

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: August 3, 2023

Request For Placement on Board Agenda:

**AGENDA TOPIC: Approve Public Disclosure of Proposed
Collective Bargaining Agreement between
Willows Unified School District and the
California School Employees Associations –
Willows Chapter #119 (CSEA)**

PRESENTER: Debbie Costello, Director of Business Services

ACTION ITEM DISCUSSION DISCUSSION/POSSIBLE ACTION

Information:

Assembly Bill 1200 and Government Code Section 3647.5 require school districts to publicly disclose and approve any tentative agreement between the district and employee bargaining groups.

Attached is the AB1200 public disclosure of the Tentative Agreement between the district and CSEA for fiscal year 2022-23.

As per the Tentative Agreement with CSEA, approval of the proposed TA will close negotiations for 2022-23, the final year of a three-year contract.

The full contract is open for negotiations as of July 1, 2023.

Recommendation:

The administration requests that the board approve the Public Disclosure between the Willows Unified School District and the California School Employees Association – Willows Chapter #119 (CSEA).

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
Posted on July 31, 2023
(AB-1200, Status 1991, Chapter 1213)**

Willows Unified SCHOOL DISTRICT

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

**MAJOR PROVISIONS OF PROPOSED AGREEMENT
WITH THE
CSEA - WILLOWS CHAPTER #119 BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on **08/03/23**

A.	PERIOD OF AGREEMENT: The proposed bargaining agreement covers the period beginning and ending for the following fiscal years	2022-23	07/01/22 06/30/23
B.	TOTAL COST INCREASE OF PROPOSED AGREEMENT (SALARIES & BENEFITS) The total cost increase for salaries and employee benefits in the proposed agreement:		
	1. Current-Year Costs Before Agreement		4,180,155
	2. Current-Year Costs After Agreement		4,389,163
	3. Total Cost Increase		209,008
	4. Percentage Increase		5.00%
	5. Cost of 1 % Increase		41,802
C.	PERCENTAGE SALARY INCREASE FOR AVERAGE REPRESENTED EMPLOYEE The total percentage increase in salary, including annual step and column movement on the salary schedule, for the average represented employee under this proposed agreement-		
	1. Salary increase (% Increase To Existing Salary Schedule)		5.00%
	2. Step & Column (Average % Increase Over Prior-Year Salary Schedule)		2.50%
	3. TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE		7.50%

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Willows Unified SCHOOL DISTRICT

D. **PERCENTAGE BENEFIT INCREASE FOR AVERAGE REPRESENTED EMPLOYEE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:**

1.	Cost of Benefits Before Agreement	998,548
2.	Cost of Benefits After Agreement	1,048,475
3.	Percentage Increase in Cost	5.00%

E. **IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures in the General Fund of:	\$ 21,129,069.00
2.	Percentage Reserve Level Required for District:	3.0%
3.	Amount of required minimum Reserve:	\$ 633,872.07

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Designated for Economic Uncertainties	\$ 2,355,792.00
5.	Unappropriated Amount (Accounts 9790)	\$ 2,634,256.00
6.	Total Reserves	\$ 4,990,048.00
	Board Designated Reserves Other:	\$ 150,000.00

Difference between District Reserves and Minimum State Requirement **8.02%**

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on July 31, 2023
(AB-1200, Status 1991, Chapter 1213)

Willows Unified SCHOOL DISTRICT

F. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

The majority of the agreement will be funded by the Local Control Funding Formula and is sustainable with forecasted COLA adjustments to the LCFF.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

Funding to support this settlement in future years will come from the Local Control Funding Formula and other programs that provide supplemental services.

H. NARRATIVE OF AGREEMENT

7/1/2022. Non-compensation elements of this agreement are outlined in the Tentative Agreement dated July 11, 2023, including elimination of Personal Business Days and corresponding increases of three (3) days per year to vacation grants.

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board 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 in accordance with the requirements of AB-1200 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

[Signature]

District Superintendent
Emmett Koerperich

7/31/23

Date

[Signature]

Chief Business Official
Debbie Costello

7/28/2023

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on May 5, 2022, will take action on the proposed Agreement with CSEA - Willows Chapter #119.

President, Governing Board
Jeromy Gelger, President Board of Trustees

Date

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) , GC 3547.5 (Statues of 2004, Chapter 25) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT

WITH THE BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on : (enter Date)
 Budget Revisions to be submitted no later than 45 days after approval: (enter Date + 45 days)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

	# FTE Represented
Certificated: <input type="text"/>	<input type="text" value="0"/>
Classified: <input type="text" value="CSEA"/>	<input type="text" value="94.38"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	<input type="text" value="2020-21"/>	<input type="text" value="2021-22"/>	<input type="text" value="2022-23"/>	<input type="text"/>
Reopeners: Yes or NO ?	<input type="text" value="N/A"/>	<input type="text" value="N/A"/>	<input type="text" value="YES"/>	<input type="text"/>

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE INCREASE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries:

Current-Year Salary Cost Before Settlement
 (Based on YTD Actuals Projected through 6/30):

Current-Year Salary Cost After Settlement
 (Include any retroactive pay if applicable):

Total Cost Increase:
 Percentage Increase:

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (Average)
 Average increase over prior year per employee *

Step & column
 (average % increase over the prior-year schedule) per employee

TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE per employee

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:
The proposed agreement includes the following costs for employee benefits:

Statutory benefits:
(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Costs:	
Current Costs:	998,548
Proposed Costs:	1,048,475
Total Cost Increase:	49,928
Percentage Increase:	5.00%

District Health/Welfare Plans (Medical, Dental, Vision, Life Insurance, Other)

Total Costs:	
Current Costs:	<i>No change to District H&W contribution</i>
Proposed Costs:	-
Total Cost Increase:	-
Percentage Increase:	0.0%

BENEFITS INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE	
(Includes both Statutory and District-Provided):	
Prior Year Capped Health/Welfare Benefit Amount:	12,600 per employee
Current Year Proposed Capped Health/Welfare Benefit Amount:	12,600 per employee
Total Costs:	
Current Costs:	998,548
Proposed Costs:	1,048,475
Total Cost Increase:	49,928
TOTAL PERCENTAGE AS A COST TO THE DISTRICT	
	5.00%

**TOTAL COST OF COMPENSATION INCREASE
(REGARDLESS OF WHETHER WHOLLY OR PARTIALLY PREVIOUSLY BUDGETED)**

Section 5: The "total cost increase" for salaries and employee benefits in the proposed agreement.

Current Year Cost Before Settlement:
(Based on YTD Actuals Projected through 6/30)

Salaries	3,181,608	
Benefits	998,548	
Total:		4,180,155

Current Year Cost After Settlement:
(Include any retroactive pay and check box if applicable)

Salaries	3,340,688	
Benefits	1,048,475	
Total:		4,389,163

TOTAL COST INCREASE	209,008
PERCENTAGE INCREASE:	5.00%
COST OF 1% INCREASE:	41,802

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:

A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc.(Amts, staff affected, total cost)

This agreement consists of a 5% increase to Ranges 22 through 46, Steps 1 through 9, retroactive to July 1, 2022.

B. NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.

Elimination of Personal Business Days and corresponding increases of three (3) days per year to vacation grants.
Non-compensation changes to Articles 7, 10, 12, 13 and 17 per Tentative Agreement.

C. CONTINGENCY LANGUAGE: Include specific areas identified for reopeners and specific contingency language.

None

Section 7: State Minimum Reserve Calculation:

Total Expenditures and Other Uses:	Est for year end	\$	21,129,069
Minimum State Reserve Percentage			3%
Minimum State Reserve Requirement		\$	633,872

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Section 8: **Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5** 9/7/2023

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2 provide a detailed report upon approval of the district governing board.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT YEARS. (Reflects both Unrestricted and Restricted Amounts)

In-Lieu of this form, an updated MYP form can be supplied which includes the results of the settlement over any previous MYP filed with this office.

Please include current projected Revenue Limit ADA and any other assumptions.

	Current Fiscal Year			2022-23
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement As of 2022/23 2nd Int	Adjustments as a Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	1,398			1,398
Local Control Funding Form (8010-8099)	19,209,490		-	19,209,490
Remaining Revenues (8100-8799)	7,178,580		-	7,178,580
TOTAL	26,388,070	-	-	26,388,070
OPERATING EXPENDITURES				
1000 Certificated Salaries	8,807,813			8,807,813
2000 Classified Salaries	3,393,080	159,081		3,552,161
3000 Benefits	3,951,172	49,928		4,001,100
4000 Instructional Supplies	2,352,425		-	2,352,425
5000 Contracted Services	2,011,296		-	2,011,296
6000 Capital Outlay	999,085		-	999,085
7000 Other	2,743,051		-	2,743,051
TOTAL	24,257,922	209,008	-	24,466,930
OPERATING SURPLUS (DEFICIT)	2,130,148	(209,008)	-	1,921,140
Other Sources and Transfers In	-		-	-
Other Uses and Transfers Out	300,000		-	300,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	1,830,148	(209,008)	-	1,621,140
BEGINNING BALANCE 9791	7,751,997			7,751,997
Prior-Year Adjustments 9702-9703	-	-	-	-
NET BEGINNING BALANCE	7,751,997	-	-	7,751,997
CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT	9,582,145	(209,008)	-	9,373,137
COMPONENTS OF ABOVE ENDING BALANCE: (Must agree with account 9704)				
Reserved Amounts 9711/9712	29,275	-	-	29,275
Legally Restricted 9740/9760	6,696,708			6,696,708
Board Designated Resources Res 9XXX	150,000			150,000
Economic Uncertainties 9789	2,355,792			2,355,792
Unapp+Available Funds 9790	350,370			141,362

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

First Subsequent Year 2023-24

	(Col. 1)	(Col. 2)	(Col. 3)
	Most Recent Board-Adopted Multiyear Projection (23-24 Adopted Budget)	Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2)
OPERATING REVENUES: 21/22 P2	1,303		1,303
Local Control Funding Form (8010-8099)	20,416,928		20,416,928
Remaining Revenues (8100-8799)	5,913,346		5,913,346
TOTAL	26,330,274	-	26,330,274

OPERATING EXPENDITURES

1000 Certificated Salaries	9,022,698		9,022,698
2000 Classified Salaries	3,760,582	162,855	3,923,437
3000 Benefits	4,113,768	52,114	4,165,882
4000 Instructional Supplies	2,474,941		2,474,941
5000 Contracted Services	2,001,117		2,001,117
6000 Capital Outlay	963,750		963,750
7000 Other	2,718,084		2,718,084
TOTAL	25,054,940	214,969	25,269,909

OPERATING SURPLUS (DEFICIT)

	1,275,334	(214,969)	1,060,365
Other Sources and Transfers In	-		-
Other Uses and Transfers Out	400,000		400,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	875,334	(214,969)	660,365

BEGINNING BALANCE 9701

	9,582,145		9,582,145
Prior-Year Adjustments 9702-9703	(894,443)		(894,443)
NET BEGINNING BALANCE	8,687,702	-	8,687,702

CURRENT-YEAR ENDING BALANCE

	9,563,036	(214,969)	9,348,067
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COMPONENTS OF ABOVE ENDING BALANCE:

Reserved Amounts 9711/9712	9,275		9,275
Legally Restricted 9740/9760	6,707,981		6,707,981
Board Designated Resource Rs 9XXX	275,000		275,000
Economic Uncertainties 9789	2,200,558		2,200,558
Unappropriated Amounts 9790	370,222		155,253

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

Second Subsequent Year 2024-25

	(Col. 1)	(Col. 2)	(Col. 3)
Most Recent Board-Adopted Multiyear Projection (23-24 Adopted Budget)		Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2)
OPERATING REVENUES: 21/22 P2	1,310		1,310
Local Control Funding Form (8010-8099)	20,899,038		20,899,038
Remaining Revenues (8100-8799)	1,460,000		1,460,000
TOTAL	22,359,038	-	22,359,038

OPERATING EXPENDITURES

1000 Certificated Salaries	9,158,198		9,158,198
2000 Classified Salaries	3,817,182	167,741	3,984,923
3000 Benefits	4,250,000	53,677	4,303,677
4000 Instructional Supplies	1,800,000		1,800,000
5000 Contracted Services	1,950,000		1,950,000
6000 Capital Outlay	75,000		75,000
7000 Other	2,752,500		2,752,500
TOTAL	23,802,880	221,418	24,024,298

OPERATING SURPLUS (DEFICIT)

	(1,443,842)	(221,418)	(1,665,260)
Other Sources and Transfers In	-		-
Other Uses and Transfers Out	400,000		400,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	(1,843,842)	(221,418)	(2,065,260)

BEGINNING BALANCE 9701

	9,563,036		9,348,067
Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	9,563,036	-	9,348,067

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	7,719,194	(221,418)	7,282,807
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COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	9,275		9,275
Legally Restricted 9740/9760	4,365,453		4,365,453
Board Designated Resources 9XXX	275,000		275,000
Economic Uncertainties 9789	2,200,000		2,200,000
	869,466		433,079

Assumptions used (RL COLA, Other Revenue COLAs, Addl staffing, etc):

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

 SCHOOL DISTRICT

Section 10: **MULTI-YEAR CONTRACT: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows:**

Salary Schedule changes implemented in 2022-23 will be ongoing.

Section 11: **IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:**

Funding to support this settlement in future years will come from the Local Control Funding Formula and other programs that provide supplemental services.

Section 12: **NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations.**

This agreement provides an ongoing 5% increase to the CSEA salary schedule with retroactive salary adjustments to 7/1/2022. Non-compensation elements of this agreement are outlined in the Tentative Agreement dated July 11, 2023, including elimination of Personal Business Days and corresponding increases of three (3) days per year to vacation grants.

Section 13: **NARRATIVE OF FUNDING AVAILABLE FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available to provide for the costs of this agreement:**

The majority of the agreement will be funded by the Local Control Funding Formula and is sustainable with forecasted COLA adjustments to the LCFF.