

**Los Angeles County Office of Education  
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District: Culver City Unified School District  
 Name of Bargaining Unit: Culver City Federation of Teachers (CCFT)  
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2017 and ending: June 30, 2018  
 (date) (date)

The Governing Board will act upon this agreement on: January 23, 2018  
 (date)

**Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.**

**A. Proposed Change in Compensation**

Bargaining Unit Compensation  All Funds - Combined	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease) 2017-18	Year 2 Increase/(Decrease) 2018-19	Year 3 Increase/(Decrease) 2019-20
1. <b>Salary Schedule</b> Including Step and Column				
		0.00%	0.00%	0.00%
2. <b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
<b>Description of Other Compensation</b>				
3. <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>				
		0.00%	0.00%	0.00%
4. <b>Health/Welfare Plans</b>	\$ 3,220,294	\$ 79,576		
		2.47%	0.00%	0.00%
5. <b>Total Bargaining Unit Compensation</b> Add Items 1 through 4 to equal 5	\$ 3,220,294	\$ 79,576	\$ -	\$ -
		2.47%	0.00%	0.00%
6. <b>Total Number of Bargaining Unit Employees (Use FTEs if appropriate)</b>	395.00			
7. <b>Total Compensation Average Cost per Bargaining Unit Employee</b>	\$ 8,153	\$ 201	\$ -	\$ -
		2.47%	0.00%	0.00%

Culver City Unified School District  
Culver City Federation of Teachers (CCFT)

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

CCFT negotiated a \$232 increase to the District's contribution for medical insurance premiums for fiscal year 2017-18. In addition, the increase will bring CCUSD to the Los Angeles County median for health and welfare contributions for certificated teachers.

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

N/A

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes  No

If yes, please describe the cap amount.

Caps including increase: Single = \$5,799, Single + 1 = \$9,254.90, Family = \$11,268.50

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. 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 increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

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

N/A

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

N/A

**F. Source of Funding for Proposed Agreement:**

1. Current Year

LCFF

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

LCFF

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

## Culver City Unified School District

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

## Unrestricted General Fund

Bargaining Unit:

Culver City Federation of Teachers (CCFT)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/12/17)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 57,547,670		\$ -	\$ 57,547,670
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 2,370,545		\$ -	\$ 2,370,545
Other Local Revenue 8600-8799	\$ 2,349,463		\$ -	\$ 2,349,463
<b>TOTAL REVENUES</b>	\$ 62,267,678		\$ -	\$ 62,267,678
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 29,904,185			\$ 29,904,185
Classified Salaries 2000-2999	\$ 8,611,318			\$ 8,611,318
Employee Benefits 3000-3999	\$ 10,509,246	\$ 63,800		\$ 10,573,046
Books and Supplies 4000-4999	\$ 2,882,437		\$ -	\$ 2,882,437
Services and Other Operating Expenditures 5000-5999	\$ 3,094,073		\$ -	\$ 3,094,073
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 100,000		\$ -	\$ 100,000
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ (1,154,190)		\$ -	\$ (1,154,190)
<b>TOTAL EXPENDITURES</b>	\$ 53,947,069	\$ 63,800	\$ -	\$ 54,010,869
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ 1,400,000	\$ -	\$ -	\$ 1,400,000
Transfers Out and Other Uses 7600-7699	\$ 150,000	\$ -	\$ -	\$ 150,000
Contributions 8980-8999	\$ (12,868,248)	\$ -	\$ -	\$ (12,868,248)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (3,297,639)	\$ (63,800)	\$ -	\$ (3,361,439)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 11,951,536			\$ 11,951,536
Audit Adjustments/Other Restatements 9793/9795				\$ -
<b>ENDING FUND BALANCE</b>	\$ 8,653,897	\$ (63,800)	\$ -	\$ 8,590,097
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 65,000	\$ -	\$ -	\$ 65,000
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780	\$ 1,543,232	\$ -	\$ -	\$ 1,543,232
Reserve for Economic Uncertainties 9789	\$ 2,314,847	\$ -	\$ -	\$ 2,314,847
Unassigned/Unappropriated Amount 9790	\$ 4,730,818	\$ (63,800)	\$ -	\$ 4,667,018

\*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

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Business Advisory Services  
Revised 7/11/17

## Culver City Unified School District

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Restricted General Fund**

Bargaining Unit:

Culver City Federation of Teachers (CCFT)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/12/17)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 2,226,461		\$ -	\$ 2,226,461
Other State Revenue 8300-8599	\$ 7,103,255		\$ -	\$ 7,103,255
Other Local Revenue 8600-8799	\$ 401,450		\$ -	\$ 401,450
<b>TOTAL REVENUES</b>	\$ 9,731,166		\$ -	\$ 9,731,166
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 6,744,197	\$ -	\$ -	\$ 6,744,197
Classified Salaries 2000-2999	\$ 3,759,528	\$ -	\$ -	\$ 3,759,528
Employee Benefits 3000-3999	\$ 3,178,341	\$ 10,904	\$ -	\$ 3,189,245
Books and Supplies 4000-4999	\$ 953,559		\$ -	\$ 953,559
Services and Other Operating Expenditures 5000-5999	\$ 6,893,044		\$ -	\$ 6,893,044
Capital Outlay 6000-6999	\$ 690,830		\$ -	\$ 690,830
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 844,994		\$ -	\$ 844,994
<b>TOTAL EXPENDITURES</b>	\$ 23,064,493	\$ 10,904	\$ -	\$ 23,075,397
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 12,868,248	\$ -	\$ -	\$ 12,868,248
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (465,079)	\$ (10,904)	\$ -	\$ (475,983)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 2,243,545			\$ 2,243,545
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 1,778,466	\$ (10,904)	\$ -	\$ 1,767,562
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,778,466	\$ -	\$ -	\$ 1,778,466
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ (10,904)	\$ -	\$ (10,904)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

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Revised 7/11/17

## Culver City Unified School District

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

## Combined General Fund

Bargaining Unit:

Culver City Federation of Teachers (CCFT)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/12/17)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ 57,547,670		\$ -	\$ 57,547,670
Federal Revenue 8100-8299	\$ 2,226,461		\$ -	\$ 2,226,461
Other State Revenue 8300-8599	\$ 9,473,800		\$ -	\$ 9,473,800
Other Local Revenue 8600-8799	\$ 2,750,913		\$ -	\$ 2,750,913
<b>TOTAL REVENUES</b>	\$ 71,998,844		\$ -	\$ 71,998,844
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 36,648,382	\$ -	\$ -	\$ 36,648,382
Classified Salaries 2000-2999	\$ 12,370,846	\$ -	\$ -	\$ 12,370,846
Employee Benefits 3000-3999	\$ 13,687,587	\$ 74,704	\$ -	\$ 13,762,291
Books and Supplies 4000-4999	\$ 3,835,996		\$ -	\$ 3,835,996
Services and Other Operating Expenditures 5000-5999	\$ 9,987,117		\$ -	\$ 9,987,117
Capital Outlay 6000-6999	\$ 690,830		\$ -	\$ 690,830
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 100,000		\$ -	\$ 100,000
Transfers of Indirect Costs 7300-7399	\$ (309,196)		\$ -	\$ (309,196)
<b>TOTAL EXPENDITURES</b>	\$ 77,011,562	\$ 74,704	\$ -	\$ 77,086,266
<b>OTHER FINANCING SOURCES/USES</b>				
Transfer In and Other Sources 8900-8979	\$ 1,400,000	\$ -	\$ -	\$ 1,400,000
Transfers Out and Other Uses 7600-7699	\$ 150,000	\$ -	\$ -	\$ 150,000
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (3,762,718)	\$ (74,704)	\$ -	\$ (3,837,422)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 14,195,081			\$ 14,195,081
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 10,432,363	\$ (74,704)	\$ -	\$ 10,357,659
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 65,000	\$ -	\$ -	\$ 65,000
Restricted 9740	\$ 1,778,466	\$ -	\$ -	\$ 1,778,466
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,543,232	\$ -	\$ -	\$ 1,543,232
Reserve for Economic Uncertainties 9789	\$ 2,314,847	\$ -	\$ -	\$ 2,314,847
Unassigned/Unappropriated Amount 9790	\$ 4,730,818	\$ (74,704)	\$ -	\$ 4,656,114

\*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education

Business Advisory Services

Revised 7/11/17

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Fund 11 - Adult Education Fund**

Bargaining Unit:

Culver City Federation of Teachers (CCFT)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 12/12/17)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
Federal Revenue 8100-8299	\$ 213,193		\$ -	\$ 213,193
Other State Revenue 8300-8599	\$ 1,507,331		\$ -	\$ 1,507,331
Other Local Revenue 8600-8799	\$ 387,878		\$ -	\$ 387,878
<b>TOTAL REVENUES</b>	\$ 2,108,402		\$ -	\$ 2,108,402
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 1,036,843	\$ -	\$ -	\$ 1,036,843
Classified Salaries 2000-2999	\$ 429,014	\$ -	\$ -	\$ 429,014
Employee Benefits 3000-3999	\$ 418,355	\$ 1,624	\$ -	\$ 419,979
Books and Supplies 4000-4999	\$ 123,000		\$ -	\$ 123,000
Services and Other Operating Expenditures 5000-5999	\$ 106,500		\$ -	\$ 106,500
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 66,941		\$ -	\$ 66,941
<b>TOTAL EXPENDITURES</b>	\$ 2,180,653	\$ 1,624	\$ -	\$ 2,182,277
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (72,251)	\$ (1,624)	\$ -	\$ (73,875)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 747,386			\$ 747,386
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 675,135	\$ (1,624)	\$ -	\$ 673,511
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 526,163	\$ -	\$ -	\$ 526,163
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 148,972	\$ -	\$ -	\$ 148,972
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (1,624)	\$ -	\$ (1,624)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Fund 12 - Child Development Fund**  
Culver City Federation of Teachers (CCFT)

Bargaining Unit:

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/12/17)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
Federal Revenue 8100-8299	\$ 608,500		\$ -	\$ 608,500
Other State Revenue 8300-8599	\$ 674,605		\$ -	\$ 674,605
Other Local Revenue 8600-8799	\$ 3,777,300		\$ -	\$ 3,777,300
<b>TOTAL REVENUES</b>	\$ 5,060,405		\$ -	\$ 5,060,405
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 1,599,305	\$ -	\$ -	\$ 1,599,305
Classified Salaries 2000-2999	\$ 1,752,789	\$ -	\$ -	\$ 1,752,789
Employee Benefits 3000-3999	\$ 1,140,599	\$ 3,248	\$ -	\$ 1,143,847
Books and Supplies 4000-4999	\$ 178,500		\$ -	\$ 178,500
Services and Other Operating Expenditures 5000-5999	\$ 135,462		\$ -	\$ 135,462
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 242,255		\$ -	\$ 242,255
<b>TOTAL EXPENDITURES</b>	\$ 5,048,910	\$ 3,248	\$ -	\$ 5,052,158
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ 11,495	\$ (3,248)	\$ -	\$ 8,247
<b>BEGINNING FUND BALANCE</b> 9791	\$ 96,896			\$ 96,896
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 108,391	\$ (3,248)	\$ -	\$ 105,143
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 61,663	\$ -	\$ -	\$ 61,663
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 46,732	\$ -	\$ -	\$ 46,732
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (4)	\$ (3,248)	\$ -	\$ (3,252)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Fund 13/61 - Cafeteria Fund**

Bargaining Unit: Culver City Federation of Teachers (CCFT)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 12/12/17)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 1,263,140		\$ -	\$ 1,263,140
Other State Revenue 8300-8599	\$ 100,000		\$ -	\$ 100,000
Other Local Revenue 8600-8799	\$ 851,500		\$ -	\$ 851,500
<b>TOTAL REVENUES</b>	\$ 2,214,640		\$ -	\$ 2,214,640
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 1,105,500	\$ -	\$ -	\$ 1,105,500
Employee Benefits 3000-3999	\$ 293,947	\$ -	\$ -	\$ 293,947
Books and Supplies 4000-4999	\$ 864,000		\$ -	\$ 864,000
Services and Other Operating Expenditures 5000-5999	\$ 11,440		\$ -	\$ 11,440
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 2,274,887	\$ -	\$ -	\$ 2,274,887
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ 150,000	\$ -	\$ -	\$ 150,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ 89,753	\$ -	\$ -	\$ 89,753
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 58,783			\$ 58,783
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 148,536	\$ -	\$ -	\$ 148,536
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 130,912	\$ -	\$ -	\$ 130,912
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 17,624	\$ -	\$ -	\$ 17,624
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Unrestricted General Fund MYP**  
**Culver City Federation of Teachers (CCFT)**

Bargaining Unit:

Object Code	2017-18	2018-19	2019-20
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 57,547,670	\$ 59,720,081	\$ 61,365,757
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 2,370,545	\$ 2,370,545	\$ 2,370,545
Other Local Revenue 8600-8799	\$ 2,349,463	\$ 2,350,000	\$ 2,350,000
<b>TOTAL REVENUES</b>	<b>\$ 62,267,678</b>	<b>\$ 64,440,626</b>	<b>\$ 66,086,302</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 29,904,185	\$ 30,203,226	\$ 30,505,258
Classified Salaries 2000-2999	\$ 8,611,318	\$ 8,697,431	\$ 8,784,405
Employee Benefits 3000-3999	\$ 10,573,046	\$ 11,323,045	\$ 12,108,045
Books and Supplies 4000-4999	\$ 2,882,437	\$ 2,000,000	\$ 2,000,000
Services and Other Operating Expenditures 5000-5999	\$ 3,094,073	\$ 3,200,000	\$ 4,650,000
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 100,000	\$ 100,000	\$ 100,000
Transfers of Indirect Costs 7300-7399	\$ (1,154,190)	\$ (1,200,000)	\$ (1,200,000)
Other Adjustments			\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 54,010,869</b>	<b>\$ 54,323,702</b>	<b>\$ 56,947,708</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ 1,400,000	\$ 1,500,000	\$ 1,500,000
Transfers Out and Other Uses 7600-7699	\$ 150,000	\$ 100,000	\$ 50,000
Contributions 8980-8999	\$ (12,868,248)	\$ (13,000,000)	\$ (13,000,000)
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (3,361,439)</b>	<b>\$ (1,483,076)</b>	<b>\$ (2,411,406)</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 11,951,536	\$ 8,590,097	\$ 7,107,021
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 8,590,097</b>	<b>\$ 7,107,021</b>	<b>\$ 4,695,615</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 65,000	\$ -	\$ -
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,543,232	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 2,314,847	\$ 2,310,260	\$ 2,352,113
Unassigned/Unappropriated Amount 9790	\$ 4,667,018	\$ 4,796,761	\$ 2,343,502

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Restricted General Fund MYP**  
**Culver City Federation of Teachers (CCFT)**

Bargaining Unit:

Object Code	2017-18	2018-19	2019-20
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 2,226,461	\$ 2,220,000	\$ 2,220,000
Other State Revenue 8300-8599	\$ 7,103,255	\$ 5,600,000	\$ 5,600,000
Other Local Revenue 8600-8799	\$ 401,450	\$ 400,000	\$ 400,000
<b>TOTAL REVENUES</b>	\$ 9,731,166	\$ 8,220,000	\$ 8,220,000
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 6,744,197	\$ 6,811,638	\$ 6,879,754
Classified Salaries 2000-2999	\$ 3,759,528	\$ 3,797,123	\$ 3,835,094
Employee Benefits 3000-3999	\$ 3,189,245	\$ 3,400,904	\$ 3,615,904
Books and Supplies 4000-4999	\$ 953,559	\$ 750,000	\$ 750,000
Services and Other Operating Expenditures 5000-5999	\$ 6,893,044	\$ 7,000,000	\$ 5,500,000
Capital Outlay 6000-6999	\$ 690,830	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 844,994	\$ 900,000	\$ 900,000
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 23,075,397	\$ 22,659,665	\$ 21,480,752
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 12,868,248	\$ 13,000,000	\$ 13,000,000
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (475,983)	\$ (1,439,665)	\$ (260,752)
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 2,243,545	\$ 1,767,562	\$ 327,897
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 1,767,562	\$ 327,897	\$ 67,145
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,778,466	\$ 327,897	\$ 67,145
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (10,904)	\$ 0	\$ 0

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

## Culver City Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Combined General Fund MYP**

Bargaining Unit:

Culver City Federation of Teachers (CCFT)

Object Code	2017-18	2018-19	2019-20
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 57,547,670	\$ 59,720,081	\$ 61,365,757
Federal Revenue 8100-8299	\$ 2,226,461	\$ 2,220,000	\$ 2,220,000
Other State Revenue 8300-8599	\$ 9,473,800	\$ 7,970,545	\$ 7,970,545
Other Local Revenue 8600-8799	\$ 2,750,913	\$ 2,750,000	\$ 2,750,000
<b>TOTAL REVENUES</b>	\$ 71,998,844	\$ 72,660,626	\$ 74,306,302
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 36,648,382	\$ 37,014,864	\$ 37,385,012
Classified Salaries 2000-2999	\$ 12,370,846	\$ 12,494,554	\$ 12,619,499
Employee Benefits 3000-3999	\$ 13,762,291	\$ 14,723,949	\$ 15,723,949
Books and Supplies 4000-4999	\$ 3,835,996	\$ 2,750,000	\$ 2,750,000
Services and Other Operating Expenditures 5000-5999	\$ 9,987,117	\$ 10,200,000	\$ 10,150,000
Capital Outlay 6000-6999	\$ 690,830	\$ -	\$ -
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 100,000	\$ 100,000	\$ 100,000
Transfers of Indirect Costs 7300-7399	\$ (309,196)	\$ (300,000)	\$ (300,000)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 77,086,266	\$ 76,983,367	\$ 78,428,460
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ 1,400,000	\$ 1,500,000	\$ 1,500,000
Transfers Out and Other Uses 7600-7699	\$ 150,000	\$ 100,000	\$ 50,000
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (3,837,422)	\$ (2,922,741)	\$ (2,672,158)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 14,195,081	\$ 10,357,659	\$ 7,434,918
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 10,357,659	\$ 7,434,918	\$ 4,762,760
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 65,000	\$ -	\$ -
Restricted 9740	\$ 1,778,466	\$ 327,897	\$ 67,145
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,543,232	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 2,314,847	\$ 2,310,260	\$ 2,352,113
Unassigned/Unappropriated Amount 9790	\$ 4,656,114	\$ 4,796,761	\$ 2,343,502

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Culver City Unified School District  
Culver City Federation of Teachers (CCFT)

**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

	2017-18	2018-19	2019-20
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 77,236,266	\$ 77,083,367	\$ 78,478,460
b. Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c. Net Expenditures, Transfers Out, and Uses	\$ 77,236,266	\$ 77,083,367	\$ 78,478,460
d. State Standard Minimum Reserve Percentage for this District <b>Enter percentage</b> →	3.00%	3.00%	3.00%
e. 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)	\$ 2,317,088	\$ 2,312,501	\$ 2,354,354

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 2,314,847	\$ 2,310,260	\$ 2,352,113
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 4,667,018	\$ 4,796,761	\$ 2,343,502
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d. Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e. Total Available Reserves	\$ 6,981,865	\$ 7,107,021	\$ 4,695,615
f. Reserve for Economic Uncertainties Percentage	9.04%	9.22%	5.98%

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

2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2019-20	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

Culver City Unified School District  
Culver City Federation of Teachers (CCFT)

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$	79,576
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(74,704)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	(1,624)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	(3,248)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(79,576)

Variance \$ -

Variance Explanation:

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"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 a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (3,762,718)	(4.9%)	Salary increases & STRS/PERS increases
Current FY Surplus/(Deficit) after settlement(s)?	\$ (3,837,422)	(5.0%)	Salary increases & STRS/PERS increases
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (2,922,741)	(3.8%)	Salary increases & STRS/PERS increases
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (2,672,158)	(3.4%)	Salary increases & STRS/PERS increases

Deficit Reduction Plan (as necessary):

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 9a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

Culver City Federation of Teachers (CCFT)

**J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD**

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding.

(fill out columns for which there is an agreement)

	Prior Year	2017-18	2018-19	2019-20
a. LCFF Funding per ADA	8,306.98	8,448.48		
b. Amount Change from Prior Year Funding per ADA		141.50	-	-
c. Percentage Change from Prior Year Funding per ADA		1.70%	0.00%	0.00%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		79,576.00	-	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		2.47%	0.00%	0.00%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		Exceeds	-	-

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Culver City Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2017 to June 30, 2018.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

**Budget Adjustment Categories:**

Revenues/Other Financing Sources  
 Expenditures/Other Financing Uses  
 Ending Balance(s) Increase/(Decrease)

**Budget Adjustment Increase/(Decrease)**

\$	-
\$	79,576
\$	(79,576)

Subsequent Years

**Budget Adjustment Categories:**

Revenues/Other Financing Sources  
 Expenditures/Other Financing Uses  
 Ending Balance(s) Increase/(Decrease)

**Budget Adjustment Increase/(Decrease)**

\$	-
\$	-
\$	-

**Budget Revisions**

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

**Certifications**

I hereby certify  I am unable to certify

*Joshua Stewart*  
 District Superintendent  
 (Signature)

12-22-17  
 Date

I hereby certify  I am unable to certify

*M.R.H.*  
 Chief Business Official  
 (Signature)

12-22-17  
 Date

**Special Note:** The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.



Culver City Unified School District  
Culver City Federation of Teachers (CCFT)

**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Medical insurance premiums are increasing effective January 1, 2018. We are increasing the district's contribution to help offset some of the cost in premium increases.

Concerns regarding affordability of agreement in subsequent years (if any):

**L. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent 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 Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

\_\_\_\_\_  
**Culver City Unified School District**  
**District Name**

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

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Contact Person**

\_\_\_\_\_  
**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 23, 2018, took action to approve the proposed agreement with the Culver City Federation of Teachers (CCFT) Bargaining Unit(s).

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

\_\_\_\_\_  
**Date**

**Special Note:** The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**Culver City Federation of Teachers (CCFT)**

and

**Culver City Unified School District (District)**

**December 19, 2017**

The Culver City Unified School District (District) and The Culver City Federation of Teachers (CCFT) have agreed to the following:

**Health and Welfare**

Effective January 1, 2018, there will be a \$232 increase to the annual cap for CCUSD health insurance benefits.

**Article 23: Early Retirement**

The District will offer an early retirement incentive of \$20,000 to those retirees who meet the district established criteria. The criterion is as follows:

1. The employee must be at least age 55 with 10 years with the district and be at least 80 percent. Retirement incentive will be prorated for those retirees who work less than 100%.
2. The one-time bonus will be paid upon separation from the District. Retirement effective date cannot be later than June 30, 2018.
3. Retirement incentive checks will be dispersed in July 2018.
4. The employee must notify the CCUSD Human Resources Office in writing of their intent to retire by June 30, 2018.
5. A minimum number of 10 teachers must take advantage of the retirement incentive to be eligible for this one-time bonus. In the event there are less than 10 teachers who declare their intent to leave, the employee(s) may rescind their notice without penalty.
6. 10 teachers must continue to stay committed to retirement in order for the District to move forward with the incentive.
7. The District will announce the number of employees who wish to retire by April 15, 2018.



For the District

12-19-17

Date



For CCFT

12/19/17

Date