

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: May 7, 2015

Request For Placement on Board Agenda:

AGENDA TOPIC: Approve Public Disclosure of Proposed Collective Bargaining Agreement between Willows Unified School District and the California School Employees Association Unit #119.

PRESENTER: Debby Beymer, Director of Business Services

Information:

Assembly Bill 1200 and Government Code Section 3647.5 require school districts to publicly disclose and approve any tentative agreement between the district and employee bargaining groups.

Attached is the AB1200 public disclosure of the Tentative Agreement between the district and CSEA unit #119 for fiscal years 2014-15, 2015-16 and 2016-17.

As per the Tentative Agreement with CSEA, approval of the proposed TA will close negotiations for 2014-15 and 2015-16, with limited re-openers for 2016-17 including salaries, benefits and two articles chosen by each party.

Recommendation:

The administration requests that the board approve the Public Disclosure between the Willows Unified School District and the California School Employees Association Unit #119.

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on April 27, 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**
CSEA Unit #119 BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **05/07/15**

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	1,773,689
2.	Current-Year Costs After Agreement	1,872,448
3.	Total Cost Increase	98,759
4.	Percentage Increase	5.6%
5.	Cost of 1 % Increase	17,737

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)	6.0%
2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	0.9%
3.	TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	6.9%

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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	641,231	/employee
2.	Cost of Benefits After Agreement	671,542	/employee
3.	Percentage Increase in Cost	4.7%	

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 (Account 9710)	\$ 859,173.00	
5.	Unappropriated Amount (Accounts 9790)	\$ -	
6.	Total Reserves	\$ 859,173.00	
	Board Designated Reserves for Salary/Benefits (9780)	\$ -	

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: 6% increase on the salary schedule retro to 7/1/14.
2015-16: 1.34% increase on the salary schedule effective 7/1/15. Increase of \$389 per covered unit member in H&W Cap.
2016-17: Re-Openers include salary, benefits plus 2 non monetary per party.

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.

Mort Geivett B.E.D. 4/27/15

District Superintendent
Mort Geivett, Ed. D.

Date

Debby Beymer

Chief Business Official
Debby Beymer

Date

4-27-15

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on May 7, 2015, will take action on the proposed Agreement with the California School Employees Association Unit #119.

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