

**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 03/31/10

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	#DIV/0!
5.	Cost of 1 % Increase	#DIV/0!

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	- /employee
----	-----------------------------------	-------------

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

WILLOWS UNIFIED SCHOOL DISTRICT

- 2. Cost of Benefits After Agreement - /employee
- 3. Percentage Increase in Cost #DIV/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: \$ 13,421,455.39
- 2. Percentage Reserve Level Required for District: 1.0%
- 3. Amount of required minimum Reserve: \$ 134,214.55

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) \$ 4,023.45
- 6. **Total Reserves** **\$ 4,023.45**
- Board Designated Reserves for Salary/Benefits (9780)** **\$ -**

SPECIAL RESERVE FUND 17 (Fund 17 ONLY)

- 7. Unappropriated Amount (Account 9790) \$ 150,000.00

TOTAL DISTRICT RESERVES

- 8. General Fund & Special Reserve Fund: \$ 154,023.45
- 9. Percentage of General Fund Expenditures/Uses 1.15%
- Difference between District Reserves and Minimum State Requirement **\$19,809**

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
(AB-1200, Status 1991, Chapter 1213)**

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.

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.

<p style="text-align: center;"><i>District Superintendent (signature)</i></p>	<p style="text-align: center;"><i>Date</i></p>
---	--

<p style="text-align: center;"><i>Chief Business Official/Assistant Superintendent (signature)</i></p>	<p style="text-align: center;"><i>Date</i></p>
--	--

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.

<p style="text-align: center;"><i>President, Governing Board (signature)</i></p>	<p style="text-align: center;"><i>Date</i></p>
--	--

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="2009-10 & 2010-11 SETTLED"/>	<input type="text" value="71.8"/>
Classified:	<input type="text" value="2009-10 & 2010-11 NOT SETTLED"/>	<input type="text" value="44"/>

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:	2009-10	2010-11	
Reopeners: Yes or NO ?	YES	What areas?	#15, #21, two other & other by mutual agreement

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):

Current-Year Salary Cost After Settlement
 (Include any retroactive pay if applicable):

Total Cost Increase:
 Percentage Increase:

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"/> per employee
Step & column (average % increase over the prior-year schedule)	<input type="text"/> per employee
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="0.0%"/> per employee

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

The proposed agreement includes the following costs for employee benefits:

Statutory benefits:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE WILLOWS UNIFIED SCHOOL DISTRICT

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

Total Costs:

Current Costs:	
Proposed Costs:	
Total Cost Increase:	-
Percentage Increase:	#DIV/0!

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

Total Costs:

Current Costs:	
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:		per employee
Current Year Proposed Capped Health/Welfare Benefit Amount:		per employee
Total Costs:		
Current Costs:		per employee
Proposed Costs:		per employee
Total Cost Increase:	-	

TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE #DIV/0! per employee

**TOTAL COST OF COMPENSATION INCREASE
(REGARDLESS OF WHETHER WHOLLY OR PARTIALLY PREVIOUSLY BUDGETED)**

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	-	
Benefits	-	
Total:		-

Current Year Cost After Settlement:
(Include any retroactive pay and check box if applicable)

Salaries	-	
Benefits	-	
Total:		-

TOTAL COST INCREASE	-
PERCENTAGE INCREASE:	#DIV/0!
COST OF 1% INCREASE:	#DIV/0!

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)

2009-10 compensation results in four furlough days, resulting in a savings of approximately
\$138,148.00

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

WILLOWS UNIFIED

SCHOOL DISTRICT

Additionally, WUTA agreed to release the remaining amount of the PAR funding in the amount of \$37,976 for a total savings of \$176,124 to be part of their proportionate share of the \$1.6 million budget shortfall for 2010-11. The amount remaining for WUTA proportionate share after cuts is \$550,570 (8.32%) still to be negotiated.
--

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

2009-10 only, two days of staff development have been disencumbered for general fund usage.
2009-10 personal necessity days available for use shall be increased by one day.

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

Article 15, hours of employment; Article 21, employee salaries; up to two articles by either party;
Any article or topic of bargaining upon mutual agreement.

Section 7: State Minimum Reserve Calculation:
 Total Expenditures and Other Uses:
 Minimum State Reserve Percentage
 Minimum State Reserve Requirement

\$	13,421,455
	1%
\$	134,215

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

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.

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		2009-2010
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)	
Latest Board- Approved Budget Before Settlement As of (enter date)	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				
Revenue Limit Sources (8010-8099)				-
Remaining Revenues (8100-8799)				-
TOTAL	-	-	-	-
OPERATING EXPENDITURES				
1000 Certificated Salaries				-
2000 Classified Salaries				-

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

WILLOWS UNIFIED

SCHOOL DISTRICT

3000 Benefits				-
4000 Instructional Supplies				-
5000 Contracted Services				-
6000 Capital Outlay				-
7000 Other				-
TOTAL	-	-	-	-

OPERATING SURPLUS (DEFICIT)

	-	-	-	-
--	---	---	---	---

Other Sources and Transfers In
Other Uses and Transfers Out

				-
				-

CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE

	-	-	-	-
--	---	---	---	---

BEGINNING BALANCE 9701
Prior-Year Adjustments 9702-9703
NET BEGINNING BALANCE

				-
				-
	-	-	-	-

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	-	-	-	-
--	---	---	---	---

**COMPONENTS OF ABOVE ENDING BALANCE:
(Must agree with account 9704)**

Reserved Amounts	9711/9712			-
Legally Restricted	9740/9780			
Board Designated-Unrestr	9780			-
Economic Uncertainties	9770			-
Unappropriated Amounts	9790			4,023
% of State Required Reserves		#DIV/0!		#DIV/0!
		<i>In Agreement</i>		<i>Not in Agreement</i>
		-	Undesignated Amount	(4,023)
FUND 17 RESERVES	9790			150000

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 20__-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)
Revenue Limit Sources (8010-8099)		-
Remaining Revenues (8100-8799)		-
TOTAL	-	-

OPERATING REVENUES: RL ADA

Revenue Limit Sources	(8010-8099)			-
Remaining Revenues	(8100-8799)			-
TOTAL		-		-

OPERATING EXPENDITURES

1000 Certificated Salaries				-
2000 Classified Salaries				-
3000 Benefits				-
4000 Instructional Supplies				-
5000 Contracted Services				-
6000 Capital Outlay				-
7000 Other				-
TOTAL	-	-	-	-

OPERATING SURPLUS (DEFICIT)

	-	-	-	-
--	---	---	---	---

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

WILLOWS UNIFIED

SCHOOL DISTRICT

Other Sources and Transfers In
 Other Uses and Transfers Out
**CURRENT YEAR INCREASE
 (DECREASE) TO FUND BALANCE**

		-
		-
-	-	-

BEGINNING BALANCE 9701
 Prior-Year Adjustments 9702-9703
NET BEGINNING BALANCE

-		-
		-
-	-	-

**CURRENT-YEAR ENDING BALANCE
 (EST) ACCOUNT 9704**

-	-	-
---	---	---

**COMPONENTS OF ABOVE ENDING BALANCE:
 (Must agree with account 9704)**

Reserved Amounts 9711/9712
 Legally Restricted 9740/9780
 Board Designated-Unrestr 9780
Economic Uncertainties 9770
 Unappropriated Amounts 9790
% of State Required Reserves

		-
		-
		-
		-
#DIV/0!		#DIV/0!
<i>In Agreement</i>	OK	<i>In Agreement</i>
-		-

FUND 17 RESERVES 9790

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

Second Subsequent Year 20__ - 20__

OPERATING REVENUES: RL ADA

Revenue Limit Sources (8010-8099)
 Remaining Revenues (8100-8799)
TOTAL

(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 EXPENDITURES

1000 Certificated Salaries
 2000 Classified Salaries
 3000 Benefits
 4000 Instructional Supplies
 5000 Contracted Services
 6000 Capital Outlay
 7000 Other
TOTAL

		-
		-
		-
		-
		-
		-
		-
-	-	-

OPERATING SURPLUS (DEFICIT)

Other Sources and Transfers In
 Other Uses and Transfers Out
**CURRENT YEAR INCREASE
 (DECREASE) TO FUND BALANCE**

-	-	-
		-
-	-	-

BEGINNING BALANCE 9701

-		-
---	--	---

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE WILLOWS UNIFIED SCHOOL DISTRICT

Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	-	-	-

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704			-
	-	-	-

COMPONENTS OF ABOVE ENDING BALANCE:
(Must agree with account 9704)

Reserved Amounts	9711/9712			-
Legally Restricted	9740/9780			-
Board Designated-Unrestr	9780			-
Economic Uncertainties	9770			-
Unappropriated Amounts	9790			
% of State Required Reserves		#DIV/0!	#DIV/0!	#DIV/0!
		<i>In Agreement</i>		<i>In Agreement</i>
		-	OK	-

Fund 17 9790

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

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

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:

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 explanations.

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:

SB-1677 TEACHER SALARY NOTIFICATION REQUIREMENT

The following section should be completed and is applicable only when Teacher Salary Benefit Negotiations are

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

SCHOOL DISTRICT

settled after the District's Final budget has been adopted. [Note: When the cost of settlement is more than the District's change in Base Revenue Limit per ADA, the State must be notified by the County Superintendent's Office.]

Section 14:

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT (BRL)

- (a) Current-year Base Revenue Limit per ADA:
(Form RL, Line 5 x Estimated Deficit Factor)* Estimated
- (b) - Prior-Year Base Revenue Limit per ADA:
(Form RL, Line 5 x Actual Deficit Factor)* Actual
- (c) = Amount of Current-Year Increase:
(a) minus (b)
- (d) = Percentage Increase in BRL per ADA:
(c) divided by (b)
- (e) Indicate Total Settlement Percentage Increase from Section 6

If proposed agreement % on Line e is greater than Line d, please provide explanation: _____
