

**The Corning Union High School District
and the
Corning Independent Teachers' Association**

Agree to the following:

General Terms :

- 1) The term of the successor collective bargaining agreement shall be July 1, 2025, through June 30, 2028.
- 2) Terms of this agreement apply only to those actively employed with the District at the time of ratification.
- 3) This agreement shall close bargaining for the 2025-26 and 2026-27 school years. Openers for the 2027-28 school year will be addressed according to Article XVI.

APPENDIX A2

DISTRICT SCHOOL PSYCHOLOGIST

1. Effective July 1, 2018, the District School Psychologist position is recognized as within the bargaining unit of the Corning Independent Teachers' Association.
2. The School Psychologist's regular work day 7.5 hours with an unpaid half-hour duty free lunch.
3. The School Psychologist shall be paid based on the School Psychologist salary schedule, which includes 195 contractual workdays. The District School Psychologist is required to submit a proposed work calendar by July 1 of each fiscal year. The proposed calendar will be reviewed by and is subject to approval by the Superintendent or designee. The District School Psychologist may adjust the approved work calendar as needed, with any changes approved by the Superintendent or designee.
4. The School Psychologist may be required to work up to 10 additional days at the request of the Superintendent or designee. Compensation for these days shall be paid at the psychologist's current daily rate and will be paid in the month they are worked.
5. The School Psychologist will equitably participate as a member of the unit per Article XVII.

ARTICLE XIII TEACHING RIGHTS AND RESPONSIBILITIES

Certificated Summer School/ Anytime School Policy for Corning Union High School District

The District will notify Certificated staff each year by district email about Summer School Vacancies.

Summer school positions will be filled with current certificated staff members. Returning Summer School staff have priority.

If the number of interested staff exceeds the available positions, priority will be given to the most senior, qualified, and certificated employee. In cases where multiple staff members have equal seniority, selection

Board Approved:

will be based on district needs. The district reserves the right to make final decisions based on contractual agreements and educational priorities.

APPENDIX A-4 SPECIAL ASSIGNMENTS

Centennial Lead Teacher:

1. Serve as an instructional leader and mentor, providing guidance, support, and professional expertise to fellow teachers across the school.
2. Conduct periodic meetings with certificated staff to gather input, identify instructional needs, and address concerns raised by staff members.
3. Communicate school-wide needs, suggestions, and challenges to the school administration in a timely and constructive manner.
4. Collaborate with other staff and school leaders to promote cohesive instructional practices and schoolwide improvement efforts.
5. Attend instructional leadership meetings at Corning Union High School and represent the school as needed.
6. Fulfill responsibilities as Teacher in Charge, including overseeing daily school operations in the absence of an administrator, managing student discipline issues, supporting substitute teachers, and serving as the primary point of contact for staff or emergencies during such times.

ISP Lead Teacher Responsibilities:

1. Coordinate, develop, and implement program curriculum appropriate for independent study settings.
2. Maintain packets and course assignment documents for all core subjects and elective courses.
3. Develop, maintain, and revise Master Agreements and student learning contracts in compliance with California Education Code.
4. Serve as a liaison between the independent study program and school administration.
5. Support onboarding and mentorship of teachers assigned to the independent study program.
6. Collaborate with CUHS teachers to ensure independent study program offerings align with CUHS course expectations, standards, and requirements.
7. Ensure all state and district requirements related to independent study are met and properly documented.
8. Prepare documentation for audits, reviews and reports as requested by administration.
9. Work with the district testing coordinator to ensure all ISP students participate in state testing as needed.
10. Enroll new students as needed for independent study teachers who work part time
11. The ISP Lead Teacher Responsibilities will fulfil the extra duty requirements as stated in Article XVII.

Cheer Stipend Update

Cheerleading Assistant will be added to the contract 2.5%

Board Approved:

DESCRIPTION FOR CARDINAL NEST

Cardinal Nest Advisor Language

1. Freshman orientation planning and preparation during the month of July including communication with Cardinal Nest students.
2. Stage the Nest for Freshman Orientation in August.
3. Open storefront for freshman orientation in August.
4. Prepare package deals and webstore for sales in ASB Works.
5. Work to move out/return furniture and fixtures to appropriate locations after floor waxing.
 1. Move all containers of clothing/merchandise from storage container to classroom (D-4) and stage.
6. Purchase items from SavMor/Costco for the Cardinal Nest snack and drink sales.
7. Monitor sales during lunch, AST, and the afternoon of Homecoming.

It is understood that this list may need to be adjusted from year to year in consultation with the administration and Cardinal Nest advisor. The Cardinal Nest advisor may submit up to 5 additional work days (35 hours) at daily rate. The Superintendent will have final approval for the list of minimum duties.

Board Approved:

Compensation – Year One

1. Apply 3% on the CITA salary schedule
2. Apply 3% off schedule as a one-time payment

Compensation – Year Two

1. Apply 3% on the CITA salary schedule

Kelley Jardin 10/7/25

Kelley Jardin, CITA President Date

[Signature] 10/7/25

Jared Stearns, CITA Member Date

[Signature] 10-7-25

Robert Richardson, CITA Member Date

Jessica Flores 10/7/25

Jessica Flores, CITA Member Date

Miguel Barriga 10/7/25

Miguel Barriga, Superintendent Date

D.D. 10-07-25

Diana Davisson, CBO Date

Cassie Riddle 10/7/25

Cassie Riddle, HR Coordinator Date

Tony Turri 10/7/25

Tony Turri, Board Member Date

Board Approved:

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:	CORNING UNION HIGH SCHOOL DISTRICT
Name of Bargaining Unit:	CITA
Certificated, Classified, Other:	CERTIFICATED

The proposed agreement covers the period beginning:	JULY 01,2025	and ending:	JUNE 30,2027
	(date)		(date)
The Governing Board will act upon this agreement on:	October 30, 2025		
	(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		Fiscal Impact of Proposed Agreement			
		(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
All Funds - Combined			2025-26	2026-27	2027-28
1. Salary Schedule Including Step and Column		\$ 5,492,831	\$ 164,785	\$ 169,728	
			3.00%	3.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		\$ 295,307	\$ 8,859	\$ 9,125	
			3.00%	3.00%	0.00%
Description of Other Compensation	off scheduel 3%	\$ 173,644			
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.		\$ 1,322,820	\$ 81,175	\$ 41,801	
			6.14%	2.98%	0.00%
4. Health/Welfare Plans		\$ 978,925			
			0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5		\$ 8,089,883	\$ 428,463	\$ 220,655	\$ -
			5.30%	2.59%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	67.36				
7. Total Compensation Average Cost per Bargaining Unit Employee		\$ 120,099	\$ 6,361	\$ 3,276	\$ -
			5.30%	2.59%	0.00%

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit:

CITA

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 08.07.25)	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)
Object Code					
REVENUES					
LCFF Revenue	8010-8099	\$ 17,254,699		\$ -	\$ 17,254,699
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 422,758		\$ -	\$ 422,758
Other Local Revenue	8600-8799	\$ 798,048		\$ -	\$ 798,048
TOTAL REVENUES		\$ 18,475,505		\$ -	\$ 18,475,505
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 5,830,173	\$ 149,556	\$ -	\$ 5,979,729
Classified Salaries	2000-2999	\$ 2,817,615			\$ 2,817,615
Employee Benefits	3000-3999	\$ 3,961,967	\$ 34,957	\$ -	\$ 3,996,924
Books and Supplies	4000-4999	\$ 1,072,753		\$ -	\$ 1,072,753
Services and Other Operating Expenditures	5000-5999	\$ 1,973,866		\$ -	\$ 1,973,866
Capital Outlay	6000-6999	\$ 73,500		\$ -	\$ 73,500
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 348,391		\$ -	\$ 348,391
Transfers of Indirect Costs	7300-7399	\$ (234,776)		\$ -	\$ (234,776)
TOTAL EXPENDITURES		\$ 15,843,489	\$ 184,513	\$ -	\$ 16,028,002
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 70,000	\$ -	\$ -	\$ 70,000
Contributions	8980-8999	\$ (2,917,133)	\$ (10,582)	\$ -	\$ (2,927,715)
OPERATING SURPLUS (DEFICIT)*		\$ (355,117)	\$ (195,095)	\$ -	\$ (550,212)
BEGINNING FUND BALANCE					
	9791	\$ 6,631,447			\$ 6,631,447
Audit Adjustments/Other Restatements	9793/9795				\$ -
ENDING FUND BALANCE		\$ 6,276,330	\$ (195,095)	\$ -	\$ 6,081,235
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 1,000	\$ -	\$ -	\$ 1,000
Restricted	9740				
Committed	9750-9760		\$ -	\$ -	\$ -
Assigned	9780	\$ 5,050,751	\$ (228,980)	\$ -	\$ 4,821,771
Reserve for Economic Uncertainties	9789	\$ 1,227,976	\$ 30,488	\$ -	\$ 1,258,464
Unassigned/Unappropriated Amount	9790	\$ (3,397)	\$ 3,397	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

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

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4b

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Restricted General Fund CITA			
Object Code		Column 1 Latest Board- Approved Budget Before Settlement (As of 08.07.25)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 1,683,563		\$ -	\$ 1,683,563
Other State Revenue	8300-8599	\$ 3,250,484		\$ -	\$ 3,250,484
Other Local Revenue	8600-8799	\$ 347,000		\$ -	\$ 347,000
TOTAL REVENUES		\$ 5,281,047		\$ -	\$ 5,281,047
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 1,162,489	\$ 197,732	\$ -	\$ 1,360,221
Classified Salaries	2000-2999	\$ 1,545,109	\$ -	\$ -	\$ 1,545,109
Employee Benefits	3000-3999	\$ 2,385,814	\$ 46,218	\$ -	\$ 2,432,032
Books and Supplies	4000-4999	\$ 1,065,302		\$ (19,137)	\$ 1,046,165
Services and Other Operating Expenditures	5000-5999	\$ 1,050,781		\$ -	\$ 1,050,781
Capital Outlay	6000-6999	\$ 1,185,278		\$ -	\$ 1,185,278
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 222,155		\$ -	\$ 222,155
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 229,534		\$ -	\$ 229,534
TOTAL EXPENDITURES		\$ 8,846,462	\$ 243,951	\$ (19,137)	\$ 9,071,276
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 2,917,133	\$ 10,582	\$ -	\$ 2,927,715
OPERATING SURPLUS (DEFICIT)*		\$ (648,282)	\$ (233,369)	\$ 19,137	\$ (862,514)
BEGINNING FUND BALANCE	9791	\$ 3,067,827			\$ 3,067,827
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 2,419,545	\$ (233,369)	\$ 19,137	\$ 2,205,313
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,456,997	\$ (251,684)	\$ -	\$ 2,205,313
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (37,452)	\$ 18,315	\$ 19,137	\$ 0

*Net Increase (Decrease) in Fund Balance

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

CORNING UNION HIGH SCHOOL DISTRICT
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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Combined General Fund CITA			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 08.07.25)	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	\$ 17,254,699		\$ -	\$ 17,254,699
Federal Revenue	8100-8299	\$ 1,683,563		\$ -	\$ 1,683,563
Other State Revenue	8300-8599	\$ 3,673,242		\$ -	\$ 3,673,242
Other Local Revenue	8600-8799	\$ 1,145,048		\$ -	\$ 1,145,048
TOTAL REVENUES		\$ 23,756,552		\$ -	\$ 23,756,552
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 6,992,662	\$ 347,288	\$ -	\$ 7,339,950
Classified Salaries	2000-2999	\$ 4,362,724	\$ -	\$ -	\$ 4,362,724
Employee Benefits	3000-3999	\$ 6,347,781	\$ 81,176	\$ -	\$ 6,428,957
Books and Supplies	4000-4999	\$ 2,138,055		\$ (19,137)	\$ 2,118,918
Services and Other Operating Expenditures	5000-5999	\$ 3,024,647		\$ -	\$ 3,024,647
Capital Outlay	6000-6999	\$ 1,258,778		\$ -	\$ 1,258,778
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 570,546		\$ -	\$ 570,546
Transfers of Indirect Costs	7300-7399	\$ (5,242)		\$ -	\$ (5,242)
TOTAL EXPENDITURES		\$ 24,689,951	\$ 428,464	\$ (19,137)	\$ 25,099,278
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 70,000	\$ -	\$ -	\$ 70,000
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,003,399)	\$ (428,464)	\$ 19,137	\$ (1,412,726)
BEGINNING FUND BALANCE	9791	\$ 9,699,274			\$ 9,699,274
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 8,695,875	\$ (428,464)	\$ 19,137	\$ 8,286,548
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 1,000	\$ -	\$ -	\$ 1,000
Restricted	9740	\$ 2,456,997	\$ (251,684)	\$ -	\$ 2,205,313
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 5,050,751	\$ (228,980)	\$ -	\$ 4,821,771
Reserve for Economic Uncertainties	9789	\$ 1,227,976	\$ 30,488	\$ -	\$ 1,258,464
Unassigned/Unappropriated Amount	9790	\$ (40,849)	\$ 21,712	\$ 19,137	\$ 0

*Net Increase (Decrease) in Fund Balance

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

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

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (19,137)	CATEGORICAL PROGRAMS PAYING FOR INCREASE
Other Financing Sources/Uses	\$ -	

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

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

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

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

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

Additional Comments:

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CORNING UNION HIGH SCHOOL DISTRICT
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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit:

CITA

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	\$ 17,254,699	\$ 17,227,671	\$ 17,406,298
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 422,758	\$ 422,758	\$ 422,358
Other Local Revenue 8600-8799	\$ 798,048	\$ 798,048	\$ 798,048
TOTAL REVENUES	\$ 18,475,505	\$ 18,448,477	\$ 18,626,704
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 5,979,729	\$ 6,110,291	\$ 6,295,700
Classified Salaries 2000-2999	\$ 2,817,615	\$ 2,874,015	\$ 2,979,140
Employee Benefits 3000-3999	\$ 3,996,924	\$ 4,051,696	\$ 4,134,067
Books and Supplies 4000-4999	\$ 1,072,753	\$ 1,039,253	\$ 1,039,253
Services and Other Operating Expenditures 5000-5999	\$ 1,973,866	\$ 2,014,196	\$ 2,014,196
Capital Outlay 6000-6999	\$ 73,500	\$ 11,000	\$ 11,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 348,391	\$ 348,391	\$ 348,391
Transfers of Indirect Costs 7300-7399	\$ (234,776)	\$ (234,776)	\$ (234,776)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 16,028,002	\$ 16,214,066	\$ 16,586,971
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 70,000	\$ 70,000	\$ 70,000
Contributions 8980-8999	\$ (2,927,715)	\$ (2,933,546)	\$ (3,021,225)
OPERATING SURPLUS (DEFICIT)*	\$ (550,212)	\$ (769,135)	\$ (1,051,492)
BEGINNING FUND BALANCE			
9791	\$ 6,631,447	\$ 6,081,235	\$ 5,312,100
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 6,081,235	\$ 5,312,100	\$ 4,260,608
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 1,000	\$ 1,000	\$ 1,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 4,821,771	\$ 4,151,224	\$ 3,085,334
Reserve for Economic Uncertainties 9789	\$ 1,258,464	\$ 1,159,876	\$ 1,174,274
Unassigned/Unappropriated Amount 9790	\$ 0	\$ 0	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

CORNING UNION HIGH SCHOOL DISTRICT
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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit:

CITA

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	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 1,683,563	\$ 1,514,797	\$ 1,352,629
Other State Revenue 8300-8599	\$ 3,250,484	\$ 1,787,193	\$ 1,787,193
Other Local Revenue 8600-8799	\$ 347,000	\$ 347,000	\$ 347,000
TOTAL REVENUES	\$ 5,281,047	\$ 3,648,990	\$ 3,486,822
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 1,360,221	\$ 1,066,479	\$ 1,023,370
Classified Salaries 2000-2999	\$ 1,545,109	\$ 1,540,109	\$ 1,523,517
Employee Benefits 3000-3999	\$ 2,432,032	\$ 2,317,943	\$ 2,301,822
Books and Supplies 4000-4999	\$ 1,046,165	\$ 885,081	\$ 885,081
Services and Other Operating Expenditures 5000-5999	\$ 1,050,781	\$ 618,210	\$ 609,094
Capital Outlay 6000-6999	\$ 1,185,278	\$ 62,250	\$ 62,250
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 222,155	\$ 222,155	\$ 222,155
Transfers of Indirect Costs 7300-7399	\$ 229,534	\$ 201,226	\$ 201,226
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 9,071,276	\$ 6,913,453	\$ 6,828,515
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 2,927,715	\$ 2,933,546	\$ 3,021,225
OPERATING SURPLUS (DEFICIT)*	\$ (862,514)	\$ (330,917)	\$ (320,468)
BEGINNING FUND BALANCE			
9791	\$ 3,067,827	\$ 2,205,313	\$ 1,874,397
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 2,205,313	\$ 1,874,397	\$ 1,553,929
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 2,205,313	\$ 1,874,397	\$ 1,553,929
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ (0)	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

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H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Bargaining Unit:		Combined General Fund MYP		
		CITA		
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	\$ 17,254,699	\$ 17,227,671	\$ 17,406,298
Federal Revenue	8100-8299	\$ 1,683,563	\$ 1,514,797	\$ 1,352,629
Other State Revenue	8300-8599	\$ 3,673,242	\$ 2,209,951	\$ 2,209,551
Other Local Revenue	8600-8799	\$ 1,145,048	\$ 1,145,048	\$ 1,145,048
TOTAL REVENUES		\$ 23,756,552	\$ 22,097,467	\$ 22,113,526
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 7,339,950	\$ 7,176,770	\$ 7,319,070
Classified Salaries	2000-2999	\$ 4,362,724	\$ 4,414,124	\$ 4,502,657
Employee Benefits	3000-3999	\$ 6,428,957	\$ 6,369,639	\$ 6,435,889
Books and Supplies	4000-4999	\$ 2,118,918	\$ 1,924,334	\$ 1,924,334
Services and Other Operating Expenditures	5000-5999	\$ 3,024,647	\$ 2,632,406	\$ 2,623,290
Capital Outlay	6000-6999	\$ 1,258,778	\$ 73,250	\$ 73,250
Other Outgo (excuding Indirect Costs)	7100-7299 7400-7499	\$ 570,546	\$ 570,546	\$ 570,546
Transfers of Indirect Costs	7300-7399	\$ (5,242)	\$ (33,550)	\$ (33,550)
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 25,099,278	\$ 23,127,519	\$ 23,415,486
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 70,000	\$ 70,000	\$ 70,000
Contributions	8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,412,726)	\$ (1,100,052)	\$ (1,371,960)
BEGINNING FUND BALANCE	9791	\$ 9,699,274	\$ 8,286,548	\$ 7,186,497
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 8,286,548	\$ 7,186,497	\$ 5,814,537
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 1,000	\$ 1,000	\$ 1,000
Restricted	9740	\$ 2,205,313	\$ 1,874,397	\$ 1,553,929
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,821,771	\$ 4,151,224	\$ 3,085,334
Reserve for Economic Uncertainties	9789	\$ 1,258,464	\$ 1,159,876	\$ 1,174,274
Unassigned/Unappropriated Amount	9790	\$ 0	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

Page 6

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 (Including Cost of Proposed Agreement)	\$ 25,169,278	\$ 23,197,519	\$ 23,485,486
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 25,169,278	\$ 23,197,519	\$ 23,485,486
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	5.00%	5.00%	5.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 1,258,464	\$ 1,159,876	\$ 1,174,274

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 1,258,464	\$ 1,159,876	\$ 1,174,274
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 0	\$ 0	\$ (0)
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	\$ 1,258,464	\$ 1,159,876	\$ 1,174,274
f.	Reserve for Economic Uncertainties Percentage	5.00%	5.00%	5.00%

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

2025-26	Yes	☒	No	☐
2026-27	Yes	☒	No	☐
2027-28	Yes	☒	No	☐

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

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

Page 7

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	\$	428,463
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(428,464)
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	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(428,464)

Variance \$ (0)

Variance Explanation:

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/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (1,003,399)	(4.1%)	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (1,412,726)	(5.6%)	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,100,052)	(4.7%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,371,960)	(5.8%)	

Deficit Reduction Plan (as necessary):

To address structural deficit spending, the district will phase out grant-funded positions once the associated grant terms expire, unless alternative funding sources are identified to cover the personnel costs. In addition, the district will begin reviewing staffing ratios to ensure efficient and sustainable resource allocation.

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	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8

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 CORNING UNION HIGH 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 01, 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)**

\$	-
\$	409,327
\$	(409,327)

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

Miguel Baraja
District Superintendent
(Signature)

10-14-2025
Date

☒ I hereby certify ☐ I am unable to certify

D. D.
Chief Business Official
(Signature)

10.14.25
Date

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

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8a

Assumptions and Explanations (enter or attach documentation)

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

Providing a combination of on-schedule and off-schedule payments is helping to support teacher retention. The cost of this agreement will be covered using a combination of general fund reserves and restricted one-time funds.

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

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.

CORNING UNION HIGH SCHOOL DISTRICT

District Name

**District Superintendent
(Signature)**

Date

DIANA DAVISSON

Contact Person

530-824-8002

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on October 30, 2025, took action to approve the proposed agreement with the CTA Bargaining Unit(s).

**President (or Clerk), Governing Board
(Signature)**

Date

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

CORNING UNION HIGH SCHOOL DISTRICT
182 DAY CERTIFICATED SALARY SCHEDULE
7/1/2025

	CLASS 0	CLASS I	CLASS II	CLASS III	CLASSIV
	Less Than BA+30	BA+30	BA+45	BA+60 OR MA	BA+75 OR MA + 15
1	57,681	60,756	62,275	63,832	65,427
2	59,124	62,274	63,832	65,427	67,063
3	60,602	63,831	65,428	67,063	68,739
4	62,116	65,427	67,063	68,739	70,457
5	63,669	67,062	68,741	70,459	72,219
6	65,261	68,739	70,459	72,219	74,025
7	66,893	70,457	72,220	74,025	75,875
8	68,566	72,219	74,025	75,875	77,772
9	70,279	74,024	75,876	77,773	79,716
10	72,036	75,875	77,773	79,717	81,709
11		77,392	80,106	82,108	84,161
12		78,940	82,509	84,572	86,685
13		80,519	84,985	87,109	89,285
14		82,130	87,535	89,722	91,965
15		83,772	90,160	92,414	94,723
16		85,447	91,964	94,262	97,565
18		87,156	93,803	96,147	100,492
20		88,900	95,680	98,071	103,507
22		90,678	97,593	100,032	106,095
24		92,491	99,545	102,032	108,747
26		94,341	101,536	104,073	111,466
28		96,228	103,567	106,155	114,252
30		98,153	105,637	108,277	117,109

MASTER STIPEND- 5% of Step 1, Class I 3,038
 07/01/21 Annual District Health Insurance contribution is \$13,200 per 1.0 FTE
 07/01/24 Annual District Health Insurance contribution is \$14,700 per 1.0 FTE
 9.84% increase applied to summer school. Summer school rate eff 07/01/22 \$49.94
 9.84% increase retro back to 07/01/22
 No on schedule increase in 23/24
 3% increase retro back to 07/01/24
 3% increase retro back to 07/01/25
 Board approved - October 30,2025

VC: dd 10.01.2025

CORNING UNION HIGH SCHOOL DISTRICT
190 DAY CERTIFICATED SALARY SCHEDULE
7/1/2025

	CLASS 0 Less Than BA+30	CLASS I BA+30	CLASS II BA+45	CLASS III BA+60 OR MA	CLASSIV BA+75 OR MA + 15
1	60,217	63,427	64,974	66,598	68,263
2	61,722	65,012	66,599	68,263	69,969
3	63,266	66,638	68,264	69,970	71,719
4	64,847	68,304	69,970	71,719	73,512
5	66,468	70,011	71,720	73,512	75,349
6	68,130	71,761	73,513	75,350	77,233
7	69,833	73,555	75,350	77,234	79,164
8	71,579	75,394	77,234	79,164	81,143
9	73,368	77,279	79,165	81,143	83,172
10	75,202	79,211	81,144	83,172	85,251
11		80,795	83,578	85,251	87,809
12		82,411	86,086	87,383	90,443
13		84,060	88,668	89,567	93,156
14		85,741	91,328	91,806	95,951
15		87,456	94,068	94,102	98,829
16		89,205	95,950	96,454	101,794
18		90,989	97,869	98,865	104,848
20		92,809	99,826	101,337	107,993
22		94,665	101,823	103,871	110,693
24		96,558	103,859	106,467	113,461
26		98,489	105,936	109,129	116,297
28		100,459	108,055	111,857	119,205
30		102,468	110,216	114,654	122,185

MASTER STIPEND- 5% of Step 1, Class I 3,171
 07/01/21 Annual District Health Insurance contribution is \$13,200 per 1.0 FTE
 07/01/24 Annual District Health Insurance contribution is \$14,700 per 1.0 FTE
 3% increase retro back to 07/01/24
 3% increase retro back to 07/01/25
 Board approved - October 30, 2025

CORNING UNION HIGH SCHOOL DISTRICT
School Psychologist/Program Specialist
7/1/2025

STEP	
1	93,767
2	96,580
3	99,477
4	102,462
5	105,535
6	108,702
7	111,963
8	115,322
9	118,780
10	122,371
14	126,015
17	129,796
20+	133,690

MASTER STIPEND- 3.5% of Step 1, Class I (per year) = 3,282
07/01/21 Annual District Health Insurance contribution is \$13,200 per 1.0 FTE
07/01/24 Annual District Health Insurance contribution is \$14,700 per 1.0 FTE
9.84% increase retro back to 07/01/22
No on schedule increase 23/24
3% increase retro back to 07/01/24
3% increase retro back to 07/01/25 and added 5 days
Board approved - October 30, 2025

VC: dd 10.01.2025

CORNING UNION HIGH SCHOOL DISTRICT
201 DAY CERTIFICATED SALARY SCHEDULE
7/1/2025

	CLASS I BA+30	CLASS II BA+45	CLASS III BA+60 OR MA	CLASSIV BA+75 OR MA + 15
1	67,097	68,776	70,495	72,257
2	68,775	70,496	72,258	74,063
3	70,495	72,258	74,064	75,916
4	72,257	74,064	75,916	77,813
5	74,063	75,917	77,813	79,759
6	75,916	77,815	79,759	81,752
7	77,813	79,760	81,753	83,797
8	79,759	81,753	83,797	85,891
9	81,752	83,798	85,891	88,039
10	83,797	85,892	88,039	90,240
11	85,472	88,469	90,680	92,946
12	87,181	91,123	93,400	95,735
13	88,924	93,857	96,202	98,606
14	90,704	96,673	99,089	101,565
15	92,518	99,573	102,062	104,612
16	94,368	101,565	104,103	107,750
18	96,255	103,596	106,185	110,983
20	98,181	105,668	108,308	114,312
22	100,144	107,781	110,475	117,170
24	102,147	109,937	112,685	120,099
26	104,190	112,135	114,937	123,102
28	106,273	114,378	117,236	126,179
30	108,399	116,666	119,582	129,334

MASTER STIPEND-5% of Step 1, Class I (| \$3,355
07/01/21 Annual District Health Insurance contribution is \$13,200 per 1.0 FTE
07/01/24 Annual District Health Insurance contribution is \$14,700 per 1.0 FTE
9.84% increase applied to summer school. Summer school rate eff 07/01/22 \$49.94
9.84% increase reto back to 07/01/22
No on schedule increase in 23/24
3% increase retro back to 07/01/24
3% increase retro back to 07/01/25
Board approved - October 30, 2025

VC: dd 10.01.2025