

## DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools, and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25)

### Davis Joint Unified School District

Name of Bargaining Unit: **Davis Teachers Association**    Certificated   X      Classified       

The proposed agreement covers the period beginning July 1, 2020 and ending June 30, 2021 and will be acted upon by the governing board at its meeting on May 20, 2021.

The proposed date of the governing board approval of the budget revisions in accordance with Education Code section 42142 and Government Code section 3547.5 is June 17, 2021. Copies of the board-approved budget revisions and board minutes must be submitted within 45 days. If the board-approved revisions are different from the proposed budget adjustments in Column 3 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

#### A. Proposed Change in Compensation

Please provide a brief narrative of the proposed changes in compensation, including any off-schedule bonuses, stipends, etc.

**One-time stipend of \$2,500 per association member, one paid day of professional development prior to transition to hybrid return to in-person instruction, and 30 hours of self-directed professional learning during the transition to hybrid return to in-person instruction.**

Compensation			Fiscal Impact of Proposed Agreement		
			Current Year 2020-21	Year 2 2021-22	Year 3 2022-23
1.	Current year salary cost before agreement (based on year-to-date actuals through 6/30)	\$38,280,624			
2.	Step & Column – Increase (Decrease) due to movement plus any changes due to settlement	Cost (+/-)	\$0	\$0	\$0
		Percent	0%	0%	0%
3.	Salary Schedule – Increase (Decrease) due to settlement	Cost (+/-)	\$0	\$0	\$0
		Percent	0%	0%	0%
4.	Other Compensation – Increase (Decrease) (Stipends, bonuses, retro pay, etc.)	Cost (+/-)	\$2,173,561	\$0	\$0
		Percent	5.7%	0%	0%
		Description	Stipends/PD		
5.	Statutory Benefits – Increase (Decrease) in STRS, PERS, FICA, WC, UI, Social Security, Medicare, etc.	Cost (+/-)	\$60,408	\$0	\$0
		Percent	0.85%	0%	0%
		Description	statutory taxes		
6.	Health/Welfare Plans – Increase (Decrease) (Medical, dental, vision, life insurance, etc.)	Cost (+/-)	\$0	\$0	\$0
		Percent	0%	0%	0%
		Description			
7.	Total Compensation – Increase (Decrease) (Total Lines 1-5)	Cost (+/-)	\$2,233,969	\$0	\$0
		Percent	5%	0%	0%
8.	Total Number of Represented Employees		555		
9.	Total Compensation Cost for <u>Average</u> Represented Employee - Increase (Decrease)	Cost (+/-)	\$4,118	\$0	\$0
		Percent	5%	0%	0%

10.	Cost of 1% after above compensation (salary and statutory benefits)	\$454,203	\$0	\$0
		0%	0%	0%

Please include comments and explanations as necessary to explain above, including any off-schedule stipends, bonuses, and whether benefits will be capped. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected, and total cost. \_\_\_\_\_

- B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, furlough days, etc.). Include specifics such as amount saved, staff affected, and total cost.

**Not applicable** \_\_\_\_\_

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

**Not applicable** \_\_\_\_\_

- D. Is contingency or restoration language included in the proposed agreement?** If so, include specific areas identified

**Not applicable** \_\_\_\_\_

- E. Source of Funding for Proposed Agreement (both unrestricted and restricted amounts).**  
general fund revenues • special reserve • expenditure reductions • other (please explain)

1. Current Year

**One-time COVID relief funding from Elementary and Secondary School Emergency Relief Fund (ESSER) II, In-Person Instruction Grants, and Expanded Learning Opportunity Grants**

2. How will the ongoing cost of the proposed agreement be funded in future years?  
general fund revenues • special reserve • expenditure reductions • other (lease explain)

**Not applicable**

3. If multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicate which years this agreement will cover. (Remember to include compounding effects in meeting obligations.) (please explain).  
general fund revenues • special reserve • expenditure reductions • other

**Not applicable**

4. What is the impact of this agreement on deficit spending in the current or future years?

**Not applicable**

5. Is this agreement part of a multiyear contract? If so, what specific years are covered?

**No**

6. Does this agreement have reopeners? If so, in what areas?

**Not applicable**

#### **F. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Minimum Reserve Calculation (including the cost of the proposed collective bargaining agreement).

a. Total expenditures, transfers out, and other uses	\$111,921,105
b. State standard minimum reserve percentage for this district	3%
c. State standard minimum reserve amount for this district (line 1 times line 2 or \$50,000 for a district with less than 1,001 ADA)	\$3,357,633

#### **2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)**

a. General Fund Budgeted <u>Unrestricted</u> Designated for Economic Uncertainties	\$3,357,633
b. General Fund Budgeted <u>Unrestricted</u> Unappropriated Amount	\$
c. Special Reserve Fund (207) – Budgeted Designated for Economic Uncertainties	\$
d. Special Reserve Fund (207) – Budgeted Unappropriated Amount	\$
e. Article XIII-B Fund (241) – Budgeted Designated for Economic Uncertainties	\$
f. Article XIII-B Fund (241) – Budgeted Unappropriated Amount	\$
g. Total District Budgeted Unrestricted Reserves	\$3,357,633

3. Do unrestricted reserves meet the state standard minimum reserve amount?

Yes   X   No



## G. Certification

To be signed by the district superintendent and chief business official upon submission to the governing board and by the board president upon formal board action on the proposed agreement.

Signatures of the district superintendent and the chief business official must accompany the copy of the disclosure sent to the county superintendent for review at least five days prior to the board meeting at which the agreement will be ratified.

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 Collective Bargaining Agreement) in accordance with the requirements of AB 1200, AB 2756, and Government Code section 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 this agreement:

 District Superintendent (Signature)	5/17/21 Date
 District Chief Business Official (Signature)	5/17/2021 Date

**After public disclosure of the major provisions contained in this document, the governing board, at the following meeting, took action to approve the proposed Agreement with the Bargaining Unit.**

**Date of board meeting: May 20, 2021**

<b>President, Governing Board</b> (Signature)	<b>Date</b>
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### Impact of Proposed Agreement on Current Year General Fund

	(Col. 1) Latest Board- Approved Budget Before Settlement (as of March 18, 2021)	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) Total Impact on Budget (Cols. 1+2+3)
<b>Revenues</b>				
LCFF/Revenue Limit Sources (8010-8099)	69,941,949			69,941,949
Remaining Revenues (8100-8799)	35,098,161		9,418,071	44,516,232
<b>Total Revenues</b>	105,040,110		9,418,071	114,458,181
<b>Expenditures</b>				
1000 Certificated Salaries	45,745,232	2,301,061		48,046,293
2000 Classified Salaries	18,639,810	1,426,208		20,066,018
3000 Employees' Benefits	23,120,095	190,466		23,310,561
4000 Books & Supplies	5,863,327			5,863,327
5000 Services & Operating Expenses	11,333,139			11,333,139
6000 Capital Outlay	785,322			785,322
7000 Other Outgo	725,502			725,502
<b>Total Expenditures</b>	106,212,427	3,917,735		110,130,162
<b>Operating Surplus (Deficit)</b>	(1,172,316)	5,500,335		4,328,019
<b>Other Sources and Transfers In</b>	542,461			542,461
<b>Other Uses and Transfers Out</b>	1,790,995			1,790,995
<b>Current Year Increase (Decrease) in Fund Balance</b>	(2,420,850)	5,500,335 *		3,079,485
<b>Beginning Balance</b>	9,734,793			9,734,793
<b>Current-Year Ending Balance</b>	7,313,943	5,500,335		12,814,278
<b>Components of Ending Balance:</b>				
Not spendable	67,500			67,500
Restricted	1,107,684	5,500,335		6,608,020
Committed				
Assigned	2,897,854	(116,728)		2,781,125
Unassigned/Unappropriated				
Reserve for Economic Uncertainties	3,240,905	116,728		3,357,633
Unassigned/Appropriated				
Fund 17				

\*If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted, there were revenue revisions as reflected in Col. 3., etc.), explain the variance below.

Please include comments and explanations as necessary, including about LCFF, gap funding, COLA, other revenues, added or reduced staffing, etc.

**The impact since the last Board-approved budget includes receipt of one-time revenues and the cost of agreements for Davis Teachers Association, California School Employees Association, Administrative Leadership Team, and Confidential employees.**