

**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: Association of Classified Employees (ACE)  
 Certificated, Classified, Other: Classified

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: May 11, 2021  
 (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)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2020-21	2021-22	2022-23
1.	Salary Schedule Including Step and Column				
			0.00%	0.00%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		\$ 196,500		
	Description of Other Compensation				
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.				
			0.00%	0.00%	0.00%
4.	Health/Welfare Plans			\$ 197,430	
5.	Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ -	\$ 196,500	\$ 197,430	\$ -
			0.00%	0.00%	0.00%
6.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	345.00			
7.	Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ -	\$ 570	\$ 572	\$ -
			0.00%	0.00%	0.00%



Culver City Unified School District  
Association of Classified Employees (ACE)

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"?

Effective January 1, 2022, there will be a \$1,000 increase to the annual cap for CCUSD health insurance benefits. As a result, there will be an increase of \$778.50 to the annual cap for the cash-in-lieu of medical insurance benefit.

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

The district will provide a one-time \$500 off-schedule COVID stimulus, regardless of hours worked, benefits, or employment status (i.e. probationary, permanent).

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

Please see attached MOUs.

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The district has a tiered capped amount for single, 2 party, and family coverage.

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

Please see attached MOUs.

**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.)

Please see attached MOUs.



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

Please see attached MOUs.

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

Please see attached MOUs.

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

1. Current Year

Local Control Funding Formula (LCFF) and Federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funds (specifically Elementary and Secondary School Emergency Relief (ESSER)).

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

Local Control Funding Formula (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.)

Local Control Funding Formula (LCFF)



## Culver City Unified School District

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

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/9/21)	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	\$ 63,506,864		\$ -	\$ 63,506,864
Federal Revenue 8100-8299	\$ 53,166		\$ -	\$ 53,166
Other State Revenue 8300-8599	\$ 1,132,417		\$ -	\$ 1,132,417
Other Local Revenue 8600-8799	\$ 4,421,759		\$ -	\$ 4,421,759
<b>TOTAL REVENUES</b>	\$ 69,114,206		\$ -	\$ 69,114,206
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 30,507,218			\$ 30,507,218
Classified Salaries 2000-2999	\$ 8,305,356	\$ 113,000		\$ 8,418,356
Employee Benefits 3000-3999	\$ 12,067,373			\$ 12,067,373
Books and Supplies 4000-4999	\$ 1,636,348		\$ -	\$ 1,636,348
Services and Other Operating Expenditures 5000-5999	\$ 3,300,674		\$ -	\$ 3,300,674
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (1,126,727)		\$ -	\$ (1,126,727)
<b>TOTAL EXPENDITURES</b>	\$ 54,690,242	\$ 113,000	\$ -	\$ 54,803,242
<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	\$ 2,250,000	\$ -	\$ -	\$ 2,250,000
Contributions 8980-8999	\$ (13,789,453)	\$ -	\$ -	\$ (13,789,453)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (215,489)	\$ (113,000)	\$ -	\$ (328,489)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 9,068,936			\$ 9,068,936
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 8,853,447	\$ (113,000)	\$ -	\$ 8,740,447
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ 49,000	\$ -	\$ -	\$ 49,000
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780	\$ 1,790,700	\$ -	\$ -	\$ 1,790,700
Reserve for Economic Uncertainties 9789	\$ 2,686,050	\$ -	\$ -	\$ 2,686,050
Unassigned/Unappropriated Amount 9790	\$ 4,327,697	\$ (113,000)	\$ -	\$ 4,214,697

\*Net Increase (Decrease) in Fund Balance

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



## Culver City Unified School District

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

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/9/21)	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	\$ 5,500,586		\$ -	\$ 5,500,586
Other State Revenue 8300-8599	\$ 12,505,533		\$ -	\$ 12,505,533
Other Local Revenue 8600-8799	\$ 491,989		\$ -	\$ 491,989
<b>TOTAL REVENUES</b>	\$ 18,498,108		\$ -	\$ 18,498,108
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 6,901,820	\$ -	\$ -	\$ 6,901,820
Classified Salaries 2000-2999	\$ 4,042,859	\$ 68,000	\$ -	\$ 4,110,859
Employee Benefits 3000-3999	\$ 8,575,056	\$ -	\$ -	\$ 8,575,056
Books and Supplies 4000-4999	\$ 3,988,549		\$ -	\$ 3,988,549
Services and Other Operating Expenditures 5000-5999	\$ 7,478,831		\$ -	\$ 7,478,831
Capital Outlay 6000-6999	\$ 800,000		\$ -	\$ 800,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 807,617		\$ -	\$ 807,617
<b>TOTAL EXPENDITURES</b>	\$ 32,594,732	\$ 68,000	\$ -	\$ 32,662,732
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 13,789,453	\$ -	\$ -	\$ 13,789,453
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (307,171)	\$ (68,000)	\$ -	\$ (375,171)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 2,148,216			\$ 2,148,216
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 1,841,045	\$ (68,000)	\$ -	\$ 1,773,045
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,841,045	\$ -	\$ -	\$ 1,841,045
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (68,000)	\$ -	\$ (68,000)

\*Net Increase (Decrease) in Fund Balance

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



## Culver City Unified School District

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

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/9/21)	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	\$ 63,506,864		\$ -	\$ 63,506,864
Federal Revenue 8100-8299	\$ 5,553,752		\$ -	\$ 5,553,752
Other State Revenue 8300-8599	\$ 13,637,950		\$ -	\$ 13,637,950
Other Local Revenue 8600-8799	\$ 4,913,748		\$ -	\$ 4,913,748
<b>TOTAL REVENUES</b>	\$ 87,612,314		\$ -	\$ 87,612,314
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 37,409,038	\$ -	\$ -	\$ 37,409,038
Classified Salaries 2000-2999	\$ 12,348,215	\$ 181,000	\$ -	\$ 12,529,215
Employee Benefits 3000-3999	\$ 20,642,429	\$ -	\$ -	\$ 20,642,429
Books and Supplies 4000-4999	\$ 5,624,897		\$ -	\$ 5,624,897
Services and Other Operating Expenditures 5000-5999	\$ 10,779,505		\$ -	\$ 10,779,505
Capital Outlay 6000-6999	\$ 800,000		\$ -	\$ 800,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (319,110)		\$ -	\$ (319,110)
<b>TOTAL EXPENDITURES</b>	\$ 87,284,974	\$ 181,000	\$ -	\$ 87,465,974
<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	\$ 2,250,000	\$ -	\$ -	\$ 2,250,000
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (522,660)	\$ (181,000)	\$ -	\$ (703,660)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 11,217,152			\$ 11,217,152
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 10,694,492	\$ (181,000)	\$ -	\$ 10,513,492
<b>COMPONENTS OF ENDING FUND</b>				
Nonspendable 9711-9719	\$ 49,000	\$ -	\$ -	\$ 49,000
Restricted 9740	\$ 1,841,045	\$ -	\$ -	\$ 1,841,045
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,790,700	\$ -	\$ -	\$ 1,790,700
Reserve for Economic Uncertainties 9789	\$ 2,686,050	\$ -	\$ -	\$ 2,686,050
Unassigned/Unappropriated Amount 9790	\$ 4,327,697	\$ (181,000)	\$ -	\$ 4,146,697

\*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 07/15/2020



## Culver City Unified School District

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Fund 11 - Adult Education Fund**

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/9/21)	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	\$ 207,845		\$ -	\$ 207,845
Other State Revenue 8300-8599	\$ 1,572,646		\$ -	\$ 1,572,646
Other Local Revenue 8600-8799	\$ 25,000		\$ -	\$ 25,000
<b>TOTAL REVENUES</b>	\$ 1,805,491		\$ -	\$ 1,805,491
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 1,002,500		\$ -	\$ 1,002,500
Classified Salaries 2000-2999	\$ 368,109	\$ 3,500	\$ -	\$ 371,609
Employee Benefits 3000-3999	\$ 469,777	\$ -	\$ -	\$ 469,777
Books and Supplies 4000-4999	\$ 57,000		\$ -	\$ 57,000
Services and Other Operating Expenditures 5000-5999	\$ 127,700		\$ -	\$ 127,700
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 85,057		\$ -	\$ 85,057
<b>TOTAL EXPENDITURES</b>	\$ 2,110,143	\$ 3,500	\$ -	\$ 2,113,643
<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>	\$ (304,652)	\$ (3,500)	\$ -	\$ (308,152)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 1,646,298			\$ 1,646,298
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 1,341,646	\$ (3,500)	\$ -	\$ 1,338,146
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,265,069	\$ -	\$ -	\$ 1,265,069
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 76,577	\$ -	\$ -	\$ 76,577
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (3,500)	\$ -	\$ (3,500)

\*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 07/15/2020



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

**Fund 12 - Child Development Fund**

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/9/21)	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	\$ 869,612		\$ -	\$ 869,612
Other State Revenue 8300-8599	\$ 1,011,947		\$ -	\$ 1,011,947
Other Local Revenue 8600-8799	\$ 1,621,121		\$ -	\$ 1,621,121
<b>TOTAL REVENUES</b>	\$ 3,502,680		\$ -	\$ 3,502,680
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ 1,667,088		\$ -	\$ 1,667,088
Classified Salaries 2000-2999	\$ 1,945,177	\$ 6,500	\$ -	\$ 1,951,677
Employee Benefits 3000-3999	\$ 1,433,087	\$ -	\$ -	\$ 1,433,087
Books and Supplies 4000-4999	\$ 189,628		\$ -	\$ 189,628
Services and Other Operating Expenditures 5000-5999	\$ 48,372		\$ -	\$ 48,372
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 234,053		\$ -	\$ 234,053
<b>TOTAL EXPENDITURES</b>	\$ 5,517,405	\$ 6,500	\$ -	\$ 5,523,905
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ 1,200,000	\$ -	\$ -	\$ 1,200,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (814,725)	\$ (6,500)	\$ -	\$ (821,225)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 939,080			\$ 939,080
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 124,355	\$ (6,500)	\$ -	\$ 117,855
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 34,432	\$ -	\$ -	\$ 34,432
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 89,923	\$ -	\$ -	\$ 89,923
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (6,500)	\$ -	\$ (6,500)

\*Net Increase (Decrease) in Fund Balance

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



## Culver City Unified School District

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/9/21)	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	\$ 600,000		\$ -	\$ 600,000
Other State Revenue 8300-8599	\$ 65,247		\$ -	\$ 65,247
Other Local Revenue 8600-8799	\$ -		\$ -	\$ -
<b>TOTAL REVENUES</b>	\$ 665,247		\$ -	\$ 665,247
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 860,000	\$ 5,500	\$ -	\$ 865,500
Employee Benefits 3000-3999	\$ 383,750	\$ -	\$ -	\$ 383,750
Books and Supplies 4000-4999	\$ 462,000		\$ -	\$ 462,000
Services and Other Operating Expenditures 5000-5999	\$ 36,500		\$ -	\$ 36,500
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 1,742,250	\$ 5,500	\$ -	\$ 1,747,750
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ 1,050,000	\$ -	\$ -	\$ 1,050,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (27,003)	\$ (5,500)	\$ -	\$ (32,503)
<b>BEGINNING FUND BALANCE</b>				
9791	\$ 90,079			\$ 90,079
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ 63,076	\$ (5,500)	\$ -	\$ 57,576
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 46,684	\$ -	\$ -	\$ 46,684
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 16,392	\$ -	\$ -	\$ 16,392
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (5,500)	\$ -	\$ (5,500)

\*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 07/15/2020



Culver City Unified School District  
Association of Classified Employees (ACE)

**Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:**

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:



## Culver City Unified School District

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

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 63,506,864	\$ 65,929,066	\$ 67,889,276
Federal Revenue 8100-8299	\$ 53,166	\$ -	\$ -
Other State Revenue 8300-8599	\$ 1,132,417	\$ 1,132,417	\$ 1,132,417
Other Local Revenue 8600-8799	\$ 4,421,759	\$ 4,412,184	\$ 4,412,184
<b>TOTAL REVENUES</b>	\$ 69,114,206	\$ 71,473,667	\$ 73,433,877
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 30,507,218	\$ 30,812,290	\$ 31,120,412
Classified Salaries 2000-2999	\$ 8,418,356	\$ 8,388,409	\$ 8,472,293
Employee Benefits 3000-3999	\$ 12,067,373	\$ 12,202,554	\$ 12,915,650
Books and Supplies 4000-4999	\$ 1,636,348	\$ 1,630,866	\$ 1,950,889
Services and Other Operating Expenditures 5000-5999	\$ 3,300,674	\$ 3,301,411	\$ 3,701,240
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (1,126,727)	\$ (1,143,544)	\$ (1,158,765)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 54,803,242	\$ 55,191,986	\$ 57,001,719
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ 1,400,000	\$ 1,400,000	\$ 1,400,000
Transfers Out and Other Uses 7600-7699	\$ 2,250,000	\$ 1,050,000	\$ 500,000
Contributions 8980-8999	\$ (13,789,453)	\$ (13,789,453)	\$ (13,789,453)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (328,489)	\$ 2,842,228	\$ 3,542,705
<b>BEGINNING FUND BALANCE</b> 9791	\$ 9,068,936	\$ 8,740,447	\$ 11,582,675
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 8,740,447	\$ 11,582,675	\$ 15,125,380
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 49,000	\$ 49,000	\$ 49,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,790,700	\$ 1,709,188	\$ 1,726,807
Reserve for Economic Uncertainties 9789	\$ 2,686,050	\$ 2,563,782	\$ 2,590,210
Unassigned/Unappropriated Amount 9790	\$ 4,214,697	\$ 7,260,705	\$ 10,759,363

\*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****Restricted General Fund MYP**

Bargaining Unit:

Association of Classified Employees (ACE)

Object Code	2020-21	2021-22	2022-23
	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	\$ 5,500,586	\$ 2,136,136	\$ 2,136,136
Other State Revenue 8300-8599	\$ 12,505,533	\$ 11,782,842	\$ 11,782,842
Other Local Revenue 8600-8799	\$ 491,989	\$ 495,000	\$ 495,000
<b>TOTAL REVENUES</b>	\$ 18,498,108	\$ 14,413,978	\$ 14,413,978
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 6,901,820	\$ 6,970,838	\$ 7,040,546
Classified Salaries 2000-2999	\$ 4,110,859	\$ 4,083,287	\$ 4,124,119
Employee Benefits 3000-3999	\$ 8,575,056	\$ 8,650,104	\$ 8,845,123
Books and Supplies 4000-4999	\$ 3,988,549	\$ 1,400,150	\$ 1,000,821
Services and Other Operating Expenditures 5000-5999	\$ 7,478,831	\$ 7,289,458	\$ 6,985,117
Capital Outlay 6000-6999	\$ 800,000	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 807,617	\$ 823,550	\$ 842,887
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 32,662,732	\$ 29,217,387	\$ 28,838,613
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 13,789,453	\$ 13,789,453	\$ 13,789,453
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (375,171)	\$ (1,013,956)	\$ (635,182)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 2,148,216	\$ 1,773,045	\$ 759,089
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 1,773,045	\$ 759,089	\$ 123,907
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,841,045	\$ 827,089	\$ 191,907
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (68,000)	\$ (68,000)	\$ (68,000)

\*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:

Association of Classified Employees (ACE)

Object Code			
	2020-21 Total Revised Budget After Settlement	2021-22 First Subsequent Year After Settlement	2022-23 Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 63,506,864	\$ 65,929,066	\$ 67,889,276
Federal Revenue 8100-8299	\$ 5,553,752	\$ 2,136,136	\$ 2,136,136
Other State Revenue 8300-8599	\$ 13,637,950	\$ 12,915,259	\$ 12,915,259
Other Local Revenue 8600-8799	\$ 4,913,748	\$ 4,907,184	\$ 4,907,184
<b>TOTAL REVENUES</b>	\$ 87,612,314	\$ 85,887,645	\$ 87,847,855
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 37,409,038	\$ 37,783,128	\$ 38,160,958
Classified Salaries 2000-2999	\$ 12,529,215	\$ 12,471,696	\$ 12,596,412
Employee Benefits 3000-3999	\$ 20,642,429	\$ 20,852,658	\$ 21,760,773
Books and Supplies 4000-4999	\$ 5,624,897	\$ 3,031,016	\$ 2,951,710
Services and Other Operating Expenditures 5000-5999	\$ 10,779,505	\$ 10,590,869	\$ 10,686,357
Capital Outlay 6000-6999	\$ 800,000	\$ -	\$ -
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (319,110)	\$ (319,994)	\$ (315,878)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 87,465,974	\$ 84,409,373	\$ 85,840,332
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ 1,400,000	\$ 1,400,000	\$ 1,400,000
Transfers Out and Other Uses 7600-7699	\$ 2,250,000	\$ 1,050,000	\$ 500,000
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (703,660)	\$ 1,828,272	\$ 2,907,523
<b>BEGINNING FUND BALANCE</b> 9791	\$ 11,217,152	\$ 10,513,492	\$ 12,341,764
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 10,513,492	\$ 12,341,764	\$ 15,249,287
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 49,000	\$ 49,000	\$ 49,000
Restricted 9740	\$ 1,841,045	\$ 827,089	\$ 191,907
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 1,790,700	\$ 1,709,188	\$ 1,726,807
Reserve for Economic Uncertainties 9789	\$ 2,686,050	\$ 2,563,782	\$ 2,590,210
Unassigned/Unappropriated Amount 9790	\$ 4,146,697	\$ 7,192,705	\$ 10,691,363

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



Culver City Unified School District  
Association of Classified Employees (ACE)

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

## 1. State Reserve Standard

		2020-21	2021-22	2022-23
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 89,715,974	\$ 85,459,373	\$ 86,340,332
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 89,715,974	\$ 85,459,373	\$ 86,340,332
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)	\$ 2,691,479	\$ 2,563,781	\$ 2,590,210

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 2,686,050	\$ 2,563,782	\$ 2,590,210
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 4,214,697	\$ 7,260,705	\$ 10,759,363
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	\$ 6,900,747	\$ 9,824,487	\$ 13,349,573
f.	Reserve for Economic Uncertainties Percentage	7.69%	11.50%	15.46%

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

2020-21

Yes ☒No ☐

2021-22

Yes ☒No ☐

2022-23

Yes ☒No ☐

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



Culver City Unified School District  
Association of Classified Employees (ACE)**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	\$ 196,500
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (181,000)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (3,500)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (6,500)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (5,500)
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)	\$ (196,500)

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)?	\$ (522,660)	(0.6%)	COVID-19 Pandemic
Current FY Surplus/(Deficit) after settlement(s)?	\$ (703,660)	(0.8%)	COVID-19 Pandemic
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 1,828,272	2.1%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 2,907,523	3.4%	

**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	\$ -	



## Association of Classified Employees (ACE)

**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	2020-21	2021-22	2022-23
a. LCFF Funding per ADA	9,263.15	9,250.82	9,603.65	9,889.19
b. Amount Change from Prior Year Funding per ADA		(12.33)	352.83	285.54
c. Percentage Change from Prior Year Funding per ADA		-0.13%	3.81%	2.97%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		196,500.00	197,430.00	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		0.00%	0.00%	0.00%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		-	-	-



# **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, 2020 to June 30, 2021.

## **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)**

\$	-
\$	196,500
\$	(196,500)

### 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.

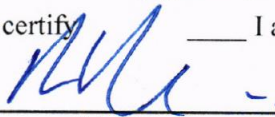
## **Certifications**

☒ I hereby certify ☐ I am unable to certify

  
District Superintendent  
(Signature)

4-21-2021  
Date

☒ I hereby certify ☐ I am unable to certify

  
Chief Business Official  
(Signature)

4-21-2021  
Date

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



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

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal blue lines across its entire width. The lines are thin and consistent in color and thickness. There is no handwriting, printed text, or any other markings on the page.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



**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**

Sean Kearney, Director - Fiscal Services

**Contact Person**

310-842-4220

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 11, 2021, took action to approve the proposed agreement with the Association of Classified Employees (ACE) 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.



**MEMORANDUM OF  
UNDERSTANDING BETWEEN THE  
CULVER CITY UNIFIED SCHOOL  
DISTRICT AND THE  
ASSOCIATION OF CLASSIFIED EMPLOYEES/CULVER CITY  
REGARDING COVID-19 CORONAVIRUS AND OPENING SCHOOLS FOR THE 2020-21  
SCHOOL YEAR  
April 16, 2021**

The Culver City Unified School District ("District") and the Association of Classified Employees/Culver City ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to the coronavirus COVID-19 and the opening of schools for the 2020-2021 school year.

As of the date of this MOU, the Parties recognize that the COVID-19 pandemic necessitates significant modifications to the operation of schools to minimize the health risks associated with COVID-19 infection for all students, staff, and their families while also providing equitable access to education for students.

The Parties acknowledge that staff and students may need to self-quarantine, become quarantined, and/or the District may need to close a learning cohort or close school(s) on an emergency basis to slow the spread of infection and illness arising from COVID-19 during the 2020-2021 school year.

The Parties recognize the District may open some campuses or parts of school campuses for students as the LACDPH authorizes the reopening of schools. The District agrees to comply with the LACDPH Order for the reopening of the schools:

[http://publichealth.lacounty.gov/media/coronavirus/docs/protocols/Reopening\\_K12Schools.pdf](http://publichealth.lacounty.gov/media/coronavirus/docs/protocols/Reopening_K12Schools.pdf)

The Parties agree this MOU is to address how the reopening of these campuses affects unit members.

Unless otherwise noted below, the provisions of this MOU shall supersede any provisions of the Collective Bargaining Agreement between the Parties that are in conflict for the duration of this MOU, or until modified by mutual agreement of the District and the Association. The Parties affirm the obligation to comply with all provisions of the Collective Bargaining Agreement ("CBA") not in conflict with this MOU. Further, the Parties affirm that all provisions of the Educational Employment Relations Act ("EERA") *California Government Codes 3540 et seq.* apply and remain in effect.

The Parties agree to the following:

**SAFETY PROTOCOLS FOR REOPENING SCHOOLS**

1. This District shall adhere to the most current Los Angeles County Department of Public Health reopening guidelines/orders for K-12 schools and will consult with ACE on the LA County checklist prior to submission.  
[http://publichealth.lacounty.gov/media/coronavirus/docs/protocols/Reopening\\_K12Schools.pdf](http://publichealth.lacounty.gov/media/coronavirus/docs/protocols/Reopening_K12Schools.pdf)
2. The current LA County Orders, as attached, include the following topics:
  - a. Personal Protective Equipment
  - b. Face Coverings
  - c. Hand Washing
  - d. Protective Shielding



- e. Physical Distancing
  - f. Cleaning and Disinfecting
  - g. Air Ventilation and Filtration
  - h. Health Screening, Testing, Notification, and Contact Tracing
  - i. Training
  - j. The Exposure Management Plan Summary will be posted at each work site, in each classroom where students are present. The most current version of the Exposure Management Plan in its entirety will be located in each site's main office and nurse's office as applicable.
3. Vulnerable employees (those above age 65, and those with chronic health conditions that would place them at high risk if infected) are assigned work that can be done from home whenever possible. Employees in this category should discuss any concerns with their healthcare provider or occupational health services to make appropriate decisions on returning to the workplace. Employees working remotely will remain on fully paid status. Work functions may be reconfigured to the extent possible based on District and/or student needs to increase opportunities for employees to work from home/remotely.
4. The District will follow all cohort guidance as directed by the LA County Department of Public Health.
5. A plan or protocol shall be developed and posted at each worksite and classrooms where students are present to initiate a School Exposure Management Plan consistent with LACDPH guidance that outlines procedures for:
- a. Isolation of case(s);
  - b. Identification of persons exposed to cases at school;
  - c. Immediate quarantine of exposed employees and/or students; and
  - d. Assurance of access to testing for all exposed individuals within the school as the basis for further control measures.
  - e. Reporting all COVID-19 exposures at the school to the Department of Public Health by completing the COVID-19 Case and Contact Line List for the Educational Sector.
6. Any staff member that is identified as a "close contact" of a person testing positive for COVID will be provided testing as needed: the first option is to go through the employee's health care provider or the County testing providers, who will test at no cost. If those options are not available, the employee can go through a District-provider tester, the cost of which will be covered by the District.
7. The Parties agree to provide a joint communication to all bargaining unit members regarding the changes in the California Workers Compensation statutes regarding COVID-19.

### **COLLECTIVE BARGAINING CONTRACT MODIFICATIONS**

The provisions of the current Association Collective Bargaining Contract will apply during the term of this MOU except as modified below:

- 1. If the school develops staggered start and end times, bargaining unit members shall adjust their contractual start and end time so that the overall workday remains the same number of minutes as provided for in job assignments prior to COVID-19.
- 2. The period of time from the start of the school year through September 30, 2020 shall not be used to evaluate bargaining unit members in order to allow time for bargaining unit members and administrators to adjust to the realities of the new paradigm. The evaluation process shall resume for all bargaining unit members effective October 1, 2020.
- 3. The District shall communicate any and all decisions about closures and re-opening to all bargaining unit members at a school site or district wide as appropriate. Such communication shall be by email.



4. The parties agree to meet to discuss allowing those whose assignments are deemed unnecessary during the 2020-2021 school year to work outside of their normal class or classification and appropriate related step. For the term of this MOU a unit member may be assigned to perform work outside of their classification. They will continue to be paid their regular rate of pay and will not gain seniority in another classification.
5. A nurse, LVN, or Health Technician shall be provided to each school site, as available, five (5) days per week for the full school day, for the 2020-2021 school year. Substitute coverage will be provided based on need as determined by the District.
6. Unit members directed to return to in-person work and/or instruction shall be given no less than five (5) workdays notice.
7. Unit members shall be entitled to use the applicable leave provisions in the ACE collective bargaining agreement and any additional leaves mandated by the State or Federal government, including SB95, currently in effect through September 30, 2021. Unit members utilizing this paid leave option shall follow all District absence reporting requirements.
8. The district understands that these are difficult times for CCUSD employees and will provide a one-time \$500, off-schedule, COVID stimulus, regardless of hours worked, benefits, or employment status (i.e. probationary, permanent). Any unit member who was in paid status effective January 1, 2021, is eligible to receive this one-time \$500 stimulus payment, which will be paid on or before June 30, 2021.

### **ACCOMMODATION**

The Parties acknowledge that the interactive accommodation process may be required to make work safe for employees with health conditions that heighten the risk of severe outcomes with COVID-19. The interactive meeting will take place within a reasonable period of time following the employee's request.

### **RESERVE RIGHT TO FURTHER NEGOTIATE**

1. The District and Association agree to meet during the pandemic to discuss the effectiveness of decisions made and any ongoing concerns.
2. The District shall provide all bargaining unit members with the individual's name, cell phone number, and work email address designated as the District's single point of contact to the County Public Health Department.
3. Contact information is to be used solely for the purposes of reporting COVID-19 related concerns.
4. The Parties understand the coronavirus (COVID-19) pandemic situation is very fluid and mutually agree to **review** and renegotiate the provisions of the MOU, as deemed necessary by both parties.
5. This MOU resolves the negotiable effects of school reopening due to the coronavirus (COVID-19). The District and/or Association reserve the right to negotiate any additional impacts within the scope of representation resulting from COVID-19 during the 2020-2021 school year.
6. This MOU shall not be precedent-setting or form any basis for a past practice.



## DURATION

1. The Parties share joint interests in keeping communications open and working collaboratively for the benefit of students, staff, parents, and the District community as events continue to unfold during the pandemic.
2. This MOU shall expire in full without precedent on June 30, 2021 or upon an order from the State or District Board requiring employees to return to work in a traditional school setting and work schedule, whichever occurs first. Thereafter, the parties may extend this MOU by mutual written agreement.

FOR THE ASSOCIATION:

Debbie Hamme

4/16/21

Date

FOR THE DISTRICT:

[Signature]

4/16/21

Date

\_\_\_\_\_



**Association of Classified Employees (ACE)**

**And**

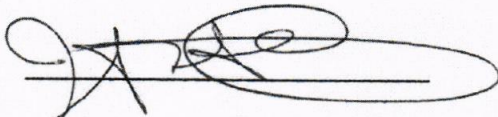
**Culver City Unified School District (District)**

**March 18, 2021**

The Culver City Unified School District (District) and Association of Classified Employees (ACE) have agreed to the following:

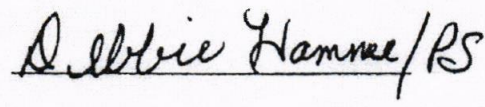
**Health and Welfare**

Effective January 1, 2022, there will be a \$1,000 increase to the annual cap for CCUSD health insurance benefits.

  
For the District

3/29/2021

Date

  
For ACE

3/24/2021

Date