

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

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

In accordance with the requirements of the Government Code Section 3547.5, the Superintendent and Chief Business Officer of Lassen View Union Elementary School (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Certificated, Classified, Management Bargaining Unit, during the term of the agreement from July 1, 2021 to June 30, 2022.

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

Object 1000's: \$63,475

Object 2000's: \$50,002

Object 3000's: \$31,571

Total Revisions for the 2021/2022 year: \$145,048

N/A  (No budget revisions necessary)



District Superintendent/Designee

Signature

3/4/2022

Date



Chief Business Officer

Signature

3/4/2022

Date

**Special Note:**

The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

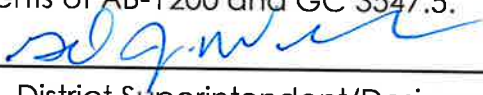
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

(required for all Collective Bargaining Agreements - suggested for all other employment agreements)

**PUBLIC DISCLOSURE SUMMARY CERTIFICATION No. 2**

\_\_\_\_\_ Lassen View Union Elementary \_\_\_\_\_ School District  
Bargaining Unit: \_\_\_\_\_ Certificated, Classified, and Management \_\_\_\_\_  
Effective Dates of Proposal: \_\_\_\_\_ July 1, 2021 \_\_\_\_\_ to \_\_\_\_\_ June 30, 2022 \_\_\_\_\_  
Date Disclosure Posted: \_\_\_\_\_ 3/4/2022 \_\_\_\_\_  
(10 working days prior to Board approval)  
Date Disclosure Filed with County: \_\_\_\_\_ 3/4/2022 \_\_\_\_\_

The information provided in this document summarizes the financial implications of the proposed bargaining agreement and is disclosed to the public in accordance with the requirements of AB-1200 and GC 3547.5.



\_\_\_\_\_  
District Superintendent/Designee

Signature

\_\_\_\_\_  
3/4/2022

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on \_\_\_\_\_ March 21, 2022 \_\_\_\_\_, took action to approve the proposed Agreement with the Certificated, Classified, and Management Bargaining Unit.

\_\_\_\_\_  
President, Governing Board

Signature

\_\_\_\_\_  
3/21/2022

Date

To be signed by the District Superintendent or designee when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

Certificated: \_\_\_\_\_ Settled \_\_\_\_\_  
Classified: \_\_\_\_\_ Settled \_\_\_\_\_  
Management: \_\_\_\_\_ Settled \_\_\_\_\_  
Confidential: \_\_\_\_\_ N/A \_\_\_\_\_  
Other: \_\_\_\_\_ N/A \_\_\_\_\_

Disclosure of Collective Bargaining Agreement

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

4% increase for 2021-22 years in the teacher, business manager and maintenance schedules. \$15 per hour adjustment to Classified and Aide schedules. Retiree Incentive-\$4,000 by February 15th, \$2,000 by March 15th. \$2,000 per FTE COVID Bonus paid June 30th.

**B.** Proposed Negotiated Changes in Health and Welfare Benefits:

Health and Welfare will increase from \$11,000 per year to \$12,000 per year effective July 1, 2022.

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

N/A

**D.** What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increase, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff).

N/A

**E.** What contingency language is included in the proposed agreement (i.e., reopeners, etc)?

\$2,000 COVID Bonus will only be for the employees who worked the entire school year, July 1, 2021 to June 30, 2022.

**F.** Will this agreement create, increase or decrease deficit financing in the current or future year(s)? "Deficit Financing" is defined to exist when a district's expenditures exceeds its revenues in a given year. If yes, explain the amounts and justification for doing so.

This agreement will increase deficit spending in this year and future years. Our justification is due to our large fund balance. We did a wage justification study and we felt the need to make adjustments and account for minimum wage increase.

Disclosure of Collective Bargaining Agreement

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

None.

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

**1.** Current Year

The source of funding this proposed agreement is directly from our ending fund balance. The \$2,000 employee bonus will come from COVID funding.

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

We will afford the agreement by our ending fund balance in the short term and attrition in the long term. We have also been experiencing an increased enrollment allowing more flexibility in the out years. Cuts will be made in staff and programs if we show that we cannot continue the expenditures in the out years.

**3.** If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

N/A

# Disclosure of Collective Bargaining Agreement

## Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard, including impact of proposed agreement	
a. Total Expenditures, Transfers Out, and Uses (including Cost of Proposed Agreement)	\$ 5,501,437.00
b. State Standard Minimum Reserve Percentage for this District	5.00%
c. State Standard Minimum Reserve amount for this District	\$ 275,071.85
(The greater of Line 1a times line 1b OR \$64,000 for a district with less than 1,001 ADA)	
2. Budgeted <u>Unrestricted</u> Reserve (After Impact of Proposed Agreement)	
a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$ 1,375,359.00
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$ 378,340.00
c. Special Reserve Fund Budgeted Designated for Economic Uncertainties	\$ 0.00
d. Special Reserve Fund Budgeted Unappropriated Amount	\$ 0.00
e. Other Reserve Funds	\$ 0.00
f. Total District Budgeted Unrestricted Reserves	\$ 1,753,699.00
3. Do unrestricted reserves meet the state standard minimum reserve amount? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

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

N/A

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Please include a copy of your multi-year projection, assumptions, proposed salary schedule(s) and revised contract(s).





*Lassen View Union  
Elementary School District*

**TENTATIVE AGREEMENT  
by and between the  
LASSEN VIEW UNION ELEMENTARY SCHOOL DISTRICT  
And  
LASSEN VIEW TEACHERS ASSOCIATION**

The Lassen View Union Elementary School District (“District”) and the Lassen View Teachers Association (“Association”) are parties to a collective bargaining agreement with a term through June 30, 2025 and have completed re-opener negotiations for the 2021/2022 school year. The District and Association have reached the following agreement:

**I. Compensation**

**A. Salary Schedule**

Bargaining unit members shall receive an increase equal to four percent (4%) on the salary schedule, retroactive to July 1, 2021

**B. Medical Benefit Contribution**

Effective July 1, 2022, the medical benefit contribution from the District will increase from \$11,000 per year to \$12,000 per year.

**C. One-Time Salary Increase**

All full-time staff who have worked for Lassen View Union Elementary School for the entirety of their contracted hours during the 2021-22 school year (July 1, 2021-June 30, 2022) will receive a one-time payment of \$2,000. Part-time staff will be pro-rated according to their work hours in comparison to a 40-hour workweek. For example, an employee working 30 hours per week will receive 75% of \$2,000. The payment is for the extra work, additional duties, and commitment to keeping the district's schools open with in-person instruction available to all students during the Covid-19 pandemic.





**D. Early Tell Compensation**

**EARLY TELL BONUS**

1. The Lassen View Elementary School District will offer an "Early Tell Bonus" to bargaining unit members for the 2021/22 school year *only*, if the following conditions are met:
  - a. The Retirement shall be effective June 30, 2022; and
  - b. The unit member:
    - i. Submits Attachment A, on or before February 15, 2022; or
    - ii. Submits Attachment B, on or before March 15, 2022.
  - c. The employee must be at least age 55.
2. The "Early Tell Bonus" shall be:
  - a. If the conditions set forth above are met and Attachment A is submitted, Four Thousand Dollars (\$4,000.00).
  - b. If the conditions set forth above are met and Attachment B is submitted, Two Thousand Dollars (\$2,000.00).

**II. Completion of Bargaining**

This Agreement shall fully and finally resolve: (1) all negotiations for the 2021/2022 school year; and (2) bargainable impacts 2021/2022 LCAP as it exists as of the date of this Agreement.

LASSEN VIEW UNION  
ELEMENTARY SCHOOL DISTRICT

LASSEN VIEW TEACHERS  
ASSOCIATION CTA/NEA

 3-3-22  
Superintendent Date

 3-3-22  
Association President Date

ATTACHMENT A to





*Lassen View Union  
Elementary School District*

To: Jerry Walker  
Superintendent  
Re: Notice of Retirement – Effective June 30, 2022

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I Jill Pluim, give the Lassen View Union Elementary School District notice that effective June 30, 2022, I will irrevocably resign from my employment with the District.

Jill Pluim  
Employee Signature

Date: March 3, 2022

In exchange for Jill Pluim's notice irrevocable resignation dated on or before February 15, 2022, the District shall make a \$4,000.00 lump sum payment in his/her June payroll.

Jerry Walker  
Jerry Walker

Date: 3-3-22

*Resignation Letter received 2-14-22*

ATTACHMENT B to

