

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS  
(One Disclosure Form for Each Bargaining Unit)**

School District: Cambrian School District  
 Bargaining Unit: Cambrian California School Employees' Association, Chapter 641  
 Period of Agreement: July 1, 2024 - June 30, 2025

FTE: 97.00

Date of Public Meeting: 6/20/25

**PLEASE SUBMIT COPIES OF THE TENTATIVE AGREEMENT AND UPDATED MULTI-YEAR PROJECTION**

*Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.*

I. SUMMARY OF AGREEMENT						
	2023-24		2024-25		2025-26	
Salary Schedule Increases (%)			2%			
Is increase retroactive? If yes specify date	??????		No		??????	
Off-Schedule Payments (% or \$ per FTE)			-			
Are the off schedule payments retroactive? If yes specify date	??????		No		??????	
Number of FTE Increasing/ (Decreasing) From last reporting period			3			
Source of funding for proposed agreement			General Fund			
FTE Participating in Health & Welfare			75			
Health & Welfare (capped?) Yes or No. If Yes, report Amount	\$14,400/\$21,575		Yes		\$14,600/\$21,775	
Amount of Employer Portion of H&W per FTE - ( If dental, vision or other benefits are include in the Employer Portion please include)	Highest	Lowest	Highest	Lowest	Highest	Lowest
			84%	84%		
Is the Employer Portion of H&W increasing as a result of this agreement?			Yes			
If Employer Portion of H & W is increasing, <b>this section is required</b> . Please list details as stated in TA (cap limit; plan coverage, etc): The CAP is increasing by \$200/year for each Single, Married, and Family Plan.						
<b>Other Provisions:</b>						

**II. TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS  
(for this bargaining unit only)**

Indicate the **ongoing costs** of salary and benefit increases that would be incurred under the agreement above the most current Board Approved Budget projections. Include the increase for year two and year three

	2023-24	2024-25	2025-26
Cost of Salary increase (not including statutory costs)		115,328	115,328
Cost of increase in Step and Column		72,080	72,080
Cost of increase in Stipends		-	-
Increase/ Decrease costs associated with Changes in FTE		-	-
Increase in Statuary Costs (STRS, PERS, OASDI, MEDICARE, UI, Wks Comp)		67,841	67,841
Increase costs of Health and Welfare Benefits		5,000	5,000
Other Compensation Costs		-	-
Other Non-Compensation Costs		-	-
Total Cost of Settlement	-	260,249	260,249
Total % Increase			
Projected STRS/PERS Rates		27.05%	27.60%

Projected impact of Collective Bargaining Agreement

Cambrian School District

Cambrian California School Employees' Association, Chapter 641

III. Adjustments as a Result of the Agreement									
In Column 2, please only include the adjustments as a result of this bargaining unit agreement									
GENERAL FUND	2023-24			2024-25			2025-26		
	Last Board Approved Budget submitted to COE Before Settlement	Adjustments as a result of the Agreement	Revised Budget	Last Board Approved Budget submitted to COE Before Settlement	Adjustments as a result of the Agreement	Revised Budget	Last Board Approved Budget submitted to COE Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)	(Column 1)	(Column 2)	(Column 1 + 2)	(Column 1)	(Column 2)	(Column 1 + 2)
<b>Total Revenues as reported in Last Approved Budget</b>	48,418,171		48,418,171	48,679,718		48,679,718	49,993,171		49,993,171
Projected Additional Revenues Not Included in the Last Approved Budget (Please Describe)									
			-			-			-
			-			-			-
<b>Total Projected Revenues</b>	48,418,171	-	48,418,171	48,679,718	-	48,679,718	49,993,171	-	49,993,171
<b>Expenditures</b>									
1000 Certificated Salaries	21,733,467		21,733,467	22,385,126		22,385,126	22,355,014		22,355,014
2000 Classified Salaries	7,923,823		7,923,823	8,333,586	115,328	8,448,914	8,427,485	115,328	8,542,813
3000 Benefits	12,062,162		12,062,162	13,014,327	72,841	13,087,168	13,142,556	72,841	13,215,397
4000 Instructional Supplies	4,299,887		4,299,887	1,338,738		1,338,738	1,338,738		1,338,738
5000 Contracted Services	9,000,808		9,000,808	6,372,655		6,372,655	5,372,655		5,372,655
6000 Capital Outlay	60,000		60,000	10,000		10,000	10,000		10,000
7000 Other	(49,501)		(49,501)	(60,000)		(60,000)	(60,000)		(60,000)
<b>Total Expenditures</b>	\$55,030,646	\$ -	\$55,030,646	\$51,394,432	\$188,169	\$51,582,601	\$50,586,448	\$188,169	\$50,774,617
<b>Excess ( Deficiency of Revenues Over Expenditures</b>	\$(6,612,475)	\$ -	\$(6,612,475)	\$(2,714,714)	\$(188,169)	\$(2,902,883)	\$ (593,277)	\$(188,169)	\$(781,446)
Interfund Transfer In	994,541		994,541	950,000		950,000	950,000		950,000
Interfund Transfer Out (enter as negative)			-			-			-
Other Financing Sources			-			-			-
Other Financing Uses (enter as negative)			-			-			-
<b>Total Other</b>	994,541	-	994,541	950,000	-	950,000	950,000	-	950,000
<b>Net Increase ( Decrease) in Fund Balance</b>	(5,617,934)	-	(5,617,934)	(1,764,714)	(188,169)	(1,952,883)	356,723	(188,169)	168,554
<b>Beginning Fund Balance</b>	11,022,438		11,022,438	5,404,504		5,404,504	3,639,790		3,639,790
<b>Projected Ending Balance</b>	5,404,504		5,404,504	3,639,790		3,451,621	3,996,513		3,808,344
<b>Components of Ending Balance</b>									
Non Spendable Reserves (9710-9719)			-			-			-
Restricted Reserves (9740)	482,144		482,144	109,159		109,159	793,218		793,218
Committed Amounts (9750-9760)			-			-			-
Assigned Amounts (9780)			-			-			-
Reserve For Economic Uncertainties (9789)	1,650,919		1,650,919	1,541,833		1,541,833	1,517,593		1,517,593
Unassigned/Unappropriated (9790)	3,271,441		3,271,441	1,988,798		1,800,629	1,685,702		1,497,533
<b>Total Components of Ending Fund Balance</b>	5,404,504		5,404,504	3,639,790		3,451,621	3,996,513		3,808,344
(Optional: Fund 17 Special Reserve Ending Fund Balance)			-			-			-
<b>Total Available Reserves</b>	4,922,360		4,922,360	3,530,631		3,342,462	3,203,295		3,015,126
Total Available Reserves as a % of Expenditures	9%		9%	7%		6%	6%		6%
State Required Reserve %	3%	<-- Change to district's state requirement							
State Required Reserve \$	\$1,650,919		\$1,650,919	\$1,541,833		\$1,547,478	\$1,517,593		\$1,523,239
Available reserve above State Required	3,271,441		3,271,441	1,988,798		1,794,984	1,685,702		1,491,887
Board Approved Minimum Reserve %	5%	<-- Enter Board Approved Minimum Reserve if different from State Minimum Reserve							
Board Approved Minimum Reserve \$	\$2,751,532		\$2,751,532	\$2,569,722		\$2,579,130	\$2,529,322		\$2,538,731
Available Reserve above Board Approved Minimum Reserve	2,170,828		2,170,828	960,909		763,332	673,973		476,395
If there were adjustments to Transfers In, Transfers Out, Other Financing In, or Other Financing Out, Please provide an explanation. If the adjustments include transfers from or to other funds, please identify the fund and amount of each transfer.									

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

**School District:** Cambrian School District

**Bargaining Unit:** Cambrian California School Employees' Association, Chapter 641

**FTE:** 97.00

**Period of Agreement:** July 1, 2024 - June 30, 2025

**Date of Public Meeting:** 6/20/25

**IV. STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS**

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status	Date presented to the Board in a public meeting
CDTA	157	Tentative Agreement	June 20, 2024

**V. CERTIFICATIONS**

**CERTIFICATION NO. 1**

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

  
 \_\_\_\_\_  
 District Superintendent

6-12-2024  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Chief Business Officer

6-12-2024  
 \_\_\_\_\_  
 Date

**CERTIFICATION NO. 2**

The disclosure document must be signed 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.

\_\_\_\_\_  
 President or Clerk of Governing Board

\_\_\_\_\_  
 Date