

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

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Beverly Hills Unified School District
Name of Bargaining Unit: COMBINED
Certificated, Classified, Other: All

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: September 13, 2016
(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)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2016-17	Year 2 Increase/(Decrease) 2017-18	Year 3 Increase/(Decrease) 2018-19
1. Salary Schedule Including Step and Column	\$ 36,933,883	\$ 1,549,008	\$ 918,970	\$ 955,888	
		4.19%	2.39%	2.43%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.					
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 7,515,397	\$ 397,405	\$ 872,361	\$ 930,043	
		5.29%	11.02%	10.59%	
4. Health/Welfare Plans	\$ 3,472,500	\$ 463,000	\$ -	\$ -	
		13.33%	0.00%	0.00%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 47,921,780	\$ 2,409,413	\$ 1,791,331	\$ 1,885,931	
		5.03%	3.56%	3.62%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	552.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 86,815	\$ 4,365	\$ 3,245	\$ 3,417	
		5.03%	3.56%	3.62%	

Beverly Hills Unified School District
COMBINED

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"?

Annual % change is based on a formula that involves Secured Property Tax Revenue increase between two prior years and salary costs excluding health and welfare benefits. The calculated percentage for 2016-17 is 4.194% and projected increase for 2017-18 and 2018-19 are 2.388% and 2.426% respectively.

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

No new steps, columns or ranges were added to the salary schedules in 2016-17 or any subsequent year.

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

A projected salary increase of 4.11% is included in the Adopted 2016-17 Budget

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The negotiated Health and Welfare cap, effective 2016-17 is \$8500 is available to each eligible employee.

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

No Change

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

none

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

Salary formula increase is effective though 2021-2022 for CSEA, BHEA-IA, and BHEA-OTBS. The salary formula for BHEA-CTA shall be suspended in any year when the highest point on the Teacher Salary Schedule is equal to or higher than the highest point on the corresponding teacher salary schedule for all districts in Los Angeles County, but shall restart again once the highest point on the Teacher Salary Schedule becomes less than the highest point on the corresponding teacher salary schedule for all districts in Los Angeles County.

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

None

F. Source of Funding for Proposed Agreement:**1. Current Year**

Increases are funded by the increase in Secured Property Tax Revenue in the General fund.

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

No, it is a multi-year agreement. It is funded by the increase in tax revenue.

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.)

Secured Property Tax Revenue is projected to increase by 5% in 2017-18 and 4.5% 2018-19. These projected increases will cause and fund projected salary increase percentages.

Beverly Hills Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund
COMBINED

Bargaining Unit:

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/28/2016)	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	\$ 45,716,046		\$ -	\$ 45,716,046
Federal Revenue 8100-8299	\$ 4,141		\$ -	\$ 4,141
Other State Revenue 8300-8599	\$ 1,678,960		\$ -	\$ 1,678,960
Other Local Revenue 8600-8799	\$ 10,519,812		\$ -	\$ 10,519,812
TOTAL REVENUES	\$ 57,918,959		\$ -	\$ 57,918,959
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 24,654,020	\$ -	\$ 18,945	\$ 24,672,965
Classified Salaries 2000-2999	\$ 5,994,436	\$ -	\$ 4,606	\$ 5,999,042
Employee Benefits 3000-3999	\$ 10,560,169	\$ -	\$ 4,839	\$ 10,565,008
Books and Supplies 4000-4999	\$ 1,898,420		\$ -	\$ 1,898,420
Services, Other Operating Expenses 5000-5999	\$ 7,702,136		\$ -	\$ 7,702,136
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ 401,141		\$ -	\$ 401,141
Indirect/Direct Support Costs 7300-7399	\$ (3,238)		\$ -	\$ (3,238)
TOTAL EXPENDITURES	\$ 51,207,084	\$ -	\$ 28,390	\$ 51,235,474
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 183,324	\$ -	\$ 32	\$ 183,356
Contributions 8980-8999	\$ (9,599,244)	\$ -	\$ (7,532)	\$ (9,606,776)
OPERATING SURPLUS (DEFICIT)*	\$ (3,070,693)	\$ -	\$ (35,954)	\$ (3,106,647)
BEGINNING FUND BALANCE 9791	\$ 6,695,361			\$ 6,695,361
Prior-Year Adjustments/Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 3,624,668	\$ -	\$ (35,954)	\$ 3,588,714
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719		\$ -	\$ -	\$ -
Restricted Amounts 9740				
Committed Amounts 9750-9760		\$ -	\$ -	\$ -
Assigned Amounts 9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 1,993,502	\$ -	\$ 6,578	\$ 2,000,080
Unassigned/Unappropriated Amount 9790	\$ 1,631,166	\$ -	\$ (42,532)	\$ 1,588,634

*Net Increase (Decrease) in Fund Balance

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

Beverly Hills Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:

**Restricted General Fund
COMBINED**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/28/2016)	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	\$ 1,675,149		\$ -	\$ 1,675,149
Other State Revenue 8300-8599	\$ 566,556		\$ -	\$ 566,556
Other Local Revenue 8600-8799	\$ 3,605,339		\$ -	\$ 3,605,339
TOTAL REVENUES	\$ 5,847,044		\$ -	\$ 5,847,044
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 5,286,027	\$ -	\$ 4,062	\$ 5,290,089
Classified Salaries 2000-2999	\$ 2,770,021	\$ -	\$ 2,129	\$ 2,772,150
Employee Benefits 3000-3999	\$ 2,517,661	\$ -	\$ 1,341	\$ 2,519,002
Books and Supplies 4000-4999	\$ 742,605		\$ -	\$ 742,605
Services, Other Operating Expenses 5000-5999	\$ 3,923,423		\$ -	\$ 3,923,423
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ 3,238		\$ -	\$ 3,238
TOTAL EXPENDITURES	\$ 15,242,975	\$ -	\$ 7,532	\$ 15,250,507
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 9,599,244	\$ -	\$ 7,532	\$ 9,606,776
OPERATING SURPLUS (DEFICIT)*	\$ 203,313	\$ -	\$ -	\$ 203,313
BEGINNING FUND BALANCE 9791	\$ 1,223,628			\$ 1,223,628
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 1,426,941	\$ -	\$ -	\$ 1,426,941
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 1,426,941	\$ -	\$ -	\$ 1,426,941
Committed Amounts 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ -	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

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

Beverly Hills Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit: **Combined General Fund**
COMBINED

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/28/2016)	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	\$ 45,716,046		\$ -	\$ 45,716,046
Federal Revenue 8100-8299	\$ 1,679,290		\$ -	\$ 1,679,290
Other State Revenue 8300-8599	\$ 2,245,516		\$ -	\$ 2,245,516
Other Local Revenue 8600-8799	\$ 14,125,151		\$ -	\$ 14,125,151
TOTAL REVENUES	\$ 63,766,003		\$ -	\$ 63,766,003
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 29,940,047	\$ -	\$ 23,007	\$ 29,963,054
Classified Salaries 2000-2999	\$ 8,764,457	\$ -	\$ 6,735	\$ 8,771,192
Employee Benefits 3000-3999	\$ 13,077,830	\$ -	\$ 6,180	\$ 13,084,010
Books and Supplies 4000-4999	\$ 2,641,025		\$ -	\$ 2,641,025
Services, Other Operating Expenses 5000-5999	\$ 11,625,559		\$ -	\$ 11,625,559
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ 401,141		\$ -	\$ 401,141
Indirect/Direct Support Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 66,450,058	\$ -	\$ 35,922	\$ 66,485,980
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 183,324	\$ -	\$ 32	\$ 183,356
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,867,379)	\$ -	\$ (35,954)	\$ (2,903,333)
BEGINNING FUND BALANCE 9791	\$ 7,918,989			\$ 7,918,989
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 5,051,610	\$ -	\$ (35,954)	\$ 5,015,656
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 1,426,941	\$ -	\$ -	\$ 1,426,941
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 1,993,502	\$ -	\$ 6,578	\$ 2,000,080
Unassigned/Unappropriated Amount 9790	\$ 1,631,167	\$ -	\$ (42,532)	\$ 1,588,635

*Net Increase (Decrease) in Fund Balance

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

Beverly Hills Unified School District

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

Bargaining Unit:

COMBINED

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 06/28/2016)	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)
Object Code					
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 80,000		\$ -	\$ 80,000
Other State Revenue	8300-8599	\$ 20,000		\$ -	\$ 20,000
Other Local Revenue	8600-8799	\$ 617,345		\$ -	\$ 617,345
TOTAL REVENUES		\$ 717,345		\$ -	\$ 717,345
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 340,297	\$ -	\$ 258	\$ 340,555
Employee Benefits	3000-3999	\$ 150,201	\$ -	\$ 68	\$ 150,269
Books and Supplies	4000-4999	\$ 429,471		\$ -	\$ 429,471
Services, Other Operating Expenses	5000-5999	\$ 50,700		\$ -	\$ 50,700
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo	7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 970,669	\$ -	\$ 326	\$ 970,995
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 183,324	\$ -	\$ 32	\$ 183,356
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (70,000)	\$ -	\$ (294)	\$ (70,294)
BEGINNING FUND BALANCE					
	9791	\$ 70,294			\$ 70,294
Prior-Year Adjustments/Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 294	\$ -	\$ (294)	\$ 0
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts	9740	\$ -	\$ -	\$ -	\$ -
Committed Amounts	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 294	\$ -	\$ (294)	\$ 0

*Net Increase (Decrease) in Fund Balance

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

Beverly Hills Unified School District

COMBINED

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

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 28,390	salary increase change from 4.11% budgeted to 4.194% actual
Other Financing Sources/Uses	\$ (7,564)	increase transfer to Restricted and Cafeteria to cover increased costs

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 7,532	salary increase change from 4.11% budgeted to 4.194% actual
Other Financing Sources/Uses	\$ 7,532	increase transfer from Unrestricted GF to cover increased costs

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	\$ 326	salary increase change from 4.11% budgeted to 4.194% actual
Other Financing Sources/Uses	\$ 32	increase transfer from Unrestricted GF to cover increased costs

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

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

Additional Comments:

Beverly Hills Unified School District

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

Bargaining Unit:

COMBINED

Object Code			
	2016-17 Total Revised Budget After Settlement	2017-18 First Subsequent Year After Settlement	2018-19 Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 45,716,046	\$ 47,765,331	\$ 48,868,191
Federal Revenue 8100-8299	\$ 4,141	\$ 4,141	\$ 4,141
Other State Revenue 8300-8599	\$ 1,678,960	\$ 743,387	\$ 761,377
Other Local Revenue 8600-8799	\$ 10,519,812	\$ 10,319,812	\$ 10,319,812
TOTAL REVENUES	\$ 57,918,959	\$ 58,832,671	\$ 59,953,521
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 24,672,965	\$ 25,534,693	\$ 26,456,903
Classified Salaries 2000-2999	\$ 5,999,042	\$ 6,172,982	\$ 6,359,269
Employee Benefits 3000-3999	\$ 10,565,008	\$ 10,507,785	\$ 11,344,538
Books and Supplies 4000-4999	\$ 1,898,420	\$ 941,324	\$ 964,763
Services, Other Operating Expenses 5000-5999	\$ 7,702,136	\$ 7,820,131	\$ 8,014,852
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ 401,141	\$ 401,141	\$ 401,141
Indirect/Direct Support Costs 7300-7399	\$ (3,238)	\$ (3,087)	\$ (3,087)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 51,235,474	\$ 51,374,970	\$ 53,538,379
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ 1,218,487	\$ 4,085,711
Transfers Out and Other Uses 7600-7699	\$ 183,356	\$ 190,565	\$ 198,188
Contributions 8980-8999	\$ (9,606,776)	\$ (10,054,395)	\$ (10,232,475)
OPERATING SURPLUS (DEFICIT)*	\$ (3,106,647)	\$ (1,568,772)	\$ 70,190
BEGINNING FUND BALANCE 9791	\$ 6,695,361	\$ 3,588,714	\$ 2,019,942
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 3,588,714	\$ 2,019,942	\$ 2,090,132
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -
Restricted Amounts 9740			
Committed Amounts 9750-9760	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 2,000,080	\$ 2,019,942	\$ 2,090,132
Unassigned/Unappropriated Amount 9790	\$ 1,588,634	\$ 0	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Beverly Hills Unified School District

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

Bargaining Unit:

COMBINED

		2016-17	2017-18	2018-19
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
Object Code				
REVENUES				
LCFF Revenue	8010-8099	\$ -	\$ -	\$ -
Federal Revenue	8100-8299	\$ 1,675,149	\$ 1,675,149	\$ 1,675,149
Other State Revenue	8300-8599	\$ 566,556	\$ 464,511	\$ 421,586
Other Local Revenue	8600-8799	\$ 3,605,339	\$ 3,605,339	\$ 3,605,339
TOTAL REVENUES		\$ 5,847,044	\$ 5,744,999	\$ 5,702,074
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 5,290,089	\$ 5,474,852	\$ 5,672,581
Classified Salaries	2000-2999	\$ 2,772,150	\$ 2,852,527	\$ 2,938,610
Employee Benefits	3000-3999	\$ 2,519,002	\$ 2,714,567	\$ 2,932,188
Books and Supplies	4000-4999	\$ 742,605	\$ 742,609	\$ 742,609
Services, Other Operating Expenses	5000-5999	\$ 3,923,423	\$ 3,978,257	\$ 3,645,474
Capital Outlay	6000-6999	\$ -	\$ -	\$ -
Other Outgo	7100-7299 7400-7499	\$ -	\$ -	\$ -
Indirect/Dirrect Support Costs	7300-7399	\$ 3,238	\$ 3,087	\$ 3,087
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 15,250,507	\$ 15,765,899	\$ 15,934,549
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 9,606,776	\$ 10,054,395	\$ 10,232,475
OPERATING SURPLUS (DEFICIT)*		\$ 203,313	\$ 33,495	\$ 0
BEGINNING FUND BALANCE	9791	\$ 1,223,628	\$ 1,426,941	\$ 1,460,436
Prior-Year Adjustments/Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 1,426,941	\$ 1,460,436	\$ 1,460,437
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts	9711-9719	\$ -	\$ -	\$ -
Restricted Amounts	9740	\$ 1,426,941	\$ 1,460,436	\$ 1,460,436
Committed Amounts	9750-9760			
Assigned Amounts	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 0	\$ 0	\$ 1

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Beverly Hills Unified School District

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

Bargaining Unit:

COMBINED

Object Code			
	2016-17 Total Revised Budget After Settlement	2017-18 First Subsequent Year After Settlement	2018-19 Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 45,716,046	\$ 47,765,331	\$ 48,868,191
Federal Revenue 8100-8299	\$ 1,679,290	\$ 1,679,290	\$ 1,679,290
Other State Revenue 8300-8599	\$ 2,245,516	\$ 1,207,898	\$ 1,182,963
Other Local Revenue 8600-8799	\$ 14,125,151	\$ 13,925,151	\$ 13,925,151
TOTAL REVENUES	\$ 63,766,003	\$ 64,577,670	\$ 65,655,595
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 29,963,054	\$ 31,009,545	\$ 32,129,484
Classified Salaries 2000-2999	\$ 8,771,192	\$ 9,025,509	\$ 9,297,879
Employee Benefits 3000-3999	\$ 13,084,010	\$ 13,222,352	\$ 14,276,725
Books and Supplies 4000-4999	\$ 2,641,025	\$ 1,683,933	\$ 1,707,372
Services, Other Operating Expenses 5000-5999	\$ 11,625,559	\$ 11,798,388	\$ 11,660,326
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ 401,141	\$ 401,141	\$ 401,141
Indirect/Direct Support Costs 7300-7399	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 66,485,980	\$ 67,140,868	\$ 69,472,928
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ 1,218,487	\$ 4,085,711
Transfers Out and Other Uses 7600-7699	\$ 183,356	\$ 190,565	\$ 198,188
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,903,333)	\$ (1,535,277)	\$ 70,190
BEGINNING FUND BALANCE 9791	\$ 7,918,989	\$ 5,015,656	\$ 3,480,379
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 5,015,656	\$ 3,480,379	\$ 3,550,569
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 1,426,941	\$ 1,460,436	\$ 1,460,436
Committed Amounts 9750-9760	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 2,000,080	\$ 2,019,942	\$ 2,090,132
Unassigned/Unappropriated Amount 9790	\$ 1,588,635	\$ 1	\$ 1

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Beverly Hills Unified School District
COMBINED**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		2016-17	2017-18	2018-19
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 66,669,336	\$ 67,331,434	\$ 69,671,116
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 66,669,336	\$ 67,331,434	\$ 69,671,116
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)	\$ 2,000,080	\$ 2,019,943	\$ 2,090,133

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 2,000,080	\$ 2,019,942	\$ 2,090,132
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 1,588,634	\$ 0	\$ 0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -		
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ 9,286,431	\$ 8,067,944	\$ 3,982,233
e.	Total Available Reserves	\$ 12,875,145	\$ 10,087,886	\$ 6,072,365
f.	Reserve for Economic Uncertainties Percentage	19.31%	14.98%	8.72%

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

2016-17

Yes

☒

No

☐

2017-18

Yes

☒

No

☐

2018-19

Yes

☒

No

☐

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

Public Disclosure of Proposed Collective Bargaining Agreement
Beverly Hills Unified School District
COMBINED

Page 7

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	\$ 2,409,413
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ -
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ -
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)	\$ -

Variance \$ 2,409,413

Variance Explanation:

Compensation increases on Page 1 compares current rates to the 4.19% increase. Since the 2016-17 Budget includes a salary increase of 4.11%, changes to the General Fund and Cafeteria balances reflect minimal changes.

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.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (2,867,379)	(4.3%)	increasing Personnel costs over revenue
Current FY Surplus/(Deficit) after settlement(s)?	\$ (2,903,333)	(4.4%)	increasing Personnel costs over revenue
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,535,277)	(2.3%)	increasing Personnel costs over revenue
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 70,190	0.1%	

Deficit Reduction Plan (as necessary):

The District is increasing class size and looking at school restructuring and budget reductions.

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

7. 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.

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

2nd Subsequent FY Restricted, Page 5b	\$	-
---------------------------------------	----	---

COMBINED

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	2016-17	2017-18	2018-19
a. LCFF Funding per ADA	3,982.00	3,943.00	3,903.57	3,864.53
b. Amount Change from Prior Year Funding per ADA		(39.00)	(39.43)	(39.04)
c. Percentage Change from Prior Year Funding per ADA		-0.98%	-1.00%	-1.00%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		2,409,413.00	1,791,331.00	1,885,931.00
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		5.03%	3.56%	3.62%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		Exceeds	Exceeds	Exceeds

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

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

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Beverly Hills 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, 2016 to June 30, 2017.

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)

\$	32
\$	36,280
\$	(36,248)

Subsequent Years

Budget Adjustment Categories:

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

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

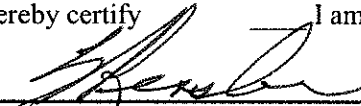
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified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

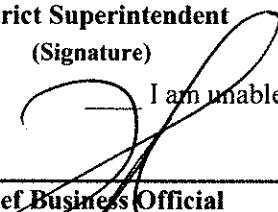


District Superintendent
(Signature)

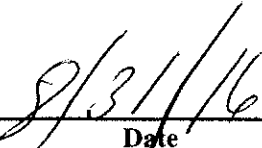


Date

☒ I hereby certify ☐ I am unable to certify



Chief Business Official
(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.

Beverly Hills Unified School District

COMBINED

Assumptions and Explanations (enter or attach documentation)

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

Secured Property tax growth is projected to be 5% in 2017-18 and 4.5% in 2018-19. These assumptions result in salary increases of 2.388% in 2017-18 and 2.426% in 2018-19.

The adopted budget projected a salary increase of 4.11% in 2016-17, the increase to 4.194% causes a slight budget change.

The General Fund Ending Fund Balance is increased to \$7,918,989. This is about 24% more than projected in the Estimated Actuals included in the Adopted Budget projections.

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

L. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Beverly Hills Unified School District

District Name

**District Superintendent
(Signature)**

Angeli Villaflor

Contact Person

Date

310-551-5100 x 2201

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on September 13, 2016, took action to approve the proposed agreement with BHEA- CTA, BHEA-OTBS, BHEA- IA and CSEA 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.

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

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Beverly Hills Unified School District
Name of Bargaining Unit: Confidential, Management and Non-Represented
Certificated, Classified, Other: Certificated, Classified and Other

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: September 13, 2016
(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)			
		Annual Cost Prior to Proposed Settlement	Year 1	Year 2	Year 3
			Increase/(Decrease) 2016-17	Increase/(Decrease) 2017-18	Increase/(Decrease) 2018-19
1. Salary Schedule Including Step and Column		\$ 5,195,703	\$ 217,908	\$ 129,277	\$ 134,470
			4.19%	2.39%	2.43%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.					
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 1,122,500	\$ 87,397	\$ 108,651	\$ 131,439
			7.79%	8.98%	9.97%
4. Health/Welfare Plans		\$ 322,500	\$ 43,000	\$ -	\$ -
			13.33%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 6,640,703	\$ 348,305	\$ 237,928	\$ 265,910
			5.24%	3.40%	3.68%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		68.00			
7. Total Compensation Average Cost per Bargaining Unit Employee		\$ 97,657	\$ 5,122	\$ 3,499	\$ 3,910
			5.24%	3.40%	3.68%

Beverly Hills Unified School District
Confidential, Management and Non-Represented

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"?

Annual % change is based on a formula that involves Secured Property Tax Revenue increase between two prior years and salary costs excluding health and welfare benefits. The calculated percentage for 2016-17 is 4.194% and projected increase for 2017-18 and 2018-19 are 2.388% and 2.426% respectively.

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

No new steps, columns or ranges were added to the salary schedules in 2016-17 or any subsequent year.

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

A projected salary increase of 4.11% is included in the Adopted 2016-17 Budget

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The negotiated Health and Welfare cap, effective 2016-17 is \$8500 is available to each eligible employee.

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

No Change

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

none

Beverly Hills Unified School District
Confidential, Management and Non-Represented

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

None

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

None

F. Source of Funding for Proposed Agreement:

1. Current Year

Increases are funded by the increase in Secured Property Tax Revenue in the General fund.

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

No, it is a multi-year agreement. It will be funded by increase in tax revenues.

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.)

Secured Property Tax Revenue is projected to increase by 5% in 2017-18 and 4.5% 2018-19. These projected increases will cause and fund projected salary increase percentages.

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

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Beverly Hills Unified School District
Name of Bargaining Unit: BHEA - Instructional Assistants
Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: September 13, 2016
(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)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2016-17	Year 2 Increase/(Decrease) 2017-18	Year 3 Increase/(Decrease) 2018-19
1. Salary Schedule Including Step and Column		\$ 1,754,333	\$ 73,577	\$ 43,650	\$ 45,404
			4.19%	2.39%	2.43%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.					
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 370,371	\$ 4,645	\$ 30,438	\$ 31,676
			1.25%	8.12%	7.81%
4. Health/Welfare Plans		\$ 375,000	\$ 50,000	\$ -	\$ -
			13.33%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 2,499,704	\$ 128,222	\$ 74,089	\$ 77,080
			5.13%	2.82%	2.85%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		93.00			
7. Total Compensation Average Cost per Bargaining Unit Employee		\$ 26,879	\$ 1,379	\$ 797	\$ 829
			5.13%	2.82%	2.85%

Beverly Hills Unified School District

BHEA - Instructional Assistants

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"?

Annual % change is based on a formula that involves Secured Property Tax Revenue increase between two prior years and salary costs excluding health and welfare benefits. The calculated percentage for 2016-17 is 4.194% and projected increase for 2017-18 and 2018-19 are 2.388% and 2.426% respectively.

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

No new steps, columns or ranges were added to the salary schedules in 2016-17 or any subsequent year.

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

A projected salary increase of 4.11% is included in the Adopted 2016-17 Budget

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The negotiated Health and Welfare cap, effective 2016-17 is \$8500 is available to each eligible employee.

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

No Change

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

none

Beverly Hills Unified School District

BHEA - Instructional Assistants

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

Salary Increase formula is in effect through 2021-2022.

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

None

F. Source of Funding for Proposed Agreement:**1. Current Year**

Increases are funded by the increase in Secured Property Tax Revenue in the General fund.

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

No, it is a multi-year agreement. It will be funded by the increase in tax revenue.

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.)

Secured Property Tax Revenue is projected to increase by 5% in 2017-18 and 4.5% 2018-19. These projected increases will cause and fund projected salary increase percentages.

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

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Beverly Hills Unified School District
Name of Bargaining Unit: Beverly Hills Education Association - Office, Technical and Business Services
Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: September 13, 2016
(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		Fiscal Impact of Proposed Agreement			
		(Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2016-17	Year 2 Increase/(Decrease) 2017-18	Year 3 Increase/(Decrease) 2018-19
1.	Salary Schedule Including Step and Column	\$ 2,159,158	\$ 90,555	\$ 53,723	\$ 55,881
			4.19%	2.39%	2.43%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
	Description of Other Compensation				
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 573,500	\$ 24,653	\$ 53,723	\$ 55,881
			4.30%	8.98%	8.57%
4.	Health/Welfare Plans	\$ 300,000	\$ 40,000	\$ -	\$ -
			13.33%	0.00%	0.00%
5.	Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 3,032,658	\$ 155,209	\$ 107,446	\$ 111,763
			5.12%	3.37%	3.39%
6.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	40.00			
7.	Total Compensation Average Cost per Bargaining Unit Employee	\$ 75,816	\$ 3,880	\$ 2,686	\$ 2,794
			5.12%	3.37%	3.39%

Beverly Hills Unified School District
Beverly Hills Education Association - Office, Technical and Business Services

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"?

Annual % change is based on a formula that involves Secured Property Tax Revenue increase between two prior years and salary costs excluding health and welfare benefits. The calculated percentage for 2016-17 is 4.194% and projected increase for 2017-18 and 2018-19 are 2.388% and 2.426% respectively.

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

No new steps, columns or ranges were added to the salary schedules in 2016-17 or any subsequent year.

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

A projected salary increase of 4.11% is included in the Adopted 2016-17 Budget

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The negotiated Health and Welfare cap, effective 2016-17 is \$8500 is available to each eligible employee.

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

No Change

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

none

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

The agreed formula shall be applied though the 2021-2022FY.

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

None

F. Source of Funding for Proposed Agreement:

1. Current Year

Increases are funded by the increase in Secured Property Tax Revenue in the General fund.

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

No, it is a multi-year agreement. It will be funded by the increase in tax revenue.

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.)

Secured Property Tax Revenue is projected to increase by 5% in 2017-18 and 4.5% 2018-19. These projected increases will cause and fund projected salary increase percentages.

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

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District: Beverly Hills Unified School District
Name of Bargaining Unit: CSEA
Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: September 13, 2016
(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)			
		Annual Cost Prior to Proposed Settlement	Year 1	Year 2	Year 3
			Increase/(Decrease) 2016-17	Increase/(Decrease) 2017-18	Increase/(Decrease) 2018-19
1. Salary Schedule Including Step and Column		\$ 2,532,658	\$ 106,220	\$ 63,016	\$ 65,548
			4.19%	2.39%	2.43%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.					
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 649,121	\$ 52,504	\$ 60,309	\$ 62,764
			8.09%	8.60%	8.24%
4. Health/Welfare Plans		\$ 375,000	\$ 50,000	\$ -	\$ -
			13.33%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 3,556,779	\$ 208,723	\$ 123,326	\$ 128,312
			5.87%	3.28%	3.30%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		59.00			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee		\$ 60,284	\$ 3,538	\$ 2,090	\$ 2,175
			5.87%	3.28%	3.30%

Beverly Hills Unified School District
CSEA

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"?

Annual % change is based on a formula that involves Secured Property Tax Revenue increase between two prior years and salary costs excluding health and welfare benefits. The calculated percentage for 2016-17 is 4.194% and projected increase for 2017-18 and 2018-19 are 2.388% and 2.426% respectively.

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

No new steps, columns or ranges were added to the salary schedules in 2016-17 or any subsequent year.

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

A projected salary increase of 4.11% is included in the Adopted 2016-17 Budget

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The negotiated Health and Welfare cap, effective 2016-17 is \$8500 is available to each eligible employee.

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

No Change

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

none

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

Salary increase formula is in effect through 2021-2022.

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

None

F. Source of Funding for Proposed Agreement:**1. Current Year**

Increases are funded by the increase in Secured Property Tax Revenue in the General fund.

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

No, it is a multi-year agreement. It will be funded by the increase in tax revenues.

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.)

Secured Property Tax Revenue is projected to increase by 5% in 2017-18 and 4.5% 2018-19. These projected increases will cause and fund projected salary increase percentages.

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

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Beverly Hills Unified School District
Name of Bargaining Unit: BHEA - CTA
Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: September 13, 2016
(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)			
		Annual Cost Prior to Proposed Settlement	Year 1	Year 2	Year 3
			Increase/(Decrease) 2016-17	Increase/(Decrease) 2017-18	Increase/(Decrease) 2018-19
1. Salary Schedule Including Step and Column		\$ 25,292,031	\$ 1,060,748	\$ 629,304	\$ 654,585
			4.19%	2.39%	2.43%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.					
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 4,799,905	\$ 228,206	\$ 619,240	\$ 654,585
			4.75%	12.32%	11.59%
4. Health/Welfare Plans		\$ 2,100,000	\$ 280,000	\$ -	\$ -
			13.33%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 32,191,935	\$ 1,568,953	\$ 1,248,544	\$ 1,309,171
			4.87%	3.70%	3.74%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)		292.00			
7. Total Compensation Average Cost per Bargaining Unit Employee		\$ 110,246	\$ 5,373	\$ 4,276	\$ 4,483
			4.87%	3.70%	3.74%

Beverly Hills Unified School District

BHEA - CTA

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"?

Annual % change is based on a formula that involves Secured Property Tax Revenue increase between two prior years and salary costs excluding health and welfare benefits. The calculated percentage for 2016-17 is 4.194% and projected increase for 2017-18 and 2018-19 are 2.388% and 2.426% respectively.

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

No new steps, columns or ranges were added to the salary schedules in 2016-17 or any subsequent year.

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

A projected salary increase of 4.11% is included in the Adopted 2016-17 Budget

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

Yes ☒ No ☐

If yes, please describe the cap amount.

The negotiated Health and Welfare cap, effective 2016-17 is \$8500 is available to each eligible employee.

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

No Change

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

none

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

The salary formula shall be suspended in any year when the highest point on the Teacher Salary Schedule is equal to or higher than the highest point on the corresponding teacher salary schedule for all districts in Los Angeles County, but shall restart again once the highest point on the Teacher Salary Schedule becomes less than the highest point on the corresponding teacher salary schedule for all districts in Los Angeles County.

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

None

F. Source of Funding for Proposed Agreement:**1. Current Year**

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