

**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, 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		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease) 2020-21	Year 2 Increase/(Decrease) 2021-22	Year 3 Increase/(Decrease) 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.		\$ 211,500		
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.				
		0.00%	0.00%	0.00%
4. Health/Welfare Plans			\$ 364,807	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ -	\$ 211,500	\$ 364,807	\$ -
		0.00%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	395.00			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ -	\$ 535	\$ 924	\$ -
		0.00%	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"?

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:

Culver City Federation of Teachers (CCFT)

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)
REVENUES				
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
TOTAL REVENUES	\$ 69,114,206		\$ -	\$ 69,114,206
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 30,507,218	\$ 127,000		\$ 30,634,218
Classified Salaries 2000-2999	\$ 8,305,356			\$ 8,305,356
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)
TOTAL EXPENDITURES	\$ 54,690,242	\$ 127,000	\$ -	\$ 54,817,242
OTHER FINANCING SOURCES/USES				
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)
OPERATING SURPLUS (DEFICIT)*	\$ (215,489)	\$ (127,000)	\$ -	\$ (342,489)
BEGINNING FUND BALANCE				
9791	\$ 9,068,936			\$ 9,068,936
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 8,853,447	\$ (127,000)	\$ -	\$ 8,726,447
COMPONENTS OF ENDING FUND BALANCE:				
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	\$ (127,000)	\$ -	\$ 4,200,697

*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:

Culver City Federation of Teachers (CCFT)

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)
REVENUES				
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
TOTAL REVENUES	\$ 18,498,108		\$ -	\$ 18,498,108
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 6,901,820	\$ 63,500	\$ -	\$ 6,965,320
Classified Salaries 2000-2999	\$ 4,042,859	\$ -	\$ -	\$ 4,042,859
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
TOTAL EXPENDITURES	\$ 32,594,732	\$ 63,500	\$ -	\$ 32,658,232
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 13,789,453	\$ -	\$ -	\$ 13,789,453
OPERATING SURPLUS (DEFICIT)*	\$ (307,171)	\$ (63,500)	\$ -	\$ (370,671)
BEGINNING FUND BALANCE 9791	\$ 2,148,216			\$ 2,148,216
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 1,841,045	\$ (63,500)	\$ -	\$ 1,777,545
COMPONENTS OF ENDING FUND BALANCE:				
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	\$ -	\$ (63,500)	\$ -	\$ (63,500)

*Net Increase (Decrease) in Fund Balance

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

Los Angeles County Office of Education

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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 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)
REVENUES				
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
TOTAL REVENUES	\$ 87,612,314		\$ -	\$ 87,612,314
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 37,409,038	\$ 190,500	\$ -	\$ 37,599,538
Classified Salaries 2000-2999	\$ 12,348,215	\$ -	\$ -	\$ 12,348,215
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)
TOTAL EXPENDITURES	\$ 87,284,974	\$ 190,500	\$ -	\$ 87,475,474
OTHER FINANCING SOURCES/USES				
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	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (522,660)	\$ (190,500)	\$ -	\$ (713,160)
BEGINNING FUND BALANCE				
9791	\$ 11,217,152			\$ 11,217,152
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 10,694,492	\$ (190,500)	\$ -	\$ 10,503,992
COMPONENTS OF ENDING FUND				
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	\$ (190,500)	\$ -	\$ 4,137,197

*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 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 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)
REVENUES				
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
TOTAL REVENUES	\$ 1,805,491		\$ -	\$ 1,805,491
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 1,002,500	\$ 6,500	\$ -	\$ 1,009,000
Classified Salaries 2000-2999	\$ 368,109	\$ -	\$ -	\$ 368,109
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
TOTAL EXPENDITURES	\$ 2,110,143	\$ 6,500	\$ -	\$ 2,116,643
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (304,652)	\$ (6,500)	\$ -	\$ (311,152)
BEGINNING FUND BALANCE				
9791	\$ 1,646,298			\$ 1,646,298
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 1,341,646	\$ (6,500)	\$ -	\$ 1,335,146
COMPONENTS OF ENDING FUND BALANCE:				
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	\$ -	\$ (6,500)	\$ -	\$ (6,500)

*Net Increase (Decrease) in Fund Balance

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

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Culver City Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development 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 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)
REVENUES				
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
TOTAL REVENUES	\$ 3,502,680		\$ -	\$ 3,502,680
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 1,667,088	\$ 14,500	\$ -	\$ 1,681,588
Classified Salaries 2000-2999	\$ 1,945,177	\$ -	\$ -	\$ 1,945,177
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
TOTAL EXPENDITURES	\$ 5,517,405	\$ 14,500	\$ -	\$ 5,531,905
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,200,000	\$ -	\$ -	\$ 1,200,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (814,725)	\$ (14,500)	\$ -	\$ (829,225)
BEGINNING FUND BALANCE				
9791	\$ 939,080			\$ 939,080
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 124,355	\$ (14,500)	\$ -	\$ 109,855
COMPONENTS OF ENDING FUND BALANCE:				
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	\$ -	\$ (14,500)	\$ -	\$ (14,500)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positiveLos Angeles County Office of Education
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Culver City Unified School District

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 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)
REVENUES				
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	\$ -		\$ -	\$ -
TOTAL REVENUES	\$ 665,247		\$ -	\$ 665,247
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 860,000	\$ -	\$ -	\$ 860,000
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	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 1,742,250	\$ -	\$ -	\$ 1,742,250
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,050,000	\$ -	\$ -	\$ 1,050,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (27,003)	\$ -	\$ -	\$ (27,003)
BEGINNING FUND BALANCE				
9791	\$ 90,079			\$ 90,079
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 63,076	\$ -	\$ -	\$ 63,076
COMPONENTS OF ENDING FUND BALANCE:				
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	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

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

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Culver City Federation of Teachers (CCFT)

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: Culver City Federation of Teachers (CCFT)

Object Code	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
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
TOTAL REVENUES	\$ 69,114,206	\$ 71,473,667	\$ 73,433,877
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 30,634,218	\$ 30,812,290	\$ 31,120,412
Classified Salaries 2000-2999	\$ 8,305,356	\$ 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		\$ -	\$ -
TOTAL EXPENDITURES	\$ 54,817,242	\$ 55,191,986	\$ 57,001,719
OTHER FINANCING SOURCES/USES			
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)
OPERATING SURPLUS (DEFICIT)*	\$ (342,489)	\$ 2,842,228	\$ 3,542,705
BEGINNING FUND BALANCE			
9791	\$ 9,068,936	\$ 8,726,447	\$ 11,568,675
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 8,726,447	\$ 11,568,675	\$ 15,111,380
COMPONENTS OF ENDING FUND BALANCE:			
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	\$ 4,200,697	\$ 7,246,705	\$ 10,745,363

*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:

Culver City Federation of Teachers (CCFT)

Object Code	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
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
TOTAL REVENUES	\$ 18,498,108	\$ 14,413,978	\$ 14,413,978
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 6,965,320	\$ 6,970,838	\$ 7,040,546
Classified Salaries 2000-2999	\$ 4,042,859	\$ 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		\$ -	\$ -
TOTAL EXPENDITURES	\$ 32,658,232	\$ 29,217,387	\$ 28,838,613
OTHER FINANCING SOURCES/USES			
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
OPERATING SURPLUS (DEFICIT)*	\$ (370,671)	\$ (1,013,956)	\$ (635,182)
BEGINNING FUND BALANCE			
9791	\$ 2,148,216	\$ 1,777,545	\$ 763,589
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 1,777,545	\$ 763,589	\$ 128,407
COMPONENTS OF ENDING FUND BALANCE:			
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	\$ (63,500)	\$ (63,500)	\$ (63,500)

*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	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
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
TOTAL REVENUES	\$ 87,612,314	\$ 85,887,645	\$ 87,847,855
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 37,599,538	\$ 37,783,128	\$ 38,160,958
Classified Salaries 2000-2999	\$ 12,348,215	\$ 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 (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ (319,110)	\$ (319,994)	\$ (315,878)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 87,475,474	\$ 84,409,373	\$ 85,840,332
OTHER FINANCING SOURCES/USES			
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	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (713,160)	\$ 1,828,272	\$ 2,907,523
BEGINNING FUND BALANCE			
9791	\$ 11,217,152	\$ 10,503,992	\$ 12,332,264
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 10,503,992	\$ 12,332,264	\$ 15,239,787
COMPONENTS OF ENDING FUND BALANCE:			
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	\$ 4,137,197	\$ 7,183,205	\$ 10,681,863

*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**

		2020-21	2021-22	2022-23
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 89,725,474	\$ 85,459,373	\$ 86,340,332
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 89,725,474	\$ 85,459,373	\$ 86,340,332
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	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)	\$ 2,691,764	\$ 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)	\$ 4,200,697	\$ 7,246,705	\$ 10,745,363
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	\$ 6,886,747	\$ 9,810,487	\$ 13,335,573
f.	Reserve for Economic Uncertainties Percentage	7.68%	11.48%	15.45%

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
Culver City Federation of Teachers (CCFT)

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)	\$ 89,725,474	\$ 85,459,373	\$ 86,340,332
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 89,725,474	\$ 85,459,373	\$ 86,340,332
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	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)	\$ 2,691,764	\$ 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)	\$ 4,200,697	\$ 7,246,705	\$ 10,745,363
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	\$ 6,886,747	\$ 9,810,487	\$ 13,335,573
f.	Reserve for Economic Uncertainties Percentage	7.68%	11.48%	15.45%

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
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	\$	211,500
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(190,500)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	(6,500)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	(14,500)
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)	\$	(211,500)

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)?	\$ (713,160)	(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	\$ -	

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	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)		211,500.00	364,807.00	-
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)

\$	-
\$	211,500
\$	(211,500)

Subsequent Years

Budget Adjustment Categories:

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

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

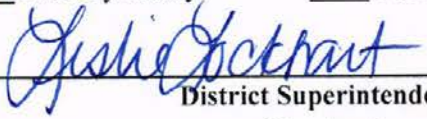
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified 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)

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

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

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

This image shows a single sheet of white paper with horizontal blue or grey 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 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)

March 3, 2021

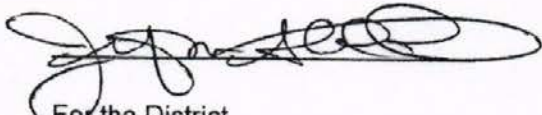
The Culver City Unified School District ("District") and the Culver City Federation of Teachers ("CCFT") enter into this Memorandum of Understanding and agree to the following with regard to schools reopening during COVID-19:

- CCUSD shall provide Center for Disease Control (CDC), State or County Department of Public Health-recommended Personal Protection Equipment (PPE) to all teachers and students for use during the time employees or students are required to report to school sites (including, but not limited to, masks, face shields with drapes, hand sanitizer that contains a minimum of 60% alcohol, etc.).
- In addition to the Center for Disease Control (CDC), State or County Department of Public Health recommended PPE, CCUSD shall provide gloves to all teachers who request them.
- CCUSD shall provide a sufficient supply of disinfecting spray and/or wipes for each classroom in the district after the classroom's teacher has successfully completed training on use of such supplies. CCUSD will offer the training to unit members prior to their physical return to campus.
- CCUSD shall provide a plexiglass standup shield for each teacher desk.
- The Parties affirm that public health officials indicate that proper ventilation is necessary to minimize the transmission and infection from COVID-19, especially for individuals in a closed space for extended periods of time, by reducing the airborne concentration of the virus and thus the risk of transmission and infection of COVID-19 through the air. All locations with functioning windows shall be encouraged to keep them open depending on weather, temperature, or air quality conditions.
- The District shall ensure that HVAC systems operate on the mode which delivers the most fresh air changes per hour per manufacturer's specifications and as the HVAC system was designed by the Department of the State Architect for school building.
- HVAC units shall be equipped with the recommended filters and changed at the recommended intervals. The school will post when the HVAC filters were changed on the door or other highly visible areas.
- Every classroom and work space has been inspected as part of the bipolar ionization installation process during the 2020-2021 school year and will continue at regular intervals, as per the manufacturers specifications and public health guidelines, whichever calls for more frequent inspections.
- All students, faculty, staff and administration shall wear a protective mask while indoors on campus or when unable to follow social distance guidelines.
- Any student or staff repeatedly refusing to comply with LACDPH guidelines (including wearing a mask or other PPE correctly) shall be subject to corrective action as determined by the District. District shall provide clear steps (guidelines) for corrective action/s one week prior to hybrid students returning.

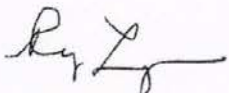
- CCUSD shall issue a directive for staff and parents to self-screen each morning for symptoms, including elevated body temperature. Staff, administrators, and students who are sick or symptomatic are expected to remain home and shall not be permitted on site while sick. Members who remain home with COVID-19 symptoms may request to work remotely so as not to use their sick days. CCUSD will consider each such request on a case by case basis and will honor whenever reasonably possible.
- If a staff member, administrator, parent volunteer or student associated with a stable student population in a classroom setting tests positive for COVID-19, the student population in the classroom will immediately be notified and placed on a quarantine commensurate with current LA County Department of Public Health guidelines. During this period of quarantine, students will receive distance learning. CCUSD or site administrator will ensure that students will have a certificated teacher providing distance learning instruction. The bargaining unit member, if medically able to do so, shall continue to provide instruction to the student population during distance learning. If the unit member's duties cannot be performed remotely, as determined by the District, the unit member will have access to leave provisions under the contract and/or State and Federal mandates.
- CCUSD will work with the Los Angeles County Department of Public Health to ensure that all staff and students being quarantined are given resources on how to properly quarantine.
- If a student develops possible COVID-19 symptoms while in the classroom, the teacher shall contact the nurse's office for assessment. District health staff will determine the appropriate disposition and implement any necessary next steps as per the LACDPH guidelines. Written protocol shall be shared with teachers and staff one week prior to opening the hybrid model.
- If a staff member develops possible COVID-19 symptoms while in the classroom, they shall contact the nurse's office for assessment. District health staff will determine the appropriate disposition and implement any necessary next steps as per the LACDPH guidelines. CCUSD shall provide access to COVID testing as per the district's testing schedule or whenever necessary.
- In the event of an outbreak requiring full school closure, the academic program shall transition to a total distance learning model until such time as it is deemed reasonably safe, as per LACDPH guidelines, to return to an in-person or hybrid learning model.
- All closed classroom spaces, worksites, rooms, school sites, or other CCUSD facilities shall be thoroughly cleaned and disinfected prior to being re-opened for in-person learning.
- CCUSD shall communicate any and all decisions about closures and re-opening to all bargaining unit members at the school site as appropriate. Such communication shall be by email, telephone or Zoom platform. Communication for reopening must be provided five (5) business days prior.
- Teachers and consultant staff are expected to deliver content to students through both face-to-face and remote interactions.
- Concerns regarding perceived increases in workload will be discussed in site Partnership meetings. Meetings can be called by either side whenever necessary.
- CCUSD shall ensure minimum physical distancing, as required by Los Angeles County Department of Public Health guidelines, between all student workspaces, between all educator and student workspaces, and between all employee workspaces.
- CCUSD shall calculate the maximum capacity of all workspaces while maintaining physical distance requirements. The capacity for each classroom space shall be posted prior to the start of in-person learning.
- All workspaces shall be measured and marked by faculty and staff to maintain the physical distancing requirement prior to the start of in-person learning. Examples of such workspaces include classrooms, offices, the copy room, mail room, front office, etc.

- Safety concerns (i.e. shortage of PPE equipment, students failing to wear masks) will be discussed in site Partnership meetings. Committee meetings can be called by either side whenever necessary. The District shall create a request protocol for teachers and staff to request PPE equipment and other needs related to COVID safety.
- Thermometers will be provided to teachers. Teachers have the option to use the thermometers as needed.
- Due to the impact of adjusting to hybrid instruction, teachers shall be provided four afternoons (M, T, TH, F) and from 9:30-1:30 Wednesday (during Asynchronous time without the expectation of small group instruction) to prepare their classroom the week prior to students returning.
- Special Education, related services, and any other components of a student's Individualized Education Program (IEP) are the responsibility of the IEP team. The District will provide appropriately credentialed staff to the team and school sites. Additional guidance, training, and professional development regarding appropriate accommodations and modifications and the necessary adjustments to a distance learning environment will be made available as necessary.
- The District will work with elementary school sites to avoid the creation of combination classes in General Education grades K-5 when teaching under a hybrid model. However, In order to best accommodate as many teaching staff as possible, combination classes may be necessary for either those being accommodated with a remote assignment or those working on site. During Covid-19 school closure/hybrid, TK-5 teachers required to teach a combination class (not as a result of their own accommodation) shall receive a stipend of \$250 monthly. This agreement shall not be precedent setting.
- As a means to accommodating teachers with childcare concerns, and as long as the current hybrid schedule is in place, the District will allow TK-5 teachers with valid and documented childcare needs to work remotely in the afternoons (M, T, Th, and F) and on Wednesdays. Teachers desiring this accommodation must complete the HR survey and have their request approved.
- The District shall inform CCFT within one business day should it learn of a confirmed COVID-19 infection of District employees or students, or community members utilizing District facilities. Confidentiality guidelines will be followed, and no names will be given.
- The District shall continue to train all staff as mandated by local, state, and federal guidelines.
- As CCUSD is able to procure vaccinations, priority will be for staff who are already working on site (such as OCD, Special Ed, sports and academic pods).
- The District will not reopen campuses for hybrid learning until April 5, 2021, which is 35 days after vaccinations become available to educators in LA County (Phase 1B, March 1st, 2021).
- The District's plan for determining remote assignments is based on (in prioritized order): 1) a teacher's personal medical needs, 2) caretaker for an individual with high risk medical needs, and 3) childcare.
- Except as provided hereinbelow, effective January 4, 2021 through June 30, 2021 (except as stated below), in the event a unit member performing in-person duties is directed by the District to quarantine for reasons related to COVID-19, that unit member will be provided up to a total of three (3) days of paid leave for quarantine during the effective period. With documentation, unit members will be provided two (2) half-days for travel to vaccination appointments outside the District. Unit members will be provided a total of one (1) day of paid leave for use due to side effects of the COVID-19 vaccine. This additional paid leave will not be deducted from the unit member's accrued leave. Unit members utilizing this paid leave option shall follow all District absence reporting requirements. This provision will be terminated prior to the expiration of this MOU at such time the state and/or federal government provide similar leave benefits.

- 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.
- This Memorandum of Understanding will expire on June 30, 2021, or upon an order from the State or District Board of Education that requires all bargaining unit members to return to work, whichever comes first.



For the District



For CCFT

3/17/2021

Date

03/17/2021

Date

CULVER CITY FEDERATION OF TEACHERS (CCFT)

And

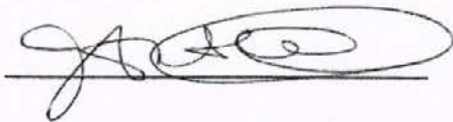
Culver City Unified School District (District)

March 18, 2021

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

4/6/2021

Date



For CCFT

4/6/2021

Date