

**PUBLIC DISCLOSURE OF SALARY AND BENEFIT NEGOTIATIONS  
TENTATIVE SETTLEMENT**

Hornbrook Elementary School  
School District

Bargaining Unit(s) / Employee Groups: Hornbrook Elementary School District – CSEA (Classified)

Fiscal

Year: 2021 - 2022

Period Covered By the Agreement: July 1, 2021 – June 30, 2022

Date of Public Disclosure Board Meeting: June 16, 2021

	Settlement Year	Subsequent Year 1	Subsequent Year 2
Cost of 1% Raise (Should tie to Criteria Standards Review):	0		
Negotiated Percentage Change:	Minimum Wage, Step Adjustment & Increase to Columns. See Below.		
Cost of Salary Increase:	8138.07		
Cost of Statutory Benefit Increase: (STRS, PERS, OASDI, Medicare, UI, W/C)	2557.94		
Cost of Health and Welfare Benefit Increase: (Medical, Dental, Vision, Life, etc.)	0		
Other Cost Impact:			
Funding Sources: _____ _____ _____			
Total Cost:	10696.01		

Other Explanations:

- Aligned summer help and paraprofessional for the SAFE program to meet minimum wage requirements of \$15.00
- Increased Instructional Aide, Yard Duty or Cook Column Step 1 to \$15.25. Increase Resource Aide to \$15.50.
- Increase Cafeteria Manager Column Step 1 to \$18.25.

I certify that the costs incurred under this agreement can be met by the district during the term of the agreement:

Kyle Bear 6-11-21 Julie Williams 6-11-21  
Superintendent Date Chief Business Official (if any) Date

After Approval by Governing Board at Public Disclosure Board Meeting:

\_\_\_\_\_  
Board President/Clerk Date

- Purpose:** Compliance with Government Code Section 3547-3547.5. To inform the public "of the issues that are being negotiated upon and have full opportunity to express their views to the public school employer, and to know the positions of their elected representatives". After the public has had the opportunity to express itself, the public school employer shall, at a meeting that is open to the public, adopt its initial proposal. The disclosure must include the following components: salaries, benefits, other compensation, other non-compensation costs, the percent increase of the total compensation for the average employee, the approximate cost to the LEA, the proposed source(s) of funding and any other major provisions not directly affecting costs, such as binding arbitration, grievance procedures, etc.
- Costs:** Include additional costs (difference between old salaries and new salaries for each year. Include longevity, overtime, differential, one-time only and extra duty increases.
- Who Must File:** Districts providing additional salary/benefit over and above step and column, even if formal bargaining units are not established.
- When to Make Available:**  
*Siskiyou County Superintendent of Schools:* Minimum of 5 days (10 days if qualified or negative certification) prior to public disclosure meetings/board date. Include Superintendent and Chief Business Official (if any) certification.  
*Public:* Prior to the day of the public meeting (per Management Advisory 92-01), the number of days is determined locally.  
*Siskiyou County Superintendent of Schools;* Resubmit with board signatures after adoption.