

**Orange County Department of Education  
District Fiscal Services**

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

Name of School District: Huntington Beach Union High School District  
 Name of Bargaining Unit: District Educators Association (DEA)  
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2011 and ending: June 30, 2012  
 (date) (date)

The Governing Board will act upon this agreement on: May 17, 2011  
 (date)

**A. Proposed Change in Compensation**

Compensation	Annual Cost Prior to Proposed Agreement FY 2010/2011	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2011/2012	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1 Salary Schedule Increase (Decrease)	\$ 48,752,345	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
2 Step and Column Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.)	\$ -	\$ -	\$ -	\$ -
Description of other compensation				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 6,003,614	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5 Health/Welfare Plans	\$ 9,557,747	\$ 887,889	\$ 299,238	\$ -
		9.29%	3.13%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 64,313,706	\$ 887,889	\$ 299,238	\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	634.53			
8 Total Compensation Average Cost per Employee	\$ 101,356	\$ 1,399	\$ 472	\$ -
		1.38%	0.47%	0.00%

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

N/A

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

N/A

11. Please include comments and explanations as necessary.

2010/11 annualized H & W rate is \$14,905.92, 2011/12 annualized H & W rate is \$16,290.64, 2012/13 annualized H & W rate is \$16,757.32.

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes  No

If yes, please describe the cap amount.

- B. Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts on instructional and support programs to accommodate the settlement?**

Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

**D. What contingency language is included in the proposed agreement?** Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.  
See attached "Memorandum Of Understanding".

**E. Will this agreement create, increase or decrease deficit financing in the current or subsequent year(s)?**  
"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 yes, explain the amounts and justification for doing so.

Increase to deficit financing in the amount of \$1,424,779 in 2011/12, and \$1,904,961 in 2012/13 to be funded from "Designated Reserves".

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

N/A

**G. Source of Funding for Proposed Agreement**

1. Current Year

Included in current budget.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

Use of designated reserves in combination with potential cuts to expenditures and/or revenue enhancements.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

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

**Unrestricted General Fund**

Enter Bargaining Unit: **All Units Combined (DEA, CSEA, HBPSA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 01/31/11)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 90,231,206	\$ -	\$ -	\$ 90,231,206
Remaining Revenues (8100-8799)	\$ 22,593,163	\$ -	\$ -	\$ 22,593,163
<b>TOTAL REVENUES</b>	\$ 112,824,369	\$ -	\$ -	\$ 112,824,369
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 45,422,712	\$ -	\$ -	\$ 45,422,712
Classified Salaries (2000-2999)	\$ 16,136,464	\$ -	\$ -	\$ 16,136,464
Employee Benefits (3000-3999)	\$ 23,474,277	\$ -	\$ -	\$ 23,474,277
Books and Supplies (4000-4999)	\$ 2,682,664	\$ -	\$ -	\$ 2,682,664
Services, Other Operating Expenses (5000-5999)	\$ 7,822,019	\$ -	\$ -	\$ 7,822,019
Capital Outlay (6000-6599)	\$ 210,760	\$ -	\$ -	\$ 210,760
Other Outgo (7100-7299) (7400-7499)	\$ 1,817,274	\$ -	\$ -	\$ 1,817,274
Direct Support/Indirect Cost (7300-7399)	\$ (1,989,300)	\$ -	\$ -	\$ (1,989,300)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 95,576,870	\$ -	\$ -	\$ 95,576,870
OPERATING SURPLUS (DEFICIT)	\$ 17,247,499	\$ -	\$ -	\$ 17,247,499
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 3,500,000	\$ -	\$ -	\$ 3,500,000
CONTRIBUTIONS (8980-8999)	\$ (9,148,757)	\$ -	\$ -	\$ (9,148,757)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 4,598,742	\$ *	\$ -	\$ 4,598,742
BEGINNING BALANCE	\$ 19,441,851			\$ 19,441,851
Prior-Year Adjustments/Restatements (9793/9795)	\$ (562,583)			\$ (562,583)
CURRENT-YEAR ENDING BALANCE	\$ 23,478,010	\$ -	\$ -	\$ 23,478,010
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 76,000	\$ -	\$ -	\$ 76,000
Reserved for Economic Uncertainties (9770)	\$ 4,484,244	\$ -	\$ -	\$ 4,484,244
Designated Amounts (9775-9780)	\$ 18,917,766	\$ -	\$ -	\$ 18,917,766
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7

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

**Restricted General Fund**

Enter Bargaining Unit: **All Units Combined (DEA, CSEA, HBPSA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 01/31/11 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 4,837,487	\$ -	\$ -	\$ 4,837,487
Remaining Revenues (8100-8799)	\$ 54,405,723	\$ -	\$ -	\$ 54,405,723
<b>TOTAL REVENUES</b>	\$ 59,243,210	\$ -	\$ -	\$ 59,243,210
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 17,043,051	\$ -	\$ -	\$ 17,043,051
Classified Salaries (2000-2999)	\$ 9,720,851	\$ -	\$ -	\$ 9,720,851
Employee Benefits (3000-3999)	\$ 8,733,965	\$ -	\$ -	\$ 8,733,965
Books and Supplies (4000-4999)	\$ 4,272,983	\$ -	\$ -	\$ 4,272,983
Services, Other Operating Expenses (5000-5999)	\$ 3,374,749	\$ -	\$ -	\$ 3,374,749
Capital Outlay (6000-6599)	\$ 477,328	\$ -	\$ -	\$ 477,328
Other Outgo (7100-7299) (7400-7499)	\$ 26,457,778	\$ -	\$ -	\$ 26,457,778
Direct Support/Indirect Cost (7300-7399)	\$ 1,838,807	\$ -	\$ -	\$ 1,838,807
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 71,919,512	\$ -	\$ -	\$ 71,919,512
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (12,676,302)	\$ -	\$ -	\$ (12,676,302)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 157,765	\$ -	\$ -	\$ 157,765
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ -	\$ -	\$ -	\$ -
<b>CONTRIBUTIONS (8980-8999)</b>	\$ 9,148,757	\$ -	\$ -	\$ 9,148,757
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (3,369,780)	\$ -	\$ -	\$ (3,369,780)
<b>BEGINNING BALANCE</b>	\$ 3,823,300			\$ 3,823,300
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 453,520	\$ -	\$ -	\$ 453,520
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 453,520	\$ -	\$ -	\$ 453,520
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7

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

**Combined General Fund**

Enter Bargaining Unit: **All Units Combined (DEA, CSEA, HBPSA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 01/31/11 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 95,068,693	\$ -	\$ -	\$ 95,068,693
Remaining Revenues (8100-8799)	\$ 76,998,886	\$ -	\$ -	\$ 76,998,886
<b>TOTAL REVENUES</b>	\$ 172,067,579	\$ -	\$ -	\$ 172,067,579
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 62,465,763	\$ -	\$ -	\$ 62,465,763
Classified Salaries (2000-2999)	\$ 25,857,315	\$ -	\$ -	\$ 25,857,315
Employee Benefits (3000-3999)	\$ 32,208,242	\$ -	\$ -	\$ 32,208,242
Books and Supplies (4000-4999)	\$ 6,955,647	\$ -	\$ -	\$ 6,955,647
Services, Other Operating Expenses (5000-5999)	\$ 11,196,768	\$ -	\$ -	\$ 11,196,768
Capital Outlay (6000-6599)	\$ 688,088	\$ -	\$ -	\$ 688,088
Other Outgo (7100-7299) (7400-7499)	\$ 28,275,052	\$ -	\$ -	\$ 28,275,052
Direct Support/Indirect Cost (7300-7399)	\$ (150,493)	\$ -	\$ -	\$ (150,493)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 167,496,382	\$ -	\$ -	\$ 167,496,382
OPERATING SURPLUS (DEFICIT)	\$ 4,571,197	\$ -	\$ -	\$ 4,571,197
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 157,765	\$ -	\$ -	\$ 157,765
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 3,500,000	\$ -	\$ -	\$ 3,500,000
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,228,962	\$ -	\$ -	\$ 1,228,962
BEGINNING BALANCE	\$ 23,265,151			\$ 23,265,151
Prior-Year Adjustments/Restatements (9793/9795)	\$ (562,583)			\$ (562,583)
CURRENT-YEAR ENDING BALANCE	\$ 23,931,530	\$ -	\$ -	\$ 23,931,530
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 529,520	\$ -	\$ -	\$ 529,520
Reserved for Economic Uncertainties (9770)	\$ 4,484,244	\$ -	\$ -	\$ 4,484,244
Designated Amounts (9775-9780)	\$ 18,917,766	\$ -	\$ -	\$ 18,917,766
Unappropriated Amount - Unrestricted (9790)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	\$ -			\$ -

\* Please see question on page 7

**I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Combined General Fund**Enter Bargaining Unit: **All Units Combined (DEA, CSEA, HBPSA)**

	2010-11	2011-12	2012-13
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 95,068,693	\$ 94,745,769	\$ 95,733,716
Remaining Revenues (8100-8799)	\$ 76,998,886	\$ 69,781,638	\$ 70,489,670
<b>TOTAL REVENUES</b>	\$ 172,067,579	\$ 164,527,407	\$ 166,223,386
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 62,465,763	\$ 62,508,045	\$ 62,492,965
Classified Salaries (2000-2999)	\$ 25,857,315	\$ 26,162,160	\$ 26,162,160
Employee Benefits (3000-3999)	\$ 32,208,242	\$ 34,155,203	\$ 34,580,289
Books and Supplies (4000-4999)	\$ 6,955,647	\$ 5,409,971	\$ 5,443,377
Services, Other Operating Expenses (5000-5999)	\$ 11,196,768	\$ 10,807,311	\$ 11,324,193
Capital Outlay (6000-6999)	\$ 688,088	\$ 311,166	\$ 312,275
Other Outgo (7100-7299) (7400-7499)	\$ 28,275,052	\$ 25,660,768	\$ 25,891,377
Direct Support/Indirect Cost (7300-7399)	\$ (150,493)	\$ (150,493)	\$ (150,493)
Other Adjustments		\$ -	\$ (1,200,000)
<b>TOTAL EXPENDITURES</b>	\$ 167,496,382	\$ 164,864,131	\$ 164,856,143
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 4,571,197	\$ (336,724)	\$ 1,367,243
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 157,765	\$ -	\$ -
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 3,500,000	\$ 4,576,225	\$ 4,801,200
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 1,228,962	\$ (4,912,949)	\$ (3,433,957)
<b>BEGINNING BALANCE</b>	\$ 23,265,151	\$ 23,931,530	\$ 19,018,581
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 23,931,530	\$ 19,018,581	\$ 15,584,624
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$ 529,520	\$ 659,275	\$ 794,941
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 4,484,244	\$ 4,437,564	\$ 4,444,073
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts (9775-9780)	\$ 18,917,766	\$ 13,921,742	\$ 10,345,610
Unappropriated Amounts - Unrestricted (9790)	\$ -	\$ -	\$ -
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

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

1. State Reserve Standard

		2010-11	2011-12	2012-13
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 170,996,382	\$ 169,440,356	\$ 169,657,343
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	3.00%	3.00%	3.00%
c.	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	\$ 4,484,244	\$ 4,437,564	\$ 4,444,073

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 4,484,244	\$ 4,437,564	\$ 4,444,073
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
g.	Total Available Reserves	\$ -	\$ -	\$ -
h.	Reserve for Economic Uncertainties Percentage	3.00%	3.00%	3.00%

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

2009-10	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2010-11	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2011-12	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

Note - Calculated State Standard Minimum Reserve Amounts reflect a reduction of \$645,647 in each year to account for the reduction in reserves due to expenditures for Special Education Pass Through funds.

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

Increase to H & W rates are not effective until November 1, 2011 (2011/12 fiscal year). Consequently, no adjustment is needed to the current operating budget. The total cost of the increase is accounted for in two fiscal years, November 2011 through June 2012 (2011/12 fiscal year), and July 2012 through October 2012 (2012/13 fiscal year). This is the effective plan period.

6. Please include any additional comments and explanations of Page 4 as necessary:

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

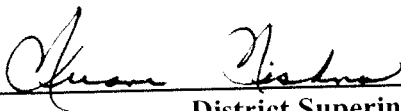
The disclosure document must be signed by the District Superintendent and Chief Business Official at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Huntington Beach Union High School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the District Educators Association (DEA) Bargaining Unit, during the term of the agreement from July 1, 2011 to June 30, 2012.

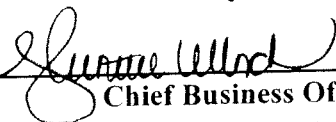
The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

<u>Budget Adjustment Categories:</u>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Revenues/Other Financing Sources</u>	<u>0</u>
<u>Expenditures/Other Financing Uses</u>	<u>1,187,127</u>
<u>Ending Balance Increase (Decrease)</u>	<u>-1,187,127</u>

N/A \_\_ (No budget revisions necessary)  
Increase to be budgeted in 2011/12 and 2012/13 Adopted Budget

  
District Superintendent  
(Signature)

04-29-2011  
Date

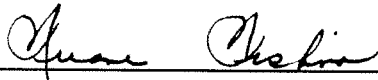
  
Chief Business Official  
(Signature)

4/29/11  
Date

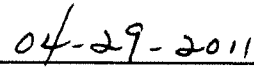
**L. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent or designee 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 Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



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



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

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

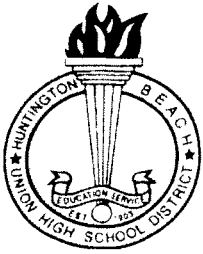
\_\_\_\_\_  
**Date**

Jeanette Ullrich, Chief Business Official

**Contact Person**

(714) 903-7000 ext 4310

**Phone**



# HUNTINGTON BEACH UNION HIGH SCHOOL DISTRICT

5832 Bolsa Avenue • Huntington Beach, California 92649  
(714) 903-7000 FAX (714) 372-8105

Board of Trustees:  
Bonnie Castrey  
Brian Gariand  
Susan Henry  
Kathleen Iverson  
Michael Simons

Duane Dishno, Ed.D., Interim Superintendent

## MEMORANDUM OF UNDERSTANDING

The bargaining teams of the Huntington Beach Union High School District and the District Educators Association agree to the following terms for the 2011-12 fiscal year. This MOU is an extension of the current collective bargaining agreement.

### ARTICLE XXV: TERM OF AGREEMENT

A. This Agreement shall remain in full force and effect one year, July 1, 2011 to June 30, 2012.

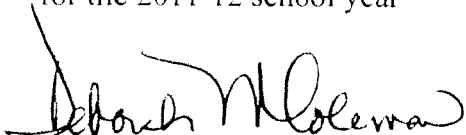
### ARTICLE XIV: SALARIES

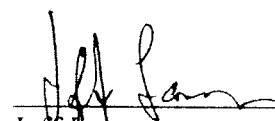
A.2 For the 2011-12 school year, there will be no modifications to the regular and adult education/hourly contract teacher salary schedules, extra assignment pay schedule, and summer school compensation.

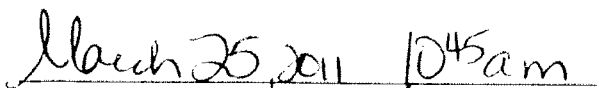
### ARTICLE XV: FRINGE BENEFITS

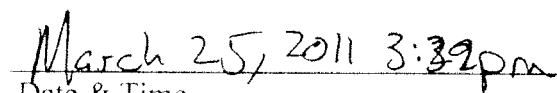
C. The district agrees to continue to contract with the current medical, dental, and vision carriers for the 2011-12 fiscal year without any change in plan design; however, reserves the right to change the life, long-term disability, and accidental death and dismemberment carriers as long as the plan design remains the same or is enhanced. The cost of these plans will be borne by the district for the 2011-12 fiscal year.

The Association and District agree that this completes negotiations on unit member salary and benefits for the 2011-12 school year

  
\_\_\_\_\_  
Deborah M. Coleman  
Assistant Superintendent – Human Resources

  
\_\_\_\_\_  
Jeff Larson  
Chairperson, District Educators Association

  
\_\_\_\_\_  
Date & Time

  
\_\_\_\_\_  
Date & Time