

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).

**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
WILLOWS UNIFIED TEACHER ASSOC. BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on 9/1/2011

A. PERIOD OF AGREEMENT:
The proposed bargaining agreement covers the period beginning 07/01/09
and ending 06/30/11
for the following fiscal years 2009-10 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	

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	-
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/employee

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WILLOWS UNIFIED SCHOOL DISTRICT

- 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 []

F. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

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

Furlough in current year will offset general fund both unrestricted and restricted, increasing fund balance.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
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WILLOWS UNIFIED SCHOOL DISTRICT

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 2010/11 only.
Savings is estimated at \$172,685, with future years reverting back to 181 days vs 5 days.
Additional Savings provided by this agreement is \$108,000 MAA receipts to District vs. WUTA.

H. NARRATIVE OF AGREEMENT

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.

<i>District Superintendent</i> <i>(signature)</i>	<i>Date</i>
<i>Chief Business Official/Assistant Superintendent</i> <i>(signature)</i>	<i>Date</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 _____ Bargaining Unit.

<i>President, Governing Board</i> <i>(signature)</i>	<i>Date</i>
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**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
WILLOWS UNIFIED TEACHER ASSOC. BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on 9/1/2011

A. PERIOD OF AGREEMENT:
The proposed bargaining agreement covers the period beginning 07/01/11
and ending 06/30/13
for the following fiscal years 2011-12 2012-13

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	

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

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED
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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 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 | | |

F. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

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

**FORM FOR PUBLIC DISCLOSURE
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WILLOWS UNIFIED SCHOOL DISTRICT

Furlough in current year will offset general fund both unrestricted and restricted.

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

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 approximatley \$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.*

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

**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 09/01/11

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning 07/01/11
and ending 06/30/13
for the following fiscal years 2011-12 2012-13 2013-14

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)	\$ -	
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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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OF PROPOSED
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(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
Savings to all programs including Cafeteria Fund.

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 2011-12 & 2012-13, 2013-14 reverts back to without furloughs.
Adopted budget DOES NOT include furlough savings and will be revised 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 additional 3 identified days of furlough if the State imposes mid year 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.

<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>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.</i>	
_____	8/25/2011
<i>District Superintendent (signature)</i>	<i>Date</i>
_____	8/25/2011
<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>