

DAVIS JOINT UNIFIED SCHOOL DISTRICT
 Disclosure of Collective Bargaining Agreement
 In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

Administrative Leadership Team (ALT) & Confidential Employees

The proposed agreement covers the period beginning **Jul 1, 2019**
 and ending **Jun 30, 2020**

and will be acted upon by the Governing Board at its meeting on **Aug 15, 2019**

The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group (Check one) Cost of 1% *
 Certificated
 Classified
 Confidential/Management x **\$ 71,279**
 Other

* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

A. Proposed Change in Compensation

		Fiscal Impact of Proposed Agreement			%		
		Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
Compensation		2019-20	2020-21	2021-22	2019-20	2020-21	2021-22
1	Salary Schedule - Increase(Decrease)	\$ 71,279	\$ 71,279	\$ 71,279	1.00%	1.00%	1.00%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	\$ 60,355	\$ 60,355	\$ 60,355	0.85%	0.85%	0.85%
3	Other Compensation (complete description below)	\$ 71,992	\$ -	\$ -	1.01%		
4	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)						
5	Health/Welfare Benefits - Increase (Decrease)	\$ -	\$ -	\$ -			
6	Total Compensation	\$ 203,626	\$ 131,634	\$ 131,634	2.86%	1.85%	1.85%
7	Total Number of Represented Employees	53.80	53.80	53.80			
8	Total Compensation Cost for Average Employee - Increase (Decrease)	\$ 3,785	\$ 2,447	\$ 2,447			

Other Compensation - Increase (Decrease) (Stipends, Bonuses, etc.) Provide Description below:

1% on-schedule increase 2019-20 retroactive to July 1, 2019
1% one-time off schedule bonus payment 2019-20.

9 Were any additional steps, columns, or ranges added to the schedules? YES NO
 X

If yes, please explain:

10 Does this bargaining group have a negotiated cap for Health and Welfare benefits YES NO * No Change
 X

If yes, please indicate the cap amount.

\$ 5,900
\$ 9,800
\$ 11,900

Employee Only
Employee + 1
Employee + Family

Disclosure of Collective Bargaining Agreement

- A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary.

ALT and Confidential employees will receive:

- ***A 1% on-going salary increase in 2019-20, effective July 1, 2019***
- ***A 1% one-time payment in 2019-20***

- B. Proposed negotiated changes in non-compensation items (e.g. class size adjustments, staff development days, teacher prep time, etc.

N/A

- C. What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

N/A

- D. What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

N/A

- E. Source of funding for proposed agreement.
Current year:

Final State Budget funding increases including LCFF and SELPA increases and a budget revision reduction for property and liability insurance rates based upon final actual approved rates.

How will ongoing cost of the proposed agreement be funded in future years?

State LCFF growth funding

- F. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance.

Minimal impact to other funds that employ management staff ; Charter School, Cafeteria, Adult Education, Child Development and Capital Projects Fund.

Disclosure of Collective Bargaining Agreement

G. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 99,221,007
b. State Standard Minimum EUR Percentage for this district	3%
c. State Standard Minimum EUR amount for this district	2,976,630
<i>(The State Standard Minimum EUR is the greater of line 1-c or \$50,000 for districts w/less than 1,001 ADA)</i>	

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$ 2,977,308
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
e. Total District budgeted Unrestricted reserves	\$ 2,977,308
	3.0%

3. Do Unrestricted reserves meet the state minimum standard amount?

Yes **X** No

IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 **April 15, 2019**

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	(Col. 1) Latest Board- approved budget before settlement (06/20/19)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) DTA and CSEA Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 70,506,081	\$ -	\$ -	\$ 70,506,081
Remaining Revenues (8100-8799)	\$ 25,381,954	\$ -	\$ 200,000	\$ 25,581,954
TOTAL REVENUES	\$ 95,888,035	\$ -	\$ 200,000	\$ 96,088,035
EXPENDITURES				
Certificated Salaries (1000)	\$ 42,803,100	\$ 93,437	\$ 764,366	\$ 43,660,903
Classified Salaries (2000)	\$ 18,506,721	\$ 31,146	\$ 350,810	\$ 18,888,677
Employee Benefits (3000)	\$ 22,351,369	\$ 26,124	\$ 261,748	\$ 22,639,241
Books and Supplies (4000)	\$ 2,804,885	\$ -	\$ -	\$ 2,804,885
Services and Operating Expenses (5000)	\$ 9,914,751	\$ -	\$ (300,000)	\$ 9,614,751
Capital Outlay (6000)	\$ 755,995	\$ -	\$ -	\$ 755,995
Other (7000)	\$ 502,735	\$ -	\$ -	\$ 502,735
TOTAL EXPENDITURES	\$ 97,639,556	\$ 150,707	\$ 1,076,924	\$ 98,867,187
OPERATING SURPLUS (DEFICIT)	\$ (1,751,521)			\$ (2,779,152)
Other Sources and Transfers In	\$ 20,116	\$ -	\$ -	\$ 20,116
Other Uses and Transfers Out	\$ 353,820	\$ -	\$ -	\$ 353,820
INCREASE (DECREASE) IN FUND BALANCE	\$ (2,085,225)			\$ (3,112,856)
BEGINNING BALANCE	\$ 8,145,738			\$ 8,145,738
ENDING BALANCE	\$ 6,060,513			\$ 5,032,882

Note: Latest approved budget (Col 1) includes revisions after the impacts of the DTA and CSEA agreements (Col 3).

Disclosure of Collective Bargaining Agreement

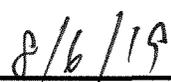
Certification No. 1

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Davis Joint Unified School District hereby certify that the District can meet the costs incurred for the agreements with Administrative Leadership Team (ALT) & Confidential Employees.

during the term of the agreements from July 1, 2019 up to and including June 30, 2020.



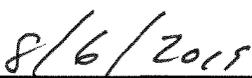
John A. Bowes
District Superintendent



Date



Bruce E. Colby
Chief Business and Operations Officer



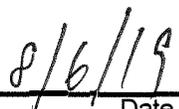
Date

Certification No. 2

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the *Public Disclosure of Proposed Bargaining Agreement* in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



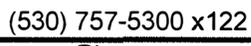
John A. Bowes
District Superintendent



Date



Bruce E. Colby
Chief Business and Operations Officer



Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on April 15, 2019 took action to approve the proposed Agreement for the Administrative Leadership Team (ALT) & Confidential Employees.

President (Clerk) of Governing Board
(Signature)

Date