

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

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
in accordance with AB 1200 (Chapter 1213/1991), GC 3540.2(a), GC 3547.5, and CCR, Title V, Section 15449**

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: January 1, 2015 and ending: June 30, 2015  
 (date) (date)

The Governing Board will act upon this agreement on: January 13, 2015  
 (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	Current Budget (Prior to Proposed Agreement)	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2014-15	2015-16	2016-17
1. <b>Salary Schedule</b> Including Step and Column	\$ 24,647,864	\$ 268,886		
		1.09%	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>	\$ 3,637,532	\$ 39,683		
		1.09%	0.00%	0.00%
4. <b>Health/Welfare Plans</b>	\$ 2,819,202			
		0.00%	0.00%	0.00%
5. <b>Total Bargaining Unit Compensation</b> Add Items 1 through 4 to equal 5	\$ 31,104,598	\$ 308,569	\$ -	\$ -
		0.99%	0.00%	0.00%
6. <b>Total Number of Bargaining Unit Employees</b> (Use FTEs if appropriate)	371.00			
7. <b>Total Compensation Average Cost per Bargaining Unit Employee</b>	\$ 83,840	831.72	0.00	0.00
		0.99%	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 full year, what is the annualized percentage of that change for "Year 1"?

An annualized percentage increase of 1.09% for the fiscal year of 2014-15 through an increase of 2.0% that will be applied to the certificated employee salary schedules for 2014-15 effective for unit members who are employed on or after January 1, 2015.

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

No

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

None

11. Does this bargaining unit have a negotiated cap for Health and Welfare Yes  No

If yes, please describe the cap amount.

The District cap is \$10,060 in 2014-15 that will increase to \$10,460 in 2015-16.

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

None

**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.)

None