

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Reeds Creek Elementary School District
Name of Bargaining Unit:	Reeds Creek Educational Support Professionals (RC ESP)
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: July 1, 2025 and ending: June 30, 2027
(date) (date)

The Governing Board will act upon this agreement on: June 18, 2026
(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	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement <small>(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)</small>		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2025-26	2026-27	2027-28
1. Salary Schedule Including Step and Column	\$ 584,362	\$ 17,531	\$ 15,047	\$ -
		3.00%	2.50%	0.00%
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.	\$ 484,806	\$ 14,544	\$ 12,484	\$ -
		3.00%	2.50%	0.00%
4. Health/Welfare Plans	\$ 42,312		\$ 2,500	
		0.00%	5.91%	0.00%
5. Total Bargaining Unit Compensation	\$ 1,111,480	\$ 32,075	\$ 30,031	\$ -
		2.89%	2.63%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	15.00			
7. Total Compensation Average Cost per Bargaining Unit Employee		\$ 2,138	\$ 2,002	\$ -
		0.00%	0.00%	0.00%

A. Proposed Change in Compensation (Continued)

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

The negotiated agreement included 3% salary increase over the currently used 2023-2024 salary schedule, retro-ed to July 1, 2025, and a 2.5% salary increase for 2026-2027 over the newly created 2025-2026 salary schedule.

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

No

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

NA

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No
If yes, please describe the cap amount.

The classified H/W cap for 2025-2026 is \$10,578. The bargaining agreement increases this cap by \$500 to \$11,078 for the 2026-2027 school year. Additionally, one more classified person will be eligible for HW cap in 2026-27.

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

None.

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.)

There are no anticipated impacts expected on instructional and/or support programs to accommodate this settlement.

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

No contingency language was included in the CBA. Reeds Creek will re-open negotiations for the 2027-2028 school year before March 1, 2027.

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

At present, no binding arbitrations, grievances, or other fiscal provisions exist that would impact district costs. The district has begun construction on a TK/K classroom project, but those costs will be fully funded using Fund 35.

F. Source of Funding for Proposed Agreement:

1. Current Year

2025-2026 - from projected carryover of Fund 01, Resource 0000, Resource 3010, Resource 5826 REAP, and Fund 13 Resource 5310. For 2026-27 the same funds and resources will be used.

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

Since this agreement updates both the classified salary schedule and the district H/W cap, costs for this will be ongoing. Reeds Creek ESD will reduce certificated staff by 1 FTE, will reduce classified staff by 0.75 FTE, and administrative service (STRS retiree) by \$40,000 in the 2026-2027 school year.

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.)

Funding sources will include funds and resources listed in #1 above.

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund
Bargaining Unit: Reeds Creek Educational Support Professionals (RC ESP)

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of __/3/12/26__)	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	\$ 2,214,989		\$ -	\$ 2,214,989
Federal Revenue	8100-8299			\$ -	\$ -
Other State Revenue	8300-8599	\$ 56,580		\$ -	\$ 56,580
Other Local Revenue	8600-8799	\$ 83,623		\$ -	\$ 83,623
TOTAL REVENUES		\$ 2,355,192		\$ -	\$ 2,355,192
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 940,074			\$ 940,074
Classified Salaries	2000-2999	\$ 410,559	\$ 12,317		\$ 422,876
Employee Benefits	3000-3999	\$ 509,017	\$ 15,271		\$ 524,288
Books and Supplies	4000-4999	\$ 120,368		\$ -	\$ 120,368
Services and Other Operating Expenditures	5000-5999	\$ 387,364		\$ -	\$ 387,364
Capital Outlay	6000-6999	\$ 75,000		\$ -	\$ 75,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 27,145		\$ -	\$ 27,145
Transfers of Indirect Costs	7300-7399	\$ (49,633)		\$ -	\$ (49,633)
TOTAL EXPENDITURES		\$ 2,419,894	\$ 27,588	\$ -	\$ 2,447,482
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 63	\$ -	\$ -	\$ 63
Transfers Out and Other Uses	7600-7699		\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (145,598)	\$ -	\$ -	\$ (145,598)
OPERATING SURPLUS (DEFICIT)*		\$ (210,237)	\$ (27,588)	\$ -	\$ (237,825)
BEGINNING FUND BALANCE					
	9791	\$ 821,023			\$ 821,023
Audit Adjustments/Other Restatements	9793/9795				\$ -
ENDING FUND BALANCE		\$ 610,786	\$ (27,588)	\$ -	\$ 583,198
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 7,243	\$ -	\$ -	\$ 7,243
Restricted	9740				
Committed	9750-9760		\$ -	\$ -	\$ -
Assigned	9780		\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 603,543	\$ -	\$ -	\$ 603,543
Unassigned/Unappropriated Amount	9790	\$ -	\$ (27,588)	\$ -	\$ (27,588)

*Net Increase (Decrease) in Fund Balance

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

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund
Bargaining Unit: Reeds Creek Educational Support Professionals (RC ESP)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of __3/12/26__)	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	\$ 83,188		\$ -	\$ 83,188
Other State Revenue 8300-8599	\$ 384,579		\$ -	\$ 384,579
Other Local Revenue 8600-8799	\$ 48,009		\$ -	\$ 48,009
TOTAL REVENUES	\$ 515,776		\$ -	\$ 515,776
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 4,700	\$ -	\$ -	\$ 4,700
Classified Salaries 2000-2999	\$ 96,380	\$ 2,892	\$ -	\$ 99,272
Employee Benefits 3000-3999	\$ 94,406	\$ 2,832	\$ -	\$ 97,238
Books and Supplies 4000-4999	\$ 524,658		\$ -	\$ 524,658
Services and Other Operating Expenditures 5000-5999	\$ 173,521		\$ -	\$ 173,521
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 154,048		\$ -	\$ 154,048
Transfers of Indirect Costs 7300-7399	\$ 41,230		\$ -	\$ 41,230
TOTAL EXPENDITURES	\$ 1,088,943	\$ 5,724	\$ -	\$ 1,094,667
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 145,598	\$ -	\$ -	\$ 145,598
OPERATING SURPLUS (DEFICIT)*	\$ (427,569)	\$ (5,724)	\$ -	\$ (433,293)
BEGINNING FUND BALANCE				
9791	\$ 435,532			\$ 435,532
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 7,963	\$ (5,724)	\$ -	\$ 2,239
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 7,963	\$ -	\$ -	\$ 7,963
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (5,724)	\$ -	\$ (5,724)

*Net Increase (Decrease) in Fund Balance

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

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit: Reeds Creek Educational Support Professionals (RC ESP)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of __/3/12/26 __)	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	\$ 2,214,989	\$ -	\$ 2,214,989
Federal Revenue	8100-8299	\$ 83,188	\$ -	\$ 83,188
Other State Revenue	8300-8599	\$ 441,159	\$ -	\$ 441,159
Other Local Revenue	8600-8799	\$ 131,632	\$ -	\$ 131,632
TOTAL REVENUES		\$ 2,870,968	\$ -	\$ 2,870,968
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 944,774	\$ -	\$ 944,774
Classified Salaries	2000-2999	\$ 506,939	\$ 15,209	\$ 522,148
Employee Benefits	3000-3999	\$ 603,423	\$ 18,112	\$ 621,535
Books and Supplies	4000-4999	\$ 645,026	\$ -	\$ 645,026
Services and Other Operating Expenditures	5000-5999	\$ 560,885	\$ -	\$ 560,885
Capital Outlay	6000-6999	\$ 75,000	\$ -	\$ 75,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 181,193	\$ -	\$ 181,193
Transfers of Indirect Costs	7300-7399	\$ (8,403)	\$ -	\$ (8,403)
TOTAL EXPENDITURES		\$ 3,508,837	\$ 33,321	\$ 3,542,158
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources	8900-8979	\$ 63	\$ -	\$ 63
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (637,806)	\$ (33,321)	\$ (671,127)
BEGINNING FUND BALANCE				
	9791	\$ 1,256,555		\$ 1,256,555
Audit Adjustments/Other Restatements	9793/9795	\$ -		\$ -
ENDING FUND BALANCE		\$ 618,749	\$ (33,321)	\$ 585,428
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 7,243	\$ -	\$ 7,243
Restricted	9740	\$ 7,963	\$ -	\$ 7,963
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 603,543	\$ -	\$ 603,543
Unassigned/Unappropriated Amount	9790	\$ -	\$ (33,321)	\$ (33,321)

*Net Increase (Decrease) in Fund Balance

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

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **13 Cafeteria**
Bargaining Unit: **Reeds Creek Educational Support Professionals (RC ESP)**

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (As of __/3/12/26 __)	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					
Federal Revenue	8100-8299	\$ 118,500		\$ -	\$ 118,500
Other State Revenue	8300-8599	\$ 125,000		\$ -	\$ 125,000
Other Local Revenues	8600-8799	\$ 3,500		\$ -	\$ 3,500
TOTAL REVENUES		\$ 247,000		\$ -	\$ 247,000
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 77,423	\$ 2,323	\$ -	\$ 79,746
Employee Benefits	3000-3999	\$ 39,054	\$ 1,172	\$ -	\$ 40,226
Books and Supplies	4000-4999	\$ 148,500		\$ -	\$ 148,500
Services and Other Operating Expenditures	5000-5999	\$ 5,500		\$ -	\$ 5,500
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 8,403		\$ -	\$ 8,403
TOTAL EXPENDITURES		\$ 278,880	\$ 3,495	\$ -	\$ 282,375
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (31,880)	\$ (3,495)	\$ -	\$ (35,375)
BEGINNING FUND BALANCE					
	9791	\$ 221,962			\$ 221,962
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 190,082	\$ (3,495)	\$ -	\$ 186,587
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 3,031	\$ -	\$ -	\$ 3,031
Restricted	9740	\$ 187,051	\$ -	\$ -	\$ 187,051
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (3,495)	\$ -	\$ (3,495)

*Net Increase (Decrease) in Fund Balance

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

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

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

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ 410,559	
Expenditures	\$ 12,317	Increase to Classified salary and benefits
Other Financing Sources/Uses	\$ -	Fund 01; Resource 0000

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ 96,380	Increase to Classified salary and benefits
Expenditures	\$ 2,892	Fund 01; Resource 3010 and 5826
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	NA
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	NA
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ 77,423	Increase to Classified salary and benefits
Expenditures	\$ 39,054	Fund 13; Resource 5310
Other Financing Sources/Uses	\$ -	

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

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

Additional Comments:

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit: **Reeds Creek Educational Support Professionals (RC ESP)**

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 2,214,989	\$ 2,272,148	\$ 2,315,802
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 56,580	\$ 57,300	\$ 57,349
Other Local Revenue 8600-8799	\$ 83,623	\$ 83,623	\$ 83,623
TOTAL REVENUES	\$ 2,355,192	\$ 2,413,071	\$ 2,456,774
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 940,074	\$ 875,306	\$ 890,885
Classified Salaries 2000-2999	\$ 422,876	\$ 427,168	\$ 435,635
Employee Benefits 3000-3999	\$ 524,288	\$ 498,477	\$ 507,340
Books and Supplies 4000-4999	\$ 120,368	\$ 87,380	\$ 89,780
Services and Other Operating Expenditures 5000-5999	\$ 387,364	\$ 361,538	\$ 363,166
Capital Outlay 6000-6999	\$ 75,000	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 27,145	\$ 27,145	\$ 27,145
Transfers of Indirect Costs 7300-7399	\$ (49,633)	\$ (21,117)	\$ (20,984)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 2,447,482	\$ 2,255,897	\$ 2,292,967
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 63		\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (145,598)	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (237,825)	\$ 157,174	\$ 163,807
BEGINNING FUND BALANCE			
9791	\$ 821,023	\$ 583,198	\$ 740,372
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 583,198	\$ 740,372	\$ 904,179
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 7,243	\$ 7,243	\$ 7,243
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ 62,440	\$ 66,654
Reserve for Economic Uncertainties 9789	\$ 603,543	\$ 549,359	\$ 556,639
Unassigned/Unappropriated Amount 9790	\$ (27,588)	\$ 121,330	\$ 273,643

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit: **Reeds Creek Educational Support Professionals (RC ESP)**

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCPF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 83,188	\$ 65,606	\$ 65,606
Other State Revenue 8300-8599	\$ 384,579	\$ 229,853	\$ 227,376
Other Local Revenue 8600-8799	\$ 48,009	\$ 48,809	\$ 49,625
TOTAL REVENUES	\$ 515,776	\$ 344,268	\$ 342,607
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 4,700	\$ 1,000	\$ 1,000
Classified Salaries 2000-2999	\$ 99,272	\$ 86,410	\$ 88,297
Employee Benefits 3000-3999	\$ 97,238	\$ 89,712	\$ 90,816
Books and Supplies 4000-4999	\$ 524,658	\$ 72,860	\$ 69,320
Services and Other Operating Expenditures 5000-5999	\$ 173,521	\$ 74,154	\$ 74,154
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 154,048	\$ 154,048	\$ 154,058
Transfers of Indirect Costs 7300-7399	\$ 41,230	\$ 12,714	\$ 12,581
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 1,094,667	\$ 490,898	\$ 490,226
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 145,598	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (433,293)	\$ (146,630)	\$ (147,619)
BEGINNING FUND BALANCE			
9791	\$ 435,532	\$ 2,239	\$ (144,391)
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 2,239	\$ (144,391)	\$ (292,010)
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 7,963	\$ 10,251	\$ 14,945
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (5,724)	\$ (154,642)	\$ (306,955)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: Reeds Creek Educational Support Professionals (RC ESP)

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 2,214,989	\$ 2,272,148	\$ 2,315,802
Federal Revenue 8100-8299	\$ 83,188	\$ 65,606	\$ 65,606
Other State Revenue 8300-8599	\$ 441,159	\$ 287,153	\$ 284,725
Other Local Revenue 8600-8799	\$ 131,632	\$ 132,432	\$ 133,248
TOTAL REVENUES	\$ 2,870,968	\$ 2,757,339	\$ 2,799,381
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 944,774	\$ 876,306	\$ 891,885
Classified Salaries 2000-2999	\$ 522,148	\$ 513,578	\$ 523,932
Employee Benefits 3000-3999	\$ 621,526	\$ 588,189	\$ 598,156
Books and Supplies 4000-4999	\$ 645,026	\$ 160,240	\$ 159,100
Services and Other Operating Expenditures 5000-5999	\$ 560,885	\$ 435,692	\$ 437,320
Capital Outlay 6000-6999	\$ 75,000	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 181,193	\$ 181,193	\$ 181,203
Transfers of Indirect Costs 7300-7399	\$ (8,403)	\$ (8,403)	\$ (8,403)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 3,542,149	\$ 2,746,795	\$ 2,783,193
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 63	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (671,118)	\$ 10,544	\$ 16,188
BEGINNING FUND BALANCE			
9791	\$ 1,256,555	\$ 585,437	\$ 595,981
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 585,437	\$ 595,981	\$ 612,169
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 7,243	\$ 7,243	\$ 7,243
Restricted 9740	\$ 7,963	\$ 10,251	\$ 14,945
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ 62,440	\$ 66,654
Reserve for Economic Uncertainties 9789	\$ 603,543	\$ 549,359	\$ 556,639
Unassigned/Unappropriated Amount 9790	\$ (33,312)	\$ (33,312)	\$ (33,312)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

	2025-26	2026-27	2027-28
a. Total Expenditures, Transfers Out, and Uses	\$ 3,542,149	\$ 2,746,795	\$ 2,783,193
b. Less: Special Education Pass-Through Funds		\$ -	\$ -
c. Net Expenditures, Transfers Out, and Uses	\$ 3,542,149	\$ 2,746,795	\$ 2,783,193
d. State Standard Minimum Reserve Percentage for	8.00%	8.00%	8.00%
e. State Standard Minimum Reserve Amount for this	\$ 283,372	\$ 219,744	\$ 222,655

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 603,543	\$ 549,359	\$ 556,639
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ (27,588)	\$ 121,330	\$ 273,643
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d. Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e. Total Available Reserves	\$ 575,955	\$ 670,689	\$ 830,282
f. Reserve for Economic Uncertainties Percentage	16.26%	24.42%	29.83%

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

2025-26	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2026-27	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2027-28	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

NA

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

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	\$	32,075
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(33,312)
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	\$	(3,495)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(36,807)
Variance		\$ (4,732)

Variance Explanation:

Benefit totals in 2nd Interim are not separated for certificated and classified in unrestricted and restricted general fund. Therefore, totals for classified benefit amounts are approximations.

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/</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (637,806)	(18.2%)	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (671,118)	(18.9%)	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 10,544	0.4%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 16,188	0.6%	

Deficit Reduction Plan (as necessary):

Reeds Creek ESD will reduce certificated staff by 1 FTE, 0.75 FTE Para Professional, and reduce administration costs (STRS retiree) by \$40,000 in 2026-2027.

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd 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 8a.

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

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

J. 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 Reeds Creek Elementary 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, 2025 to June 30, 2027.

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/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	36,807
\$	<u>(36,807)</u>

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other 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

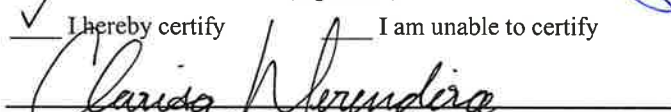


District Superintendent
(Signature)

6/4/26

Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)

6/4/26

Date

Special Note: The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

Reeds Creek Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

Assumptions and Explanations (enter or attach documentation)

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

Based on the 2nd Interim budget report, the district is estimated to receive ongoing revenue from LCFE funding in the amount of \$2,224,966 (prior year), \$2,282,125 (based on 3-year average ADA), and \$2,325,779 (based on 3-year average ADA) for 2025-2026-27, and 2027-28.

The district is estimated to have an ending fund balance of \$610,786 which includes a reserve for economic uncertainties of \$603,543.

Reeds Creek ESD will reduce certificated staff by 1 FTE for the 2026-2027 school year.

Reeds Creek ESD will reduce administration services (STRS retiree) by \$40,000 for the 2026-2027 school year.

Reeds Creek ESD will reduce classified staff by one .75 FTE for the 2026-2027 school year.

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

None

K. 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.

REEDS CREEK ELEMENTARY SCHOOL DISTRICT

District Name



District Superintendent
(Signature)

6/4/26

Date

Clarisa Herendira

Contact Person

530-527-6006

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 21, 2016, took action to approve the proposed agreement with the Reeds Creek Teachers' Association Bargaining Unit(s).

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.