

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: 09/17/10

Request For Placement on Board Agenda:

AGENDA TOPIC: Salary Settlement Disclosure

PRESENTER: Betty Skala, Director of Business Services

Background Information:

AB 1200 requires school districts to publicly disclose the financial impact of salary settlements with its employee groups. AB 2756 has changed some of the specific disclosure requirements and in an effort to be transparent the administration is submitting disclosure documents for salary settlements with its Classified (California Schools Employee's Association – CSEA #119) group.

The basic provisions of the agreements are summarized below:

- Salary decrease of a projected \$32,415 based on five furlough days at \$6,483 daily rate.

Please see the AB 1200 disclosure document for additional information regarding the settlements with Classified (CSEA #119).

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
(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
CA SCHOOLS EMPLOYEE'S ASSOC.
(CSEA #119)** BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **10/11/10**

A. PERIOD OF AGREEMENT:
The proposed bargaining agreement covers the period beginning **07/01/08**
and ending **06/30/11**
for the following fiscal years **2009-10** **2010-11** **2010-11**

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	-
2.	Current-Year Costs After Agreement	-
3.	Total Cost Increase	-
4.	Percentage Increase	
5.	Cost of 1 % Increase	

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)	
2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	
3.	TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	

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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 [] - /employee
- 2. Cost of Benefits After Agreement [] - /employee
- 3. Percentage Increase in Cost []

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: \$ [] -
- 2. Percentage Reserve Level Required for District: []
- 3. Amount of required minimum Reserve: \$ [] -

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 (Account 9710) \$ [] -
- 5. Unappropriated Amount (Accounts 9790) \$ [] -
- 6. **Total Reserves** \$ [] -
- Board Designated Reserves for Salary/Benefits (9780)** \$ [] -

SPECIAL RESERVE FUND 17 (Fund 17 ONLY)

- 7. Unappropriated Amount (Account 9790) \$ [] -

TOTAL DISTRICT RESERVES

- 8. General Fund & Special Reserve Fund: \$ [] -
- 9. Percentage of General Fund Expenditures/Uses []
- Difference between District Reserves and Minimum State Requirement []

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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

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):

No Impact in future years as it has only been negotiated for 2010-11, future years revert back to without furloughs.

H. NARRATIVE OF AGREEMENT

Five day furlough such that we project a savings of \$32,415 for 2010-11 only.

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.

<i>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.</i>	
<i><u>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.</u></i>	
_____	10/11/2010
<i>District Superintendent (signature)</i>	<i>Date</i>
_____	10/11/2010
<i>Chief Business Official/Assistant Superintendent (signature)</i>	<i>Date</i>
<i>After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on _____, took action to approve the proposed Agreement with the ___ California School Employees Association Chapter # 119 (CSEA) _____ Bargaining Unit.</i>	
_____	_____
<i>President, Governing Board (signature)</i>	<i>Date</i>