

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: June 10, 2015

Request For Placement on Board Agenda:

AGENDA TOPIC: Public Disclosure of Proposed Collective Bargaining Agreement between the Willows Unified School District and The Willows Unified Teachers Association

PRESENTER: Debby Beymer, Director of Business Services

Information:

In accordance with the statutory requirements of AB1200 and Government Code Section 3547.5, the attached disclosure of the proposed collective bargaining agreement was posted for public viewing on July 23, 2014 and is included for approval by the Board of Trustees.

Recommendation:

The administration requests board approval of the Public Disclosure of the proposed agreement collective bargaining agreement.

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on June 10, 2015
(AB-1200, Status 1991, Chapter 1213)

Willows Unified (WUSD) 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**
WUTA BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **06/11/15**

A. PERIOD OF AGREEMENT:
The proposed bargaining agreement covers the period beginning **07/01/14**
and ending **06/30/17**
for the following fiscal years **2014-15** **2015-16** **2016-17**

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	5,661,163
2.	Current-Year Costs After Agreement	6,224,731
3.	Total Cost Increase	563,568
4.	Percentage Increase	9.95%
5.	Cost of 1 % Increase	56,612

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)	5.61%
2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	1.1%
3.	TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	6.7%

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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	940,380	/employee
2.	Cost of Benefits After Agreement	1,033,995	/employee
3.	Percentage Increase in Cost	9.95%	

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:	\$ 13,266,759.11	
2.	Percentage Reserve Level Required for District:	3.0%	
3.	Amount of required minimum Reserve:	\$ 398,002.77	

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	\$ 859,173.00	
5.	Unappropriated Amount (Accounts 9790)	\$ - \$1,914,144.00	
6.	Total Reserves	\$ 859,173.00	
	Board Designated Reserves Other:	\$ - 2005951	

Difference between District Reserves and Minimum State Requirement **2.158711**

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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

Funding for the agreement will come from the Local Control Funding Formula & Categorical program funding.

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 increase in GAP funding, to include supplemental and concentration funds in programs that provide supplemental services.

H. NARRATIVE OF AGREEMENT

2014-15: Squaring of existing salary schedule will cost the district an estimated 9.95% that results in an average increase of 5.61% to the unit members.
2015-16: 0% increase with 2 additional staff development days that allows unit members to earn an additional 1.1% one time off schedule. 2016-17 there will be no increases to the salary schedule in 16-17.

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.

	
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District Superintendent Mort Geivett, Ed. D.	Date
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Chief Business Official Debby Beymer	Date
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After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on June 11, 2015, will take action on the proposed Agreement with the Willows Unified Teachers Association.

President, Governing Board Jeromy Geiger, President Board of Trustees	Date
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