

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: June 21, 2018

Request For Placement on Board Agenda:

AGENDA TOPIC: Approve Public Disclosure of Proposed Collective Bargaining Agreement between Willows Unified School District and the Willows Unified Teachers Association (WUTA).

PRESENTER: Debby Beymer, Director of Business Services

[X] ACTION ITEM [] DISCUSSION [] DISCUSSION/POSSIBLE ACTION

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 WUTA for fiscal years 2017-18, 2018-19 and 2019-20.

As per the Tentative Agreement with WUTA, approval of the proposed TA will close negotiations for 2017-18, 2018-19 and 2019-20.

Recommendation:

The administration requests that the board approve the Public Disclosure between the Willows Unified School District and the Willows Unified Teachers Association.

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on June 10, 2015
(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
WUTA BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on **06/21/18**

A. **PERIOD OF AGREEMENT:**
The proposed bargaining agreement covers the period beginning **07/01/17**
and ending **06/30/20**
for the following fiscal years **2017-18** **2018-19** **2019-20**

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	6,909,276
2.	Current-Year Costs After Agreement	7,392,926
3.	Total Cost Increase	483,649
4.	Percentage Increase	7.00%
5.	Cost of 1 % Increase	69,093

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)	7.00%
2.	Step & Column (Average % Increase Over Prior-Year Salary Schedule)	0.47%
3.	TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE	7.47%

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Willows Unified SCHOOL DISTRICT

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	1,435,281	/employee
2.	Cost of Benefits After Agreement	1,535,751	/employee
3.	Percentage Increase in Cost	7.00%	

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:	\$ 15,147,425.00	
2.	Percentage Reserve Level Required for District:	3.0%	
3.	Amount of required minimum Reserve:	\$ 454,422.75	

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	\$ 1,001,213.00	
5.	Unappropriated Amount (Accounts 9790)	\$ 2,634,256.00	
6.	Total Reserves	\$ 3,635,469.00	
	Board Designated Reserves Other:	\$ 2,819,965.00	

Difference between District Reserves and Minimum State Requirement	8.02%
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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

The majority of the agreement will be funded by the Local Control Funding Formula and is made possible due to the states decision to escalate full funding by 2 years beginning in 2018-19.

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 and other programs that provide supplemental services.

H. NARRATIVE OF AGREEMENT

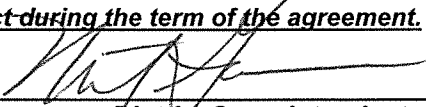
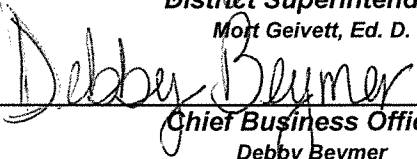
This is a three year agreement that closes negotiations for 2017-18, 2018-19 and 2019-20. There are no re-openers in any of the three years.

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 Molt Geivett, Ed. D.	6/13/18 Date
 Chief Business Official Debby Beymer	6-13-18 Date
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.	Date
President, Governing Board Gina Taylor, President Board of Trustees	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" value="W U T A"/>	<input type="text" value="68.18"/>
Classified:	<input type="text"/>	<input type="text"/>

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:	2017-18	2018-19	2019-20	<input type="text"/>
Reopeners: Yes or NO ?	NO	NO	NO	<input type="text"/>

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="5,473,995"/>
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	<input type="text" value="5,857,175"/>
Total Cost Increase:	<input type="text" value="383,180"/>
Percentage Increase:	<input type="text" value="7.00%"/>

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (Average)
 Average increase over prior year per employee

Step & column
 (average % increase over the prior-year schedule) per employee

**TOTAL PERCENTAGE INCREASE FOR
 AVERAGE REPRESENTED EMPLOYEE** per employee

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified 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:	1,435,281
Proposed Costs:	1,535,751
Total Cost Increase:	100,470
Percentage Increase:	7.00%

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

Total Costs:

Current Costs: <i>H&W BENEFITS ARE ON THE SALARY SCHEDULE</i>	-
Proposed Costs:	-
Total Cost Increase:	-
Percentage Increase:	#DIV/0!

BENEFITS INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE	
(Includes both Statutory and District-Provided):	
Prior Year Capped Health/Welfare Benefit Amount:	0 per employee
Current Year Proposed Capped Health/Welfare Benefit Amount:	0 per employee
Total Costs:	
Current Costs:	1,435,281
Proposed Costs:	1,535,751
Total Cost Increase:	100,470
TOTAL PERCENTAGE AS A COST TO THE DISTRICT	
	7.00%

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	5,473,995	
Benefits	1,435,281	
Total:		6,909,276

Current Year Cost After Settlement:

(Include any retroactive pay and check box if applicable)

Salaries	5,857,175	
Benefits	1,535,751	
Total:		7,392,926

TOTAL COST INCREASE	483,649
PERCENTAGE INCREASE:	7.00%
COST OF 1% INCREASE:	69,093

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified 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)

Agreement consists of a 7% on the salary schedule retro to 7/1/17. Also impacts stipends tied to the certificated salary schedule
In 2018-19 there will be 1% off schedule payment allocated equally to WUTA members based upon FTE.
In 2019-20 there will be not changes in compensation with no re-openers.

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

No changes from prior year.

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

No re-openers in all three years of agreement.

Section 7: State Minimum Reserve Calculation:

Total Expenditures and Other Uses:	Est for year end	\$ 15,147,425
Minimum State Reserve Percentage		3%
Minimum State Reserve Requirement		\$ 454,423

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** 6/21/2018

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

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			2017-18
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement As of 17/18 P2	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		1,403			1,403
Local Control Funding Form (8010-8099)		13,472,829		-	13,472,829
Remaining Revenues (8100-8799)		1,791,701		-	1,791,701
	TOTAL	15,264,530	-	-	15,264,530
OPERATING EXPENDITURES					
1000 Certificated Salaries		6,751,298	359,653		7,110,951
2000 Classified Salaries		1,787,191			1,787,191
3000 Benefits		2,595,384	94,301		2,689,685
4000 Instructional Supplies		1,100,930		-	1,100,930
5000 Contracted Services		1,195,763		-	1,195,763
6000 Capital Outlay		126,325		-	126,325
7000 Other		148,432		-	148,432
	TOTAL	13,705,323	453,954	-	14,159,277
OPERATING SURPLUS (DEFICIT)		1,559,207	(453,954)	-	1,105,253
Other Sources and Transfers In				-	-
Other Uses and Transfers Out		-		-	-
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE		1,559,207	(453,954)	-	1,105,253
BEGINNING BALANCE 9791		2,359,584			2,359,584
Prior-Year Adjustments 9702-9703		-	-	-	-
NET BEGINNING BALANCE		2,359,584	-	-	2,359,584
CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT		3,918,791	(453,954)	-	3,464,837
COMPONENTS OF ABOVE ENDING BALANCE: (Must agree with account 9704)					
Reserved Amounts	9711/9712	6,775	-	-	6,775
Legally Restricted	9740/9760	276,547			276,547
Board Designated Resources	Res 9XXX	2,819,965			2,819,965
Economic Uncertainties	9789	1,001,213			1,001,213
Unapp+Available Funds	9790	5,454,221			5,000,267

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:

2017-18 reflects 7% on the sal schedule plus increase in stipends tied to the sal schedule.

Reserves have been set up to allow off sets in deficit years. See resources: 9514,9151,9153,9712

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

First 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: 17/18 P2	1,403		1,403
Local Control Funding Form (8010-8099)	14,524,259		14,524,259
Remaining Revenues (8100-8799)	1,658,815		1,658,815
TOTAL	16,183,074	-	16,183,074

OPERATING EXPENDITURES

1000 Certificated Salaries	7,392,930	59,620	7,452,550
2000 Classified Salaries	1,829,370		1,829,370
3000 Benefits	3,004,715	16,562	3,021,277
4000 Instructional Supplies	550,925		550,925
5000 Contracted Services	1,100,136		1,100,136
6000 Capital Outlay	30,000		30,000
7000 Other	1,768,169		1,768,169
TOTAL	15,676,245	76,182	15,752,427

OPERATING SURPLUS (DEFICIT)

	506,829	(76,182)	430,647
Other Sources and Transfers In	36,000		36,000
Other Uses and Transfers Out	198,845		198,845
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	343,984	(76,182)	267,802

BEGINNING BALANCE 9701

Prior-Year Adjustments 9702-9703	3,918,791		3,918,791
NET BEGINNING BALANCE	3,918,791	-	3,918,791

CURRENT-YEAR ENDING BALANCE

	4,262,775	(76,182)	4,186,593
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COMPONENTS OF ABOVE ENDING BALANCE:

Reserved Amounts 9711/9712	6,775		6,775
Legally Restricted 9740/9760	276,547		276,547
Board Designated Resource Rs 9XXX	2,819,965		2,819,965
Economic Uncertainties 9789	1,001,213		1,001,213
Unappropriated Amounts 9790	21,102		1,197

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

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Second Subsequent Year 2019-20

	(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	1,361		1,361
Local Control Funding Form (8010-8099)	14,315,485		14,315,485
Remaining Revenues (8100-8799)	1,014,663		1,014,663
TOTAL	15,330,148	-	15,330,148

OPERATING EXPENDITURES

1000 Certificated Salaries	7,577,753		7,577,753
2000 Classified Salaries	1,875,104		1,875,104
3000 Benefits	3,079,833		3,079,833
4000 Instructional Supplies	564,698		564,698
5000 Contracted Services	1,127,639		1,127,639
6000 Capital Outlay	30,000		30,000
7000 Other	1,812,373		1,812,373
TOTAL	16,067,401	-	16,067,401

OPERATING SURPLUS (DEFICIT)

	(737,253)	-	(737,253)
Other Sources and Transfers In	35,000		35,000
Other Uses and Transfers Out	200,000		200,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	(902,253)	-	(902,253)

BEGINNING BALANCE 9701

	4,186,593		4,186,593
Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	4,186,593	-	4,186,593

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	3,284,339	-	3,284,339
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COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	6,775		6,775
Legally Restricted 9740/9760	276,547		276,547
Board Designated Resources 9XXX	2,819,965		2,819,965
Economic Uncertainties 9789	1,001,213		1,001,213
	4,104,500		4,104,500

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

No reopeners in 2019-20.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

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

7% retro to July 1, 2017 on the salary schedule and 1% off the salary schedule in 2018-19.
The off schedule payment will be allocated equally according to each WUTA members FTE.

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 and other programs that provide supplemental services.

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:

This is a three year agreement that closes negotiations for 2017-18, 2018-19 and 2019-20.
There are no re-openers in any of the three years.

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:

The majority of the agreement will be funded by the Local Control Funding Formula and is made possible due to the states decision to escalate full funding by 2 years beginning in 2018-19.