COLUSA UNIFIED SCHOOL DISTRICT
Chief Business Official Employment Agreement

Amendment #3

The Chief Business Official Employment Agreement, approved by the Board of Education on December 17, 2018, is amended as follows:

1. **Term.**
   Pursuant to Education Code section 35031, the District hereby employs CBO commencing on July 1, 2023, and terminating on June 30, 2026, subject to the terms and conditions set forth below.

2. **Salary**
   a. Initial Base Salary. CBO's annual salary for the 2023-24 school year shall be One Hundred Sixty-Three Thousand dollars ($163,000) in twelve (12) equal monthly installments. When only a portion of any year or month is served, the CBO's salary shall be prorated to reflect such service.
   b. A one-time retroactive payment for the 2022-23 fiscal year of 7.5%.

3. **Fringe Benefits**
   d. Health and Welfare Benefits. The CBO, voluntarily, will be covered by District-paid health, dental, vision, and other fringe benefits at the same rate as other Administrative staff for the term of this contract.

      The CBO upon retirement, if employed by the District immediately preceding retirement, will voluntarily have access to benefits at the Administrative benefit cap for a maximum of five (5) years or until mandatory Medicare qualification is met.

      For such consideration, CBO shall assist in the hiring and training of the candidate which the Superintendent and Board of Education choose to succeed the CBO. A specific schedule and compensation will be determined at a future date, will abide by CalPERS retirement rehire rules, and will not exceed a period of twelve (12) months.

ACCEPTANCE OF OFFER

I accept the above offer of employment and agree to the terms and conditions thereof and will report for duty as directed above.

I have not entered into an agreement of employment with the Governing Board of another school district or any other employer that will in any way conflict with the terms of this Agreement.

Scott A. Lantsberger, Chief Business Official — **Date** 06/26/2023

Rebecca Changus, Superintendent — **Date** 6-26-2023

Date of Governing Board Approval: JUNE 26, 2023

Salary Increase by Fiscal Year - All Classifications

	2017.2018	2018.2019	2019.2020	2020.2021	2021.2022	Notes	2022.2023	Notes
CEA	3.20%	2.00%	1.00%	1.00%	3.00%		7.50%	On Schedule
	12.17.2017	5.09.2019	5.09.2019	4.20.2020	05.16.2022		01.17.2023	
			1.00%	1.00%		$500 1-Time	3.00%	Off Schedule
			4.20.2020	6.21.2021	05.16.2022		01.17.2023	
								$300 Annual
								Benefit Increase
Totals	**3.20%**	**2.00%**	**2.00%**	**2.00%**	**3.00%**		**10.50%**	
CSEA	9.10%	2.00%	1.00%	1.00%	3.00%		7.50%	On Schedule
	12.17.2017	1.21.2020	1.21.2020	2.21.2022	06.20.2022			
			1.00%			$500 or $250 1-Time	3%	Off Schedule
								$300 Annual
			4.15.2021		06.20.2022			Benefit Increase
Totals	**9.10%**	**2.00%**	**2.00%**	**1.00%**	**3.00%**		**10.50%**	
Management / Confiential	3.20%	2.00%	1.00%	1.00%	3.00%	$500 1-Time	7.50%	On Schedule
	12.17.2017	6.18.2019	6.18.2019	9.21.2020	06.20.2022		04.24.2023	
			1.00%	1.00%			3.00%	Off Schedule
							04.24.203	
								$300 Annual
			9.21.2020	8.16.2021	06.20.2022			Beneifit Increase
Totals	**3.20%**	**2.00%**	**2.00%**	**2.00%**	**3.00%**		**10.50%**	

Current CBO Contract Value (06.2021)	% Increase	New Contract Value		$ Increase	
$ 132,500.00	6.00%	$ 140,450.00	07.01.2021	$ 7,950.00	
$ 140,450.00	3.00%	$ 144,663.50	07.01.2022	$ 4,213.50	
$ 144,663.50	12.67550%	$ 163,000.32	07.01.2023	$ 18,336.82	Increase of 7.5% = $10,849; 3% one-time = $4,665

ITEM : I.7. Approve Contract Amendment #3 to the Chief Business Official Contract (Superintendent's Office)

Recommendation

The Administration requests the Board of Education approve the Chief Business Official Employment Agreement Contract Amendment #3

Rationale

The contract amendment to the Chief Business Official contract is inclusive of the following changes:

1 - Article #1 Term The term is extended by two (2) years with an end date of June 30, 2026.
2 - Article #2 Salary An increase in the base salary to $163,000 effective July 1, 2024 plus a 7.5% retroactive payment for the 2022-2023 fiscal year.
3 - Article #3 Fringe Benefits Addition of optional access to benefits post retirement and the inclusion of support in the hiring and training of a future CBO candidate.

No other changes have been made to the contract.

Financial Impact

The increase to the base contract is from $144,663 to $163,000 or $18,337 in salary and $6,750 in statutory benefits. The value of the 7.5% retroactive payment is $10,850 in salary and $3,994 in statutory benefits.

Supporting Documents

CBO Contract Amendment #3 v.2 06.2023

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