

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, 2020
and ending N/A

and will be acted upon by the Governing Board at its meeting on Nov 7, 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 \$ 72,000

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)	\$ 320,000	\$ 320,000	\$ 320,000	4.44%	4.44%	4.44%
2	Step and Column - Increase (Decrease) due to settlement						
3	Step and Column - Increase (Decrease) due to movement	\$ 60,355	\$ 60,355	\$ 60,355	0.84%	0.84%	0.84%
4	Other Compensation (complete description below)	\$ -	\$ -	\$ -			
5	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)						
6	Health/Welfare Benefits - Increase (Decrease)	\$ 6,000	\$ 6,000	\$ 6,000	0.08%	0.08%	0.08%
7	Total Compensation	\$ 386,355	\$ 386,355	\$ 386,355	5.37%	5.37%	5.37%
8	Total Number of Represented Employees	53.80	53.80	53.80			
9	Total Compensation Cost for Average Employee - Increase (Decrease)	\$ 7,181	\$ 7,181	\$ 7,181			

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

N/A

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

If yes, please explain:

* **Elimination of Step 1 and Step 2**

11 Does this bargaining group have a negotiated cap for Health and Welfare benefits YES NO * **\$180 Increase for ALT**

X

ALT	\$ 6,080	<i>Employee Only</i>
	\$ 9,980	<i>Employee + 1</i>
	\$ 12,080	<i>Employee + Family</i>
Confidential	\$ 7,344	No Change

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.

**Total
ALT employees:**

- **All Alt employees will receive a three percent (3.0%) on-going salary increase**
- **Director I range will receive an additional seven percent (7%) on-going salary**
- **Director II range will receive an additional two percent (2%) on-going salary**
- **Elementary Principal range will receive an additional half percent (0.5%) on-**
- **Steps 1 and 2 will be eliminated**

Confidential employees:

- **The Confidential Salary Schedule (monthly amounts) will receive an on-going two hundred eighty five (\$285) on each salary cell placement**

- 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.

The District may need to reduce the on-going budget by approximately \$26,000 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.

Contingent upon the passage of a Parcel Tax for Employee Compensation in March 2020 and DJUSD's receipt of the related Parcel Tax for Employee Compensation revenue.

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

No Impact in the current year

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

Parcel tax revenue (\$3+ million annually) from the new measure and potential attrition reductions.

- 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 Project Funds.

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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	\$ 3,094,304
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	\$ 3,094,304
	3.1%

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 **November 7, 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.

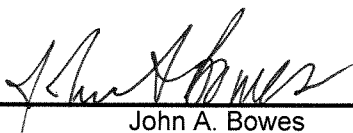
	(Col. 1) Latest Board- approved budget before settlement (10/4/19)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 70,506,081	\$ -	\$ -	\$ 70,506,081
Remaining Revenues (8100-8799)	\$ 25,581,954	\$ -	\$ -	\$ 25,581,954
TOTAL REVENUES	\$ 96,088,035	\$ -	\$ -	\$ 96,088,035
EXPENDITURES				
Certificated Salaries (1000)	\$ 43,660,903	\$ -	\$ -	\$ 43,660,903
Classified Salaries (2000)	\$ 18,888,677	\$ -	\$ -	\$ 18,888,677
Employee Benefits (3000)	\$ 22,639,241	\$ -	\$ -	\$ 22,639,241
Books and Supplies (4000)	\$ 2,804,885	\$ -	\$ -	\$ 2,804,885
Services and Operating Expenses (5000)	\$ 9,614,751	\$ -	\$ -	\$ 9,614,751
Capital Outlay (6000)	\$ 755,995	\$ -	\$ -	\$ 755,995
Other (7000)	\$ 502,735	\$ -	\$ -	\$ 502,735
TOTAL EXPENDITURES	\$ 98,867,187	\$ -	\$ -	\$ 98,867,187
OPERATING SURPLUS (DEFICIT)	\$ (2,779,152)			\$ (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	\$ (3,112,856)			\$ (3,112,856)
BEGINNING BALANCE	\$ 10,523,972			\$ 10,523,972
ENDING BALANCE	\$ 7,411,116			\$ 7,411,116

Disclosure of Collective Bargaining Agreement

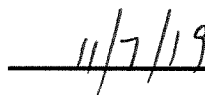
Certification No. 1

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 agreement from July 1, 2020 on-going contingent upon the passage and collection of Parcel Tax revenue



John A. Bowes
District Superintendent



Date



Bruce E. Colby
Chief Business and Operations Officer



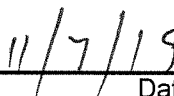
Date

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.



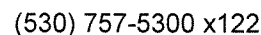
John A. Bowes
District Superintendent



Date

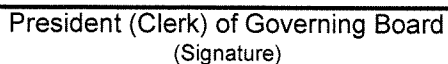


Bruce E. Colby
Chief Business and Operations Officer



Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on November 7, 2019 took action to approve the proposed Agreement for the Administrative Leadership Team (ALT) & Confidential Employees.



(Signature)

