

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
Posted on August 30, 2024
(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 and CTA / WUTA -
Willows Unified Teachers' Association**

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **09/05/24**

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning **07/01/23**
and ending **06/30/26**
for the following fiscal years **2022-23**

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	12,794,849
2.	Current-Year Costs After Agreement	13,642,043
3.	Total Cost Increase	847,194
4.	Percentage Increase	6,62%
5.	Cost of 1 % Increase	127,950

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)	WUTA 7.5%, CSEA 5%
2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	<input type="text"/>
3.	TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	WUTA 7.5%, CSEA 5%

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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	2,701,011
2.	Cost of Benefits After Agreement	2,874,441
3.	Percentage Increase in Cost	6.62%

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:	\$ 23,930,580.00
2.	Percentage Reserve Level Required for District:	3.0%
3.	Amount of required minimum Reserve:	\$ 717,917.40

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	\$ 2,393,058.00
5.	Unappropriated Amount (Accounts 9790)	\$ 2,634,256.00
6.	Total Reserves	\$ 5,027,314.00
	Board Designated Reserves Other:	\$ 1,600,000.00

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

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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

7/1/2023 and an additional increase of 2% to the salary schedules effective 7/1/2024. The CSEA agreements provides a 5% increase to the salary schedule retroactive to 7/1/2023, an additional 2% increase effective 7/1/2024 and an additional 2%

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

8/30/24

Date

[Signature]

Chief Business Official
Debbie Costello

8/30/2024

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 Geiger, 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 (Statutes 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" value="WUTA"/>	<input type="text" value="87.5"/>
Classified:	<input type="text" value="CSEA"/>	<input type="text" value="80.15"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreements cover 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:	2023-24	2024-25	2025-26 - CSEA	2025-26 - WUTA
Reopeners: Yes or NO ?	N/A	N/A	NO	YES

COMPENSATION PROVISIONS

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

The proposed agreement includes the following costs for salaries:

Current-Year Salary Cost Before Settlement (Based on YTD Actuals Projected through 6/30):	<input type="text" value="6,762,866"/>
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	<input type="text" value="7,270,081"/>
Total Cost Increase:	<input type="text" value="507,215"/>
Percentage Increase:	<input type="text" value="7.50%"/>

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (Average) Average increase over prior year	<input type="text" value="7.50%"/> per employee *
Step & column (average % increase over the prior-year schedule)	<input type="text" value="0.00%"/> per employee
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="7.5%"/> per employee

Section 4: BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

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:	1,535,171
Proposed Costs:	1,650,308
Total Cost Increase:	115,138
Percentage Increase:	7.50%

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

Total Costs:

Current Costs:	No change to District H&W contribution	-
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:	0	per employee
Current Year Proposed Capped Health/Welfare Benefit Amount:	0	per employee
Total Costs:		
Current Costs:	1,535,171	
Proposed Costs:	1,650,308	
Total Cost Increase:	115,138	
TOTAL PERCENTAGE AS A COST TO THE DISTRICT		7.50%

**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	6,762,866	
Benefits	1,535,171	
Total:		8,298,036

Current Year Cost After Settlement:

(Include any retroactive pay and check box if applicable)

Salaries	7,270,081	
Benefits	1,650,308	
Total:		8,920,389

TOTAL COST INCREASE	622,353
PERCENTAGE INCREASE:	7.50%
COST OF 1% INCREASE:	82,980
OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)	

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

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 7.5% salary schedule increase retroactive to July 1, 2023 and an increase of an additional 2% effective July 1, 2024, and a reopener for salaries only for the 2025/26 fiscal year. The agreement also provides for a one-time off-schedule payment of 3% for the 2023/24 fiscal year.

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

Non-compensation changes to Articles 7, 9, 11, 12 and 15 per Tentative Agreement.

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

None

COMPENSATION PROVISIONS

Section 3: **SALARIES: PERCENTAGE INCREASE IN SALARIES IN PROPOSED AGREEMENT - CSEA:**

The proposed agreement includes the following costs for salaries:

Current-Year Salary Cost Before Settlement (Based on YTD Actuals Projected through 6/30):	3,330,972
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	3,497,521
Total Cost Increase:	166,549
Percentage Increase:	5.00%

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (Average)
Average increase over prior year 5.00% per employee *

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

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

0.00% per employee

**TOTAL PERCENTAGE INCREASE FOR
AVERAGE REPRESENTED EMPLOYEE**

5.0% 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:	1,165,840
Proposed Costs:	1,224,132
Total Cost Increase:	58,292
Percentage Increase:	5.00%

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

Total Costs:

Current Costs:	No change to District H&W contribution	-
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:	1,165,840
Proposed Costs:	1,224,132
Total Cost Increase:	58,292

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	3,330,972	
Benefits	1,165,840	
Total:		4,496,812

Current Year Cost After Settlement:

(Include any retroactive pay and check box if applicable)

Salaries	3,497,521	
Benefits	1,224,132	
Total:		4,721,653

TOTAL COST INCREASE	224,841
PERCENTAGE INCREASE:	5.00%
COST OF 1% INCREASE:	44,968

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, 2023 and the addition of steps 47 and 48 incremented at 2.5%, an increase of an additional 2% effective July 1, 2024, and an increase of an additional 2% effective July 1, 2025. The agreement also provides for a 3% one-time off-schedule payment of 3% for the 2023/24 fiscal year.

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 9, 19, 23, 31 and 32 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	\$ 23,930,580
Minimum State Reserve Percentage		3%
Minimum State Reserve Requirement		\$ 717,917

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**

6/13/2024

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.

		First Fiscal Year		2023-24
		(Col. 1)	(Col. 2)	(Col. 4)
		Latest Board- Approved Budget Before Settlement As of 2022/23 2nd Int	Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		1,286		1,286
Local Control Funding Form (8010-8099)		20,359,170		20,359,170
Remaining Revenues (8100-8799)		6,028,900		6,028,900
	TOTAL	27,576,892	-	27,576,892
OPERATING EXPENDITURES				
1000 Certificated Salaries		8,628,374	507,215	9,135,589
2000 Classified Salaries		3,868,884	166,549	4,035,433
3000 Benefits		4,044,014	173,430	4,217,444
4000 Instructional Supplies		3,500,129		3,500,129
5000 Contracted Services		2,863,312		2,863,312
6000 Capital Outlay		1,853,535		1,853,535
7000 Other		2,258,808		2,258,808
	TOTAL	27,017,056	847,194	27,864,250
OPERATING SURPLUS (DEFICIT)		559,836	(847,194)	(287,358)
Other Sources and Transfers In		-		-
Other Uses and Transfers Out		400,000		400,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE		159,836	(847,194)	(687,358)
BEGINNING BALANCE 9791		12,818,508		12,818,508
Prior-Year Adjustments 9702-9703		-	-	-
NET BEGINNING BALANCE		12,818,508	-	12,818,508
CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT		12,978,344	(847,194)	12,131,150
COMPONENTS OF ABOVE ENDING BALANCE:				
(Must agree with account 9704)				
Reserved Amounts 9711/9712		11,775	-	11,775
Legally Restricted 9740/9760		8,083,490		8,083,490
Board Designated Resources Res 9XXX		1,600,000		1,600,000
Economic Uncertainties 9789		2,393,058		2,393,058
Unapp+Available Funds 9790		890,021		42,827

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

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First 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	1,306		1,306
Local Control Funding Form (8010-8099)	19,994,561		19,994,561
Remaining Revenues (8100-8799)	6,335,713		6,335,713
TOTAL	21,454,560	-	21,454,560

OPERATING EXPENDITURES

1000 Certificated Salaries	10,038,974	657,215	10,696,189
2000 Classified Salaries	3,927,230	204,549	4,131,779
3000 Benefits	4,238,718	205,364	4,444,082
4000 Instructional Supplies	1,800,000		1,800,000
5000 Contracted Services	2,050,000		2,050,000
6000 Capital Outlay	175,000		175,000
7000 Other	3,342,500		3,342,500
TOTAL	25,572,422	1,067,128	26,639,550

OPERATING SURPLUS (DEFICIT)

	(4,117,862)	(1,067,128)	(5,184,990)
Other Sources and Transfers In	-		-
Other Uses and Transfers Out	400,000		400,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	(4,517,862)	(1,067,128)	(5,584,990)

BEGINNING BALANCE 9701

	12,978,344		12,978,344
Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	12,978,344	-	12,978,344

CURRENT-YEAR ENDING BALANCE

	8,460,482	(1,067,128)	7,393,354
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COMPONENTS OF ABOVE ENDING BALANCE:

Reserved Amounts 9711/9712	11,775		11,775
Legally Restricted 9740/9760	5,388,670		4,500,000
Board Designated Resource Rs 9XXX	300,000		300,000
Economic Uncertainties 9789	2,200,000		2,200,000
Unappropriated Amounts 9790	60,038		381,579

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

Second Subsequent Year 2025-26

	(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	1,329		1,329
Local Control Funding Form (8010-8099)	21,020,518		21,020,518
Remaining Revenues (8100-8799)	4,160,000		4,160,000
TOTAL	25,180,518	-	25,180,518

OPERATING EXPENDITURES

1000 Certificated Salaries	11,458,724	670,360	12,129,084
2000 Classified Salaries	3,986,452	210,685	4,197,137
3000 Benefits	4,370,655	211,525	4,582,180
4000 Instructional Supplies	1,800,000		1,800,000
5000 Contracted Services	2,050,000		2,050,000
6000 Capital Outlay	175,000		175,000
7000 Other	3,352,500		3,352,500
TOTAL	27,193,331	1,092,570	28,285,901

OPERATING SURPLUS (DEFICIT)

	(2,012,813)	(1,092,570)	(3,105,383)
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Other Sources and Transfers In	-		-
Other Uses and Transfers Out	400,000		400,000

CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE

	(2,412,813)	(1,092,570)	(3,505,383)
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BEGINNING BALANCE 9701

	8,460,482		7,393,354
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Prior-Year Adjustments 9702-9703

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NET BEGINNING BALANCE

	8,460,482	-	7,393,354
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CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	6,047,669	(1,092,570)	3,887,971
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COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	11,775		11,775
Legally Restricted 9740/9760	2,153,491		1,300,000
Board Designated Resources 9XXX	300,000		300,000
Economic Uncertainties 9789	2,200,000		2,200,000
	1,382,403		76,196

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 2023-24 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 WUTA agreement provides an ongoing 7.5% increase to the salary schedules with retroactive salary adjustments to 7/1/2023 and an additional increase of 2% to the salary schedules effective 7/1/2024. The CSEA agreements provides a 5% increase to the salary schedule retroactive to 7/1/2023, an additional 2% increase effective 7/1/2024 and an additional 2% increase effective 7/1/2025. Both units receive a one-time off schedule payment of 3% the 2023/24.
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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.