B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

**C. What are the specific impacts on instructional and support programs to accommodate the settlement?** (Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations.)

**D. What contingency language is included in the proposed agreement?** (reopeners, etc.)  
 If the district receives more than a nine-percent (9.00%) increase in new, on-going LCFF monies for 2014-15 as calculated using the Department of Finance GAP percentages in the FCMAT LCFF Calculator, the parties agree to return to the table no later than January 2015 to negotiate an additional increase to the salary for the 2014-15 school year.

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

General Fund

**F. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

*1. State Reserve Standard*

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	46,396,740
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	1,391,902

*2. Unrestricted Fund Balance (After Impact of Proposed Agreement)*

a. General Fund Unrestricted Reserve for Economic Uncertainties	\$	2,319,837
b. General Fund Unrestricted Nonspendable Amounts (e.g. Revolving Cash, Stores inventory, etc)	\$	64,176
c. General Fund Unrestricted Committed/Assigned Amounts	\$	1,873,465
d. General Fund Unrestricted Unassigned/Unappropriated Amounts	\$	(0)
e. Total District Unrestricted Fund Balance	\$	4,257,477

3. Do unrestricted reserves meet the state standard minimum reserve amounts?

**Impact Of Proposed Agreement On Current Year Operating Budget  
Fund 01 - General Fund**

Description	Column 1 Latest Board Approved Budget (2nd Interim)	Column 2 Adjustments for Estimated Actuals	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
<b>Revenues</b>				
Local Control Funding Formula (8010-8099)	\$ 30,978,261	\$ (267,175)	\$ -	\$ 30,711,086
Remaining Revenues (8100-8799)	\$ 11,253,729	\$ 834,480	\$ -	\$ 12,088,210
<b>Total Revenues</b>	<b>\$ 42,231,990</b>	<b>\$ 567,305</b>	<b>\$ -</b>	<b>\$ 42,799,296</b>
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 18,252,496	\$ 286,633	\$ 16,359	\$ 18,555,489
2000 Classified Salaries	\$ 5,985,844	\$ 34,086		\$ 6,019,929
3000 Employees' Benefits	\$ 11,899,350	\$ (613)	\$ 1,767	\$ 11,900,504
4000 Books & Supplies	\$ 3,615,426	\$ 128,878	\$ -	\$ 3,744,304
5000 Services & Operating Expenses	\$ 4,416,878	\$ 216,202	\$ -	\$ 4,633,080
6000 Capital Outlay	\$ 334,300	\$ 392,964	\$ -	\$ 727,264
7000 Other	\$ 753,593	\$ -	\$ -	\$ 753,593
<b>Total Expenditures</b>	<b>\$ 45,257,887</b>	<b>\$ 1,058,150</b>	<b>\$ 18,126</b>	<b>\$ 46,334,163</b>
Operating Surplus (Deficit)	\$ (3,025,897)	\$ (490,845)	\$ (18,126)	\$ (3,534,868)
Other Sources and Transfers In	\$ 300,299	\$ (1,600)		\$ 298,699
Other Uses and Transfers Out	\$ 329,752	\$ (267,175)	\$ -	\$ 62,577
Current Yr Incr/(Decr) In Fund Balance	\$ (3,055,350)	\$ (225,270)	\$ (18,126)	\$ (3,298,746)
Beginning Balance	\$ 8,066,990	\$ -	\$ -	\$ 8,066,990
Current-Year Ending Balance	\$ 5,011,640	\$ (225,270)	\$ (18,126)	\$ 4,768,244
Components of Ending Balance				
Nonspendable	\$ 72,000	\$ (7,824)		\$ 64,176
Restricted	\$ 662,318	\$ (151,551)		\$ 510,767
Committed	\$ 1,997,940	\$ (105,443)	\$ (19,032)	\$ 1,873,465
Assigned	\$ -			\$ -
Reserve for Economic Uncertainty	\$ 2,279,382	\$ 39,549	\$ 906	\$ 2,319,837
Unassigned/Unappropriated	\$ 0	\$ 0	\$ (0)	\$ (0)

\* If the total amount of the Adjustment in Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted, there were revenue revisions as reflected in Col. 3., etc.), explain the variance below.

Please include comments and explanations as necessary:

**G. 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 Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the (Insert School District Here), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Desert Area Guidance Association, during the term of the agreement from July 1, 2013 to June 30, 2015.

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

	2013-14 Budget Adjustment Increase (Decrease)	2014-15 Budget Adjustment Increase (Decrease)
Budget Adjustment Categories:		
Revenues/Other financing Sources	\$ -	\$ -
Expenditures/Other Financing Uses	<u>\$ 18,125</u>	<u>\$ 71,492</u>
Ending Balance Increase (Decrease)	<u>\$ (18,125)</u>	<u>\$ (71,492)</u>

N/A \_\_\_\_\_ (no budget revisions necessary)

\_\_\_\_\_  
District Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Business Officer

\_\_\_\_\_  
Date

**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 "Disclosure of Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

\_\_\_\_\_  
District Superintendent  
(Signature)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Financial Officer  
(Signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 19, 2014 took action to approve the proposed Agreement with the Desert Area Guidance Association.

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

\_\_\_\_\_  
Date