

**SUMMARY OF TENTATIVE AGREEMENT WITH THE**

<b>McCabe Union Elementary School District</b>	<b>School District</b>	<b>and</b>	<b>MTA-McCabe Teachers' Association</b>
The proposed agreement covers the period beginning		7/1/2025	and ending 6/30/2027
Will be acted upon by the Governing Board at its meeting on		12/15/2025	
The agreement will affect the following funds budget		General	
**Are copies of the changes to the agreement included?		Yes	

PUBLIC DISCLOSURE	
TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS: In compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.	
The agreement was publicly disclosed on :	12/3/2025
The agreement was [ posted at / advertised in ] :	McCabe Office and Corfman Office

STATUS OF BARGAINING UNIT AGREEMENTS	
If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status.	
Is the percentage increase on the salary schedule the same for all bargaining units?	Yes
**If you answered no to the question above, please do a separate Summary of Tentative Agreement for each bargaining unit.	
	# of Employees Represented
Management	Settled 9
Certificated	Settled 55
Classified	Pending 72

PROPOSED CHANGE IN COMPENSATION				
Compensation	Costs Prior to the agreement for only those employees covered by this agreement.	Fiscal Impact of Proposed Agreement		
		Year 1	Year 2	Year 3
		Increase/(Decrease)	Increase/(Decrease)	Increase/(Decrease)
	2025-26	2025-26	2026-27	2027-28
1 Salary Schedule	\$ 6,934,346.04	\$ 139,920.92	\$ 165,660.21	\$ 81,352.00
2 Step and Column	\$ -	\$ -	\$ -	\$ -
3 Other Compensation	\$ -	\$ 12,400.00	\$ -	\$ -
4 Statutory Benefits	\$ 2,865,769.60	\$ 9,282.41	\$ 20,206.48	\$ 20,647.82
5 Health/Welfare Plans	\$ 856,015.80	\$ 29,995.32	\$ 19,718.88	\$ 21,442.60
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 10,656,131.44	\$ 191,598.65	\$ 205,585.57	\$ 123,442.42
7 Total Number of Represented Employees (Use FTEs if appropriate)	64.00			
8 Total Compensation Average Cost per Employee	\$ 166,502.05	\$ 2,993.73	\$ 3,212.27	\$ 1,928.79
Average % Increase (Decrease) per Employee		1.80%	1.90%	1.12%

**QUESTIONS REGARDING PROPOSAL**

**1 Salary Changes**

a	Did you give a salary increase or decrease?	Increase ( X )	Decrease ( )	None ( )
b	If you gave an increase/decrease was it on/off the salary schedule?	On-Salary Schedule ( X )	One Time Off Salary Schedule ( )	
c	If you gave an Increase or decrease what percentage	2.0% On		
d	Did the District have furlough days as part of decrease in salary?	Yes ( )	No ( x )	
e	How many fulough days?	0 days		
f	Are the fuloughs permanent or temporary reductions in contract?	Permanent ( )	Temporary ( )	N/A ( x )
g	What date is this effective?	12/15/2025		
h	When does the district plan on implementing the agreement through payroll?	12/31/2025		

**2 Were any additional steps, columns, or ranges added, deleted or adjusted to the schedules? (If yes, explain)**

None

**3 Proposed Negotiated Changes in Non-Compensation Items ( class size adjustments, staff development days, teacher prep time, etc).**

TK Class size to match the current requirements through California.

**4 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.**

None

**5 What contingency language is included in the proposed agreement?**

None

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

Grievance procedure was updated, to remove mediation and follow correct timeline of going to Immediate Supervisor before the Superintendent. Evaluation was also updated from every other year to - after 2 "meets standards" evaluations certificated staff will not have another after 4 years.

**7 Where is this being funded from in the Current Year? (Funding Source)**

General Fund/LCFF Sources

**8 Is this a single year agreement, how will the ongoing cost of the proposed agreement be funded in future years (What will allow the district to afford this contract?)**

2 Year Agreement. General Fund/LCFF Sources

**9 If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?**

General Fund/LCFF Sources

IMPACT ON CURRENT YEAR BUDGET				
GENERAL FUND	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement	Adjustments as a Result of Settlement	Any Other Revisions that were not part of your last adopted Budget	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 13,436,305	\$ -	\$ -	\$ 13,436,305
Remaining Revenues (8100-8799)	\$ 4,197,149	\$ -	\$ -	\$ 4,197,149
<b>TOTAL REVENUES</b>	\$ 17,633,454	\$ -	\$ -	\$ 17,633,454
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 6,869,211	\$ 151,018	\$ 164,331	\$ 7,184,561
Classified Salaries (2000-2999)	\$ 3,263,081	\$ -	\$ -	\$ 3,263,081
Employee Benefits (3000-3999)	\$ 5,008,940	\$ 38,591	\$ 38,003	\$ 5,085,534
Books and Supplies (4000-4999)	\$ 1,430,129	\$ -	\$ -	\$ 1,430,129
Services, Other Operating Expenses (5000-5999)	\$ 2,085,089	\$ -	\$ -	\$ 2,085,089
Capital Outlay (6000-6599)	\$ 171,115	\$ -	\$ -	\$ 171,115
Other (7000)	\$ 107,297	\$ -	\$ -	\$ 107,297
<b>TOTAL EXPENDITURES</b>	\$ 18,934,862	\$ 189,609	\$ 202,335	\$ 19,326,806
Operating Suplus (Deficit)	\$ (1,301,408)	\$ (189,609)	\$ (202,335)	\$ (1,693,352)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (2,301,408)	\$ (189,609)	\$ (202,335)	\$ (2,693,352)
<b>BEGINNING BALANCE</b>	\$ 10,128,601			\$ 10,128,601
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 7,827,193	\$ (189,609)	\$ (202,335)	\$ 7,435,249
<b>Components of Ending Fund Balance</b>				
Nonspendable (9711-9719)	\$ -			\$ -
Restricted (9730-9749)	\$ 2,716,275			\$ 2,689,423
Committed				
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Assigned (9770-9788)	\$ -			\$ -
Unassigned				
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unassigned/Unappropriated (9790)	\$ 5,110,918			\$ 4,777,154

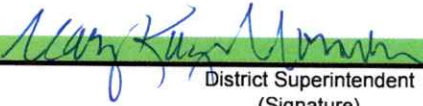
IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES	
<b>State Reserve Standard</b>	
Total Expenditures, Transfers Out and Uses	\$ 20,326,805.71
State Standard Minimum Reserve Percentage	3%
State Standard Minimum Reserve Amount	\$ 609,804.17
<b>General Fund Budgeted Reserves</b>	
Reserve for Economic Uncertainties (9789)	\$ -
Unassigned/Unappropriated (9790)	\$ 4,777,154.00
Special Reserve Fund 170- Reserve for Economic Uncertainties	\$ 317,057.01
Total District Budgeted Unrestricted Reserves ( sum lines 1 - 6 )	\$ 5,094,211.01
<b>Do unrestricted reserves meet the state standard minimum reserve amount?</b>	
Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

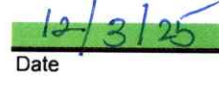
**IMPACT ON CURRENT YEAR BUDGET OTHER FUNDS (OMIT IF BLANK)**

<b>Cafeteria FUND</b>	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Board-Approved Budget Before Settlement	Adjustments as a Result of Settlement	Any Other Revisions that were not part of your last adopted Budget	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 1,333,000	\$ -	\$ -	\$ 1,333,000
<b>TOTAL REVENUES</b>	\$ 1,333,000	\$ -	\$ -	\$ 1,333,000
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 316,643	\$ 1,303	\$ 1,329	\$ 319,275
Employee Benefits (3000-3999)	\$ 145,394	\$ -	\$ -	\$ 145,394
Books and Supplies (4000-4999)	\$ 503,665	\$ 687	\$ 1,922	\$ 506,274
Services, Other Operating Expenses (5000-5999)	\$ 47,030	\$ -	\$ -	\$ 47,030
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other (7000)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 1,012,732	\$ 1,990	\$ 3,251	\$ 1,017,973
Operating Suplus (Deficit)	\$ 320,268	\$ (1,990)	\$ (3,251)	\$ 315,027
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 320,268	\$ (1,990)	\$ (3,251)	\$ 315,027
<b>BEGINNING BALANCE</b>	\$ 968,182			\$ 968,182
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 1,288,450	\$ (1,990)	\$ (3,251)	\$ 1,283,209
<b>Components of Ending Fund Balance</b>				
Nonspendable (9711-9719)				
Restricted (9730-9749)	\$ 1,288,450			\$ 1,288,450
Committed				
Stabilization Arrangements (9750)				
Other Commitments (9760)				
Assigned (9770-9788)				
Unassigned				
Reserve for Economic Uncertainties (9789)				
Unassigned/Unappropriated (9790)				

CERTIFICATION PAGE

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement.


  
District Superintendent  
(Signature)

  
Date

  
District Chief Business Officer  
(Signature)

  
Date

After public disclosure of the major provisions contained in this Summary, the Governing District Board, at its meeting on 12/15/2025 took action to approve the proposed Agreement with MTA-McCabe Teachers' Association Bargaining Unit and adopted the new budget figures as calculated per the agreement.

  
Governing Board President  
(Signature)

  
Date