

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

**DAVIS TEACHERS ASSOCIATION**

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

x

**\$ 459,000**

Classified

Confidential/Management

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)  | \$ 459,000                          | \$ 459,000   | \$ 459,000   | 1.00%   | 1.00%   | 1.00%   |
| 2 | Step and Column - Increase (Decrease) due to movement plus any changes due to settlement  | \$ 782,206                          | \$ 782,206   | \$ 782,206   | 1.70%   | 1.70%   | 1.70%   |
| 3 | Other Compensation ( complete description below)  | \$ 463,590                          | \$ -         | \$ -         | 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 | <b>Total Compensation</b>   | \$ 1,704,796                        | \$ 1,241,206 | \$ 1,241,206 | 3.71%   | 2.70%   | 2.70%   |
| 7 | Total Number of Represented Employees   | 490                                 | 487          | 487          |         |         |         |
| 8 | Total Compensation Cost for Average Employee - Increase (Decrease)  | \$ 3,479                            | \$ 2,549     | \$ 2,549     |         |         |         |

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**

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

***DTA members 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.

***Overage agreement for Special Education caseloads and secondary class size  
Restructure of stipends and extra duty rates (add link to specific teacher salary  
schedule cells)***

- 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.

***The District will need to reduce on-going budget by approximately \$400,000  
through staff attrition and department /program reductions in future years to  
maintain unrestricted reserves at or above 3%.***

- 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***

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.

***This will impact certificated DTA Da Vinci Academy employees that  
are accounted for in Charter School Fund and Child Development  
Fund.***

**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)  | \$ 98,615,966 |
| b. State Standard Minimum EUR Percentage for this district   | 3%            |
| c. State Standard Minimum EUR amount for this district   | 2,958,479     |
| <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                   | \$ 3,582,350 |
| 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            | \$ 3,582,350 |
|   | 3.6%         |

## 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


August 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)<br>Latest Board-<br>approved budget<br>before settlement<br>(06/20/19) | (Col. 2)<br>Revisions<br>Necessary as a<br>result of proposed<br>settlement | (Col. 3)<br>Other Revisions | (Col. 4)<br>Total impact on<br>budget (col.<br>1+2+3) |
|--|---|---|-----------------------------|---|
| <b>REVENUES</b>                            |   |   |                             |   |
| LCFF/Revenue Limit Sources (8010-8099)     | \$ 70,506,081   | \$ -  | \$ -                        | \$ 70,506,081   |
| Remaining Revenues (8100-8799)             | \$ 25,381,954   | \$ 200,000  | \$ -                        | \$ 25,581,954   |
| <b>TOTAL REVENUES</b>                      | \$ 95,888,035   | \$ 200,000  | \$ -                        | \$ 96,088,035   |
| <b>EXPENDITURES</b>                        |   |   |                             |   |
| Certificated Salaries (1000)               | \$ 42,803,100   | \$ 764,366  | \$ -                        | \$ 43,567,466   |
| Classified Salaries (2000)                 | \$ 18,506,721   | \$ -  | \$ -                        | \$ 18,506,721   |
| Employee Benefits (3000)                   | \$ 22,351,369   | \$ 158,224  | \$ -                        | \$ 22,509,593   |
| 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  |
| <b>TOTAL EXPENDITURES</b>                  | \$ 97,639,556   | \$ 622,590  | \$ -                        | \$ 98,262,146   |
| <b>OPERATING SURPLUS (DEFICIT)</b>         | \$ (1,751,521)  |   |                             | \$ (2,174,111)  |
| Other Sources and Transfers In             | \$ 20,116   | \$ -  | \$ -                        | \$ 20,116   |
| Other Uses and Transfers Out               | \$ 353,820  | \$ -  | \$ -                        | \$ 353,820  |
| <b>INCREASE (DECREASE) IN FUND BALANCE</b> | \$ (2,085,225)  |   |                             | \$ (2,507,815)  |
| <b>BEGINNING BALANCE</b>                   | \$ 8,145,738  |   |                             | \$ 8,145,738  |
| <b>ENDING BALANCE</b>                      | \$ 6,060,513  |   |                             | \$ 5,637,923  |

**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 under the Collective Bargaining Agreement between the District and the Davis Teachers' Association Bargaining Unit, during the term of the agreement from July 1, 2019 up to and including June 30, 2020.

  
\_\_\_\_\_  
John A. Bowes  
District Superintendent

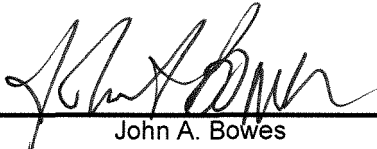
  
\_\_\_\_\_  
Date


  
\_\_\_\_\_  
Bruce E. Colby  
Chief Business and Operations Officer


  
\_\_\_\_\_  
Date

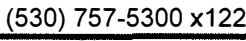
**Certification No. 2**

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 August 15, 2019 took action to approve the proposed Agreement with the Davis Teachers' Association.

\_\_\_\_\_  
President (Clerk) of Governing Board  
(Signature)

\_\_\_\_\_  
Date