

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: February 2, 2017

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 2015-16, 2016-17 and 2017-18.

As per the Tentative Agreement with CSEA, approval of the proposed TA will close negotiations for 2016-17, with limited non-monetary re-openers for 2017-18 and 2018-19 for each party under mutual agreement.

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 **02/02/17**

A. PERIOD OF AGREEMENT:
The proposed bargaining agreement covers the period beginning **07/01/16** and ending **06/30/20** for the following fiscal years **2016-17** **2017-18** **2018-19**

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	1,955,937
2. Current-Year Costs After Agreement	2,053,708
3. Total Cost Increase	97,771
4. Percentage Increase	5.0%
5. Cost of 1 % Increase	19,559

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)	5.0%
2. Step & Column (Average % Increase Over Prior-Year Salary Schedule)	0.8%
3. TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	5.8%

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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	705,034
2.	Cost of Benefits After Agreement	740,279
3.	Percentage Increase in Cost	5.0%

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:	\$ 14,754,179.91
2.	Percentage Reserve Level Required for District:	3.0%
3.	Amount of required minimum Reserve:	\$ 442,625.40

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 **1.941084**

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on April 27, 2015
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Willows Unified (WUSD) SCHOOL DISTRICT

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, Attrition & 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. The passage of Measure B and State Facility Bond will allow district to use those
dollars in year 2 and year 3 that will offset major repairs that are currently planned to come from LCFF.

H. NARRATIVE OF AGREEMENT

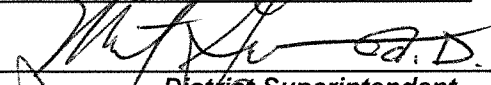
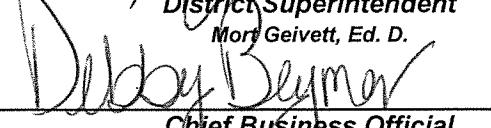
2016-17 6% increase to salary schedule, retro to 7/1/16. Increase to H&W cap of \$600.
2016-17: Cafeteria Mgr. Lead moved from Range 36 to Range 37.
2017-18: 2% increase to salary schedule. 2 Non Monetary Re-openers for each party.
2018-19: 2% increase to salary schedule. 2 Non Monetary Re-openers for each 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.

	1/27/17
District Superintendent Morry Geivett, Ed. D.	Date
	1-27-17
Chief Business Official Debby Beymer	Date
<i>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.</i>	
_____ President, Governing Board Alex Parisio	_____ Date

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) , GC 3547.5 (Statutes of 2004, Chapter 25) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT

WITH THE BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on : (enter Date)
 Budget Revisions to be submitted no later than 45 days after approval: (enter Date + 45 days)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

	# FTE Represented
Certificated: <input type="text"/>	<input type="text"/>
Classified: <input type="text" value="California School Employees Assn. Unit #119"/>	<input type="text" value="33.8"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	<input type="text" value="2016-17"/>	<input type="text" value="2017-18"/>	<input type="text" value="2018-19"/>	<input type="text" value="2019-20"/>
Reopeners: Yes or NO ?	<input type="text" value="NO"/>	<input type="text" value="YES"/>	<input type="text" value="YES"/>	<input type="text" value="YES"/>

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE INCREASE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries:

Current-Year Salary Cost Before Settlement (Based on YTD Actuals Projected through 6/30):	<input type="text" value="1,250,903"/>
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	<input type="text" value="1,313,429"/>
Total Cost Increase:	<input type="text" value="62,526"/>
Percentage Increase:	<input type="text" value="5.0%"/>

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (% increase to existing schedule)	<input type="text" value="5.0%"/> per employee
Step & column (average % increase over the prior-year schedule)	<input type="text" value="0.8%"/> per employee
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="5.8%"/> per employee

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified (WUSD) SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee benefits:

Statutory benefits:

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Costs:

Current Costs:	393,034
Proposed Costs:	412,679
Total Cost Increase:	19,645
Percentage Increase:	5.0%

District Health/Welfare Plans (Medical, Dental, Vision, Life Insurance, Other)

Total Costs:

Current Costs:	312,000
Proposed Costs:	327,600
Total Cost Increase:	15,600
Percentage Increase:	5.0%

BENEFITS INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE	
(Includes both Statutory and District-Provided):	
Prior Year Capped Health/Welfare Benefit Amount:	12000 per employee
Current Year Proposed Capped Health/Welfare Benefit Amount:	12600 per employee
Total Costs:	
Current Costs:	705,034
Proposed Costs:	740,279
Total Cost Increase:	35,245
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEES	5.0%

TOTAL COST OF COMPENSATION INCREASE (REGARDLESS OF WHETHER WHOLLY OR PARTIALLY PREVIOUSLY BUDGETED)
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Section 5: The "total cost increase" for salaries and employee benefits in the proposed agreement.

Current Year Cost Before Settlement:

(Based on YTD Actuals Projected through 6/30)

Salaries	1,250,903	
Benefits	705,034	
Total:		1,955,937

Current Year Cost After Settlement:

(Include any retroactive pay and check box if applicable)

Salaries	1,313,429	
Benefits	740,279	
Total:		2,053,708

TOTAL COST INCREASE	97,771
PERCENTAGE INCREASE:	5.0%
COST OF 1% INCREASE (Includes H&W):	19,559

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified (WUSD) SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:

A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc.(Amts, staff affected, total cost)

Cafeteria Manager Lead moved from Range 36 to Range 37 on Salary Schedule. Added cost of \$1,280.56 + \$402.35 Statutory.

B. NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.

Non Monetary revisions made to Articles: 8.1.2, 8.11, 9.6.1, 10.3.1 and 10.5.5. New non monetary article added 21.1.3 to address meals for bus drivers while on extra duty.

C. CONTINGENCY LANGUAGE: Include specific areas identified for reopeners and specific contingency language.

Negotiations settled for 2016-17. 2017-18 and 2018-19 will have 2 non monetary re-openers for both parties by mutual agreement.

Section 7: State Minimum Reserve Calculation:

Total Expenditures and Other Uses:	\$ 14,754,180
Minimum State Reserve Percentage	3%
Minimum State Reserve Requirement	\$ 442,625

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Section 8: **Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5** 3/2/2017

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2 provide a detailed report upon approval of the district governing board.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified (WUSD)

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT YEARS. (Reflects both Unrestricted and Restricted Amounts)

In-Lieu of this form, an updated MYP form can be supplied which includes the results of the settlement over any previous MYP filed with this office.

Please include current projected Revenue Limit ADA and any other assumptions.

		Current Fiscal Year			2016-17
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement As of 16/17 1st Intrm	Adjustments as a Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: RL ADA		1,388			1,388
Local Control Funding Form (8010-8099)		12,815,332		-	12,815,332
Remaining Revenues (8100-8799)		2,655,194		-	2,655,194
	TOTAL	15,470,526	-	-	15,470,526
OPERATING EXPENDITURES					
1000 Certificated Salaries		6,702,315			6,702,315
2000 Classified Salaries		1,822,170	63,807		1,885,977
3000 Benefits		2,540,779	35,647		2,576,426
4000 Instructional Supplies		1,263,180		-	1,263,180
5000 Contracted Services		1,113,036		-	1,113,036
6000 Capital Outlay		321,587		-	321,587
7000 Other		1,483,306		-	1,483,306
	TOTAL	15,246,373	99,454	-	15,345,827
OPERATING SURPLUS (DEFICIT)		224,152	(99,454)	-	124,698
Other Sources and Transfers In		33,000		-	33,000
Other Uses and Transfers Out		104,600		-	104,600
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE		152,552	(99,454)	-	53,098
BEGINNING BALANCE 9791		5,522,967			5,522,967
Prior-Year Adjustments (Audit)		(13,742)	-	-	(13,742)
NET BEGINNING BALANCE		5,509,225	-	-	5,509,225
CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT		5,661,777	(99,454)	-	5,562,323
COMPONENTS OF ABOVE ENDING BALANCE:					
Reserved Amounts	9711/9719	6,775	-	-	6,775
Legally Restricted	9740	2,934,167			2,934,167
Board Committed	9760	276,547			276,547
D E U	9789	859,173			859,173
Board Desig/Unapprop	9780-9790	1,542,591			1,485,661
	TOTALS	5,619,253			5,562,323

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain:

First Subsequent Year 2017-18

(Col. 1)	(Col. 2)	(Col. 3)
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SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified (WUSD)

SCHOOL DISTRICT

	Most Recent Board-Adopted Multiyear Projection	Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2)
OPERATING REVENUES: RL ADA	1,367		1,367
Local Control Funding Form (8010-8099)	13,387,341		13,387,341
Remaining Revenues (8100-8799)	1,251,311		1,251,311
TOTAL	14,638,652	-	14,638,652

OPERATING EXPENDITURES

1000 Certificated Salaries	6,815,537		6,815,537
2000 Classified Salaries	1,654,349	28,365	1,682,714
3000 Benefits	2,651,496	9,078	2,660,574
4000 Instructional Supplies	625,000		625,000
5000 Contracted Services	1,127,986		1,127,986
6000 Capital Outlay	30,000		30,000
7000 Other	1,601,931		1,601,931
TOTAL	14,506,299	37,443	14,543,742

OPERATING SURPLUS (DEFICIT)

	132,353	(37,443)	94,910
Other Sources and Transfers In	23,000		23,000
Other Uses and Transfers Out	109,830		109,830
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	45,523	(37,443)	8,080

BEGINNING BALANCE

Prior-Year Adjustments 9702-9703	5,661,777		5,562,323
NET BEGINNING BALANCE	5,661,777	-	5,562,323

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	5,707,300	(37,443)	5,570,403
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COMPONENTS OF ABOVE ENDING BALANCE:

Reserved Amounts 9711/9719	6,775		6,775
Legally Restricted 9740	3,232,317		3,232,317
Board Committed 9760	276,547		276,547
D E U 9789	859,173		859,173
Board Desig/Unapprop 9780-9790	1,332,488		1,195,591
TOTALS	5,707,300		5,570,403

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified (WUSD)

SCHOOL DISTRICT

Second Subsequent Year 2018-19

	(Col. 1)	(Col. 2)	(Col. 3)
	Most Recent Board-Adopted Multiyear Projection	Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2)
OPERATING REVENUES: RL ADA	1,351		1,351
Local Control Funding Form (8010-8099)	13,468,766		13,468,766
Remaining Revenues (8100-8799)	995,134		995,134
TOTAL	14,463,900	-	14,463,900

OPERATING EXPENDITURES

1000 Certificated Salaries	6,892,986		6,892,986
2000 Classified Salaries	1,675,666	28,365	1,704,031
3000 Benefits	2,828,181	9,361	2,837,542
4000 Instructional Supplies	566,850		566,850
5000 Contracted Services	1,124,385		1,124,385
6000 Capital Outlay	30,000		30,000
7000 Other	1,721,381		1,721,381
TOTAL	14,839,449	37,726	14,877,175

OPERATING SURPLUS (DEFICIT)

	(375,549)	(37,726)	(413,275)
Other Sources and Transfers In	21,300		21,300
Other Uses and Transfers Out	115,322		115,322
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	(469,571)	(37,726)	(507,297)

BEGINNING BALANCE 9701

	5,570,403		5,570,403
Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	5,570,403	-	5,570,403

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	5,100,832	(37,726)	5,063,106
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COMPONENTS OF ABOVE ENDING BALANCE:

Reserved Amounts	9711/9719	6,775		6,775
Legally Restricted	9740	3,349,167		3,349,167
Board Committed	9760	276,547		276,547
D E U	9789	859,173		859,173
Board Desig/Unapprop	9780-9790	609,170		571,444
TOTALS		5,100,832		5,063,106.00

Assumptions used (RL COLA, Other Revenue COLAs, Addl staffing, etc):

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified (WUSD)

 SCHOOL DISTRICT

Section 10: **MULTI-YEAR CONTRACT:** The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows:

As per the most current FCMAT LCFF funding tool.

Section 11: **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:

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. The passage of Measure B and State Facility Bond will allow district to use those
dollars in year 2 and year 3 that will offset major repairs that are currently planned to come from LCFF.

Section 12: **NARRATIVE OF AGREEMENT:** Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanation:

2016-17 6% increase to salary schedule, retro to 7/1/16. Increase to H&W cap of \$600.
2016-17: Cafeteria Mgr. Lead moved from Range 36 to Range 37.
2017-18: 2% increase to salary schedule. 2 Non Monetary Re-openers for each party.
2018-19: 2% increase to salary schedule. 2 Non Monetary Re-openers for each party.

Section 13: **NARRATIVE OF FUNDING AVAILABLE FOR PROPOSED AGREEMENT:** Provide a brief narrative of the funds available to provide for the costs of this agreement:

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