## WILLOWS UNIFIED SCHOOL DISTRICT Office of the Superintendent

Date: 08/24/11

### 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 before entering into a written agreement. The intent of the disclosure is to ensure that the public is aware of the known costs associated with a proposed collective bargaining agreement before it becomes binding on the district. 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 for fiscal year 2011-12, salary settlements with its Certificated (Willows Unified Teacher Association) for 2010-11 and 2011-12.

The basic provisions of the agreements are summarized below:

- Classified 2011-12 Salary decrease of a projected \$32,415 based on five furlough days at \$6,483 daily rate. Also includes five furloughs in 2012-13 for approximately \$32,415. Both of these amounts have not been included in the Adopted budget and will be revised for the First Interim.
- Certificated 2010-11 salary decrease of a projected \$172,685 based on five furlough days at \$34,537.
- Certificated 2011-12 salary decrease of a projected \$207,222 based on six furlough days. Also includes six furloughs in 2012-13 for approximately \$207,222. Both of these amounts have been included in the Adopted budget.

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

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

WITH THE  WILLOWS UNIFIED TEACHER ASSOC. BARGAINING UNIT			
To be acte	ed upon by t	the Governing Board at its meeting on 9/1/2	2011
A.	The propo	OF AGREEMENT: Dised bargaining agreement covers the period beginning age lowing fiscal years  2009-10  2010-11	07/01/09 06/30/11
B.	TOTAL Co The total of	cost increase of PROPOSED AGREEMENT (SALARIES & BENEFITS) cost increase for salaries and employee benefits in the proposed agreement:  Current-Year Costs Before Agreement	(a 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	2.	Current-Year Costs After Agreement	
	3.	Total Cost Increase	
	4.	Percentage Increase	
	5.	Cost of I % Increase	
C.	The total p	TAGE SALARY INCREASE FOR AVERAGE REPRESENTED EMPLOYEE percentage increase in salary, including annual step and column movement of the average represented employee under this proposed agreement.	on the salary
	1.	Salary increase (% Increase To Existing Salary Schedule)	<b>阿哥哈斯克</b>
	2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	18 18 19 E.
	3.	TOTAL JPERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	Seal Tunk of the
D.		TAGE BENEFIT INCREASE FOR AVERAGE REPRESENTED EMPLOYEE ORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN TI MENT:	

/employee

Cost of Benefits Before Agreement

1.

		WILLOWS UNIFIED	SCHOOL DISTRICT
	2.	Cost of Benefits After Agreement	- /employee
	3.	Percentage Increase in Cost	
E.	IMPACT C	F PROPOSED AGREEMENT ON DISTRICT	RESERVES
	State-Reco	ommended Minimum Reserve Level (after imp	elementation 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:	
		NRESTRICTED Reserves sufficient to meen NTATION OF PROPOSED AGREEMENT:	t the minimum recommended level AFTER
	GENERAI	_ 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/Be	enefits (9780) \$ -
	SPECIAL	RESERVE FUND 17 (Fund 17 ONLY)	
	7.	Unappropriated Amount (Account 9790)	\$ -
	TOTAL D	ISTRICT RESERVES	
	8.	General Fund & Special Reserve Fund:	\$
	9.	Percentage of General Fund Expenditures/U	Jses
	Difference	e between District Reserves and Minimum Sta	ate Requirement
F.		OF FUNDING FOR PROPOSED AGREEME	
	The follo Furlough fund balar	wing source(s) of funding have been ident in current year will offset general fund both un nce.	ified to fund the proposed agreement restricted and restricted, increaseing

	WILLOWS UNIFIED	SCHOOL D	ISTRICT
G.	FINANCIAL IMPACT OF PROPOSED AGRE	EMENT IN FUTURE FI	SCAL YEARS
	The following assumptions were used to describe these obligations in future fiscal years (incorprovisions specified below that have been multi-year contract):	cluding any compensa agreed upon if the pro	tion/noncompensation oposed agreement is part of a
	Furlough will increase fund balance in current Savings is estimated at \$172,685, with future	year to help off set defi years reverting back to	cit in 2010/11 only. 181 days vs 5 days.
	Additional Savings provided by this agreemen	nt is \$108,000 MAA rece	ipts to District vs. WUTA.
H.	NARRATIVE OF AGREEMENT		
	THE PARTY OF THE P		DESCRIPTION OF THE PERSON OF T
	CERTIF	ICATION	
To be sig Disclosur agreemer	ned by the District Superintendent AND Chi re and by the Board President after formal a	ef Business Official w ction by the Governing	hen submitted for Public g Board on the proposed
The infor	mation provided in this document summaria	zes the financial implic	cations of the proposed
	nt and is submitted to the Governing Board ents of AB-1200 and GC 3547.5.	for public disclosure i	n accordance with the
	oy certify that the costs incurred by the scho	ool district under this a	agreement can be met by the
district d	uring the term of the agreement.		
	District Superintendent (signature)		Date
Chief B	usiness Official/Assistant Superintendent		Date
	(signature) plic disclosure of the major provisions conta	nined in this Summary	, the Governing Board, at its
meeting		ok action to approve th	e proposed Agreement with
the			Bargaining Unit.

Date

President, Governing Board

(signature)

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 WILLOWS UNIFIED TEACHER ASSOC. BARGAINING UNIT

To be acte	d upon by th	ne Governing Board at its meeting on	9/1/2011
Α.	The propos	PF AGREEMENT: sed bargaining agreement covers the period beginning by swing fiscal years  2011-12  2012-13	07/01/11 06/30/13
B.	TOTAL CO The total co 1.	OST INCREASE OF PROPOSED AGREEMENT (SALARIES & BEN ost increase for salaries and employee benefits in the proposed agre Current-Year Costs Before Agreement	IEFITS) ement:
	2.	Current-Year Costs After Agreement	可是在1日1日日 中国
	3.	Total Cost Increase	<b>美国区域的</b>
	4.	Percentage Increase	
	5.	Cost of I % Increase	
C.	The total p	FAGE SALARY INCREASE FOR AVERAGE REPRESENTED EMPL ercentage increase in salary, including annual step and column move for the average represented employee under this proposed agreeme	ement on the salary
	1.	Salary increase (% Increase To Existing Salary Schedule)	FREE BUILDING
	2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	NEW PET
	3.	TOTAL ]PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	

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

		WILLOWS UNIFIED	SCHOOL DISTRICT	
	1.	Cost of Benefits Before Agreement		/employee
	2.	Cost of Benefits After Agreement		/employee
	3.	Percentage Increase in Cost		
E.	IMPACT O	F PROPOSED AGREEMENT ON DISTRICT	RESERVES	
	State-Reco	ommended Minimum Reserve Level (after imp	lementation of Propose	d Agreement)
	1.	Based On Total Expenditures in the General Fund of:		
	2.	Percentage Reserve Level Required for District:	ALCOHOLD SHIP SHIP	
	3.	Amount of required minimum Reserve:		1
		NRESTRICTED Reserves sufficient to meet NTATION OF PROPOSED AGREEMENT:	the minimum recomn	nended level AFTER
	GENERAL	FUND RESERVES (Fund 01 Unrestricted	ONLY)	
	4.	Designated for Economic Uncertainties (Account 9710)	\$	]
	5.	Unappropriated Amount (Accounts 9790)	\$ -	1
	6.	Total Reserves		\$
		Board Designated Reserves for Salary/Be	nefits (9780)	-
	SPECIAL	RESERVE FUND 17 (Fund 17 ONLY)		
	7.	Unappropriated Amount (Account 9790)		\$
	TOTAL DI	STRICT RESERVES		
	8.	General Fund & Special Reserve Fund:		-
	9.	Percentage of General Fund Expenditures/U	ses	
	Difference	between District Reserves and Minimum Stat	e Requirement	

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

SOURCE OF FUNDING FOR PROPOSED AGREEMENT

F.

	WILLOWS UNIFIED	SCHOOL DISTRICT	
Furlough in cu	rrent year will offset general fund bo	th unrestricted and restricted.	No Rolling to
			MANUEL ST

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):

Furlough will increase fund balance in current year to help off set deficit in 2011/12 & 2012/13. Savings is estimated at \$207,222, with 2013/14 reverting back to 181 days vs 6 days.

Additional Savings provided by this agreement is MAA receipts to District vs. WUTA.

H. NARRATIVE OF AGREEMENT

(signature)

Six day furloughs have been projected in the Adopted Budget for both 2011/12 & 2012/13.

Additional resources to be allocated to teacher site budgets increasing costs approximately \$10,000.

Trigger language has been incorporated in the agreement with an additional 3 identified days of furlough if the State imposes midyear cuts.

#### 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. Date District Superintendent (signature) Date Chief Business Official/Assistant Superintendent (signature) 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 Bargaining Unit. the Date President, Governing Board

SCHOOL DISTRICT Willows Unified

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 acte	d upon by th	ne Governing Board at its meeting on	09/0	01/11
Α.	The propos	F AGREEMENT: sed bargaining agreement covers the period by wing fiscal years  2011-12	peginning 2012-13	07/01/11 06/30/13 2013-14
В.	TOTAL CO The total co	OST INCREASE OF PROPOSED AGREEME ost increase for salaries and employee benefi Current-Year Costs Before Agreement	NT (SALARIES & BEN its in the proposed agree	EFITS) ement: -
	2.	Current-Year Costs After Agreement		Many San Sas In
	3.	Total Cost Increase		<b>全沙</b> 斯 拉克拉克 医趾
	4.	Percentage Increase		
	5.	Cost of I % Increase		
C.	The total r	FAGE SALARY INCREASE FOR AVERAGE percentage increase in salary, including annuator for the average represented employee under	al step and column move	ement on the salary
	1.	Salary increase (% Increase To Existing Salary Schedule)		
	2.	Step & Column (Average % Increase Over Prior-Year Salar	y Schedule)	
	3.	TOTAL ]PERCENTAGE INCREASE FOR T AVERAGE REPRESENTED EMPLOYEE	HE	

		(AB-1200, Status 1991, Cha	pter 1213)	
		Willows Unified	SCHOOL DISTRICT	
D.	PERCENT STATUTO AGREEM		E REPRESENTED EMPLOYEE FOR BOTH E BENEFITS INCLUDED IN THIS PROPOSED	)
	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 DISTRIC	T RESERVES	
	State-Rec	ommended Minimum Reserve Level (after in	nplementation 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:	\$	
		NRESTRICTED Reserves sufficient to me NTATION OF PROPOSED AGREEMENT:	et the minimum recommended level AFTER	
	GENERA	L FUND RESERVES (Fund 01 Unrestricte	d ONLY)	
	4.	Designated for Economic Uncertainties (Account 9710)	\$ -	
	5.	Unappropriated Amount (Accounts 9790)	\$ -	
	6.	Total Reserves	\$ -	
		Board Designated Reserves for Salary/E	Benefits (9780) \$ -	_
	SPECIAL	RESERVE FUND 17 (Fund 17 ONLY)		
	7.	Unappropriated Amount (Account 9790)	\$ -	
	TOTAL D	ISTRICT RESERVES		
	8.	General Fund & Special Reserve Fund:	\$ -	
	9.	Percentage of General Fund Expenditures.	/Uses	

Difference between District Reserves and Minimum State Requirement

	(712-120), Control 100),	
	Willows Unified SCHOOL DISTR	RICT
F.	SOURCE OF FUNDING FOR PROPOSED AGREEMENT	
	The following source(s) of funding have been identified to fund the p	roposed agreement
	Savings to all programs including Cafeteria Fund.	
	THE PROPERTY OF STREET ASSESSMENT IN FUTURE FISCA	LVEADS
G.	FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCA	
	The following assumptions were used to determine that resources we these obligations in future fiscal years (including any compensation) provisions specified below that have been agreed upon if the propose multi-year contract):	noncompensation sed agreement is part of a
	No Impact in future years as it has only been negotiated for 2011-12 & 20	12-13, 2013-14 reverts
	back to without furloughs.	
	Adopted budget DOES NOT include furlough savings and will be revised to	for 1st Interim.
H.	NARRATIVE OF AGREEMENT	
	Five day furlough such that we project a savings of \$32,415 for each year	
	Trigger language has been incorporated in the agreement with an addition	nal 3 identified days
	of furlough if the State imposes mid year cuts.	
	CERTIFICATION	
	signed by the District Superintendent AND Chief Business Official when	submitted for Public
To be : Disclo	sure and by the Board President after formal action by the Governing Bo	oard on the proposed
ONTOOR	nont	
The in:	formation provided in this document summarizes the financial implication nent and is submitted to the Governing Board for public disclosure in ac	cordance with the
require	ements of AB-1200 and GC 3547.5.	
We he	reby certify that the costs incurred by the school district under this agre	ement can be met by the
distric	t during the term of the agreement.	
		8/25/2011
	District Superintendent	Date
	(signature)	
		8/25/2011
Chie	f Business Official/Assistant Superintendent	Date
	(signature) Dublic disclosure of the major provisions contained in this Summary, the	Governing Board, at its
meetir	ng on, took action to approve the pi	roposed Agreement with
44.		Bargaining Unit.
the	California School Employees Association Chapter # 119 (CSEA)	

Date

President, Governing Board (signature)