

DJUSD COLLECTIVE BARGAINING DISCLOSURES

JUNE 18, 2015



COLLECTIVE BARGAINING DISCLOSURES



AB 1200 (Chapter 1213/Statutes 1991) requires local educational agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement. Government Code (G.C.) Section 3547.5 states:

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 current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer . . .

The intent of the disclosure is to ensure that the public is aware of the known costs associated with a proposed collective bargaining agreement before it becomes binding on the district.

COLLECTIVE BARGAINING DISCLOSURES



Key Disclosure items

1. Cost of the agreement
2. Sources of funding
3. Certification by Superintendent & CBO

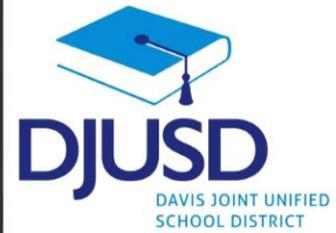
COLLECTIVE BARGAINING DISCLOSURES



Davis Teacher Association (DTA)

- 4% one-time payment in 2014-15
- 2% on-going salary increase in 2015-16
- 1% one-time payment in 2015-16
- 2% on-going salary increase for 2016-17
- Salary schedule to start new teachers at \$41,676 and addition of a 25th step
- Up to four (4) total days of professional development from the date of contract ratification through August 30, 2017;
 - *(4 days the equivalent to 2%)*

COLLECTIVE BARGAINING DISCLOSURES



Davis Teacher Association (DTA)

■ Cost

- 2014-15 \$1.4m
- 2015-16 \$1.6m
- 2016-17 \$1.9m

■ Sources

- 2014-15 General Fund reserves and State one-time discretionary funds
- 2015-16 on-going from State LCFF growth funding specifically the 2015-16 proposed State budget and Department of Finance (DOF) projections for 2016-17.

COLLECTIVE BARGAINING DISCLOSURES



CSEA

- 4% one-time payment in 2014-15
- 2% on-going salary increase in 2015-16
- 1% one-time payment in 2015-16
- 2% on-going salary increase for 2016-17
- Additional professional growth increment (step)
- The equivalent of four (4) days of professional development opportunities to be taken during the 2015-2017 school years
 - *(4 days the equivalent to 2%)*

COLLECTIVE BARGAINING DISCLOSURES



CSEA

■ Cost

- 2014-15 \$0.7m
- 2015-16 \$0.7m
- 2016-17 \$0.9m

■ Sources

- 2014-15 General Fund reserves and State one-time discretionary funds
- 2015-16 on-going from State LCFF growth funding specifically the 2015-16 proposed State budget and Department of Finance (DOF) projections for 2016-17.

COLLECTIVE BARGAINING DISCLOSURES



ALT (Administrative Leadership Team)

- 4% one-time payment in 2014-15
- 2% on-going salary increase in 2015-16
- 1% one-time payment in 2015-16
- 2% on-going salary increase for 2016-17
- Additional longevity step of 2% after 7 years
- Up to four (4) total days of professional development
 - (4 days the equivalent to 2%)

COLLECTIVE BARGAINING DISCLOSURES



ALT (Administrative Leadership Team)

■ Cost

- 2014-15 \$196k
- 2015-16 \$211k
- 2016-17 \$262k

■ Sources

- 2014-15 General Fund reserves and State one-time discretionary funds
- 2015-16 on-going from State LCFF growth funding specifically the 2015-16 proposed State budget and Department of Finance (DOF) projections for 2016-17.

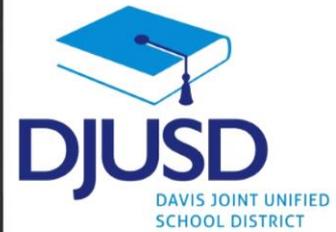
COLLECTIVE BARGAINING DISCLOSURES



Confidential Employees

- 4% one-time payment in 2014-15
- 1% one-time payment in 2015-16
- Additional step & restructure of longevity steps
 - 2.5% after 3, 6, 9, and 12 years
 - Up to four (4) total days of professional development
 - (4 days the equivalent to 2%)

COLLECTIVE BARGAINING DISCLOSURES



Confidential Employees

■ Cost

- 2014-15 \$19k
- 2015-16 \$29k
- 2016-17 \$11k

■ Sources

- 2014-15 General Fund reserves and State one-time discretionary funds
- 2015-16 on-going from State LCFF growth funding specifically the 2015-16 proposed State budget and Department of Finance (DOF) projections for 2016-17.

COLLECTIVE BARGAINING DISCLOSURES



Contract Administrators*

- 4% one-time payment in 2014-15
- 2.27% on-going salary increase in 2015-16
- 1% one-time payment in 2015-16
- 2% on-going salary increase for 2016-17

*Superintendent & Associate Superintendents

COLLECTIVE BARGAINING DISCLOSURES



Contract Administrators

■ Cost

- 2014-15 \$30k
- 2015-16 \$24k
- 2016-17 \$32k

■ Sources

- 2014-15 General Fund reserves and State one-time discretionary funds
- 2015-16 on-going from State LCFF growth funding specifically the 2015-16 proposed State budget and Department of Finance (DOF) projections for 2016-17.

COLLECTIVE BARGAINING DISCLOSURES



Total Costs Summary

	2014-15	2015-16	2016-17
DTA	\$1.4m	\$1.6m	\$1.9m
CSEA	\$0.7m	\$0.7m	\$0.9m
ALT/Confidential	\$0.2m	\$0.2m	\$0.3m
Contract Admin.	\$30K	\$24k	\$32K
Total Cost Impact	\$2.3m	\$2.5m	\$3.1m