

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)**

The proposed agreement covers the period beginning **Jul 1, 2014**  
and ending **Jun 30, 2017**

and will be acted upon by the Governing Board at its meeting on **Jun 18, 2015**

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

**\$ 49,004**

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	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
1	Salary Schedule - Increase(Decrease)	\$ -	\$ 98,008	\$ 197,976		2.00%	4.04%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	\$ 11,201	\$ 26,126	\$ 26,649	0.23%	0.53%	0.54%
3	Other Compensation ( complete description below)	\$ 196,016	\$ 98,008	\$ 49,004	4.00%	2.00%	1.00%
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>	\$ 207,217	\$ 222,142	\$ 273,629	4.23%	4.53%	5.58%
7	Total Number of Represented Employees	41.10	41.10	41.10			
8	Total Compensation Cost for Average Employee - Increase (Decrease)	\$ 5,041.78	\$ 5,404.92	\$ 6,657.64			

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

**4% one-time off schedule bonus payment 2015.**

**1% one-time off schedule bonus payment 2016.**

**The equivalent of four (4) days of professional development opportunities to be taken during the 2015-2017 school years (equivalent to 2%, 50% taken Year 2, 50% Year 3).**

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

If yes, please explain:

**An additional 2% longevity step after 7 years in an ALT position.**

- 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.

***A 4% one-time payment in 2014-2015, payable by July 10, 2015.***

***A 2% on schedule salary increase for 2015-16, effective July 1, 2015.***

***A 1% one-time payment in 2015-2016, which will be paid at the first available pay cycle.***

***A 2% on-going salary increase for 2016-17, effective July 1, 2016***

***An additional 2% longevity step after 7 years in an ALT position***

***The equivalent of four (4) days of professional development opportunities to be taken during the 2015-2017 school years (equivalent to 2%)***

- 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:

***Fund balance reserves and State one-time discretionary funds***

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

***State LCFF growth funding specifically the 2015-16 proposed State budget and Department of Finance (DOF) projections for 2016-17.***

- 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.***

**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

## 1. State Reserve Standard

a. Total expenditures, transfers out, and uses (including cost of	\$ 75,851,093
b. State Standard Minimum EUR Percentage for this district	3%
c. State Standard Minimum EUR amount for this district	2,275,533
<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	\$ 2,275,533
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	\$ 2,275,532.79

## 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 **June 18, 2015**

*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 (04/16/15)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 53,513,379	\$ -	\$ -	\$ 53,513,379
Remaining Revenues (8100-8799)	\$ 20,203,583	\$ -	\$ -	\$ 20,203,583
<b>TOTAL REVENUES</b>	\$ 73,716,962	\$ -	\$ -	\$ 73,716,962
<b>EXPENDITURES</b>				
Certificated Salaries (1000)	\$ 36,103,000	\$ 127,836	\$ -	\$ 36,230,836
Classified Salaries (2000)	\$ 14,864,937	\$ 42,613	\$ -	\$ 14,907,550
Employee Benefits (3000)	\$ 10,804,734	\$ 25,567	\$ -	\$ 10,830,301
Books and Supplies (4000)	\$ 4,510,046	\$ -	\$ -	\$ 4,510,046
Services and Operating Expenses (5000)	\$ 8,658,894	\$ -	\$ -	\$ 8,658,894
Capital Outlay (6000)	\$ 151,688	\$ -	\$ -	\$ 151,688
Other (7000)	\$ 255,437	\$ -	\$ -	\$ 255,437
<b>TOTAL EXPENDITURES</b>	\$ 75,348,736	\$ 196,016	\$ -	\$ 75,544,752
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (1,631,774)			\$ (1,827,790)
Other Sources and Transfers In	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out	\$ 306,341	\$ -	\$ -	\$ 306,341
<b>INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (1,938,115)			\$ (2,134,131)
<b>BEGINNING BALANCE</b>	\$ 9,980,716			\$ 9,980,716
<b>ENDING BALANCE</b>	\$ 8,042,601			\$ 7,846,585

**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 Administrative Leadership Team (ALT) agreement.  
during the term of the agreement from July 1, 2014 up to and including June 30, 2017.**

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Winfred B. Roberson  
District Superintendent

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Date

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Bruce E. Colby  
Associate Superintendent, Business Services

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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.

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Winfred B. Roberson  
District Superintendent

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Date

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Bruce E. Colby  
Associate Superintendent, Business Services

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(530) 757-5300 x122  
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 18, 2015 took action to approve the proposed Agreement for the Administrative Leadership Team (ALT).

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President (Clerk) of Governing Board  
(Signature)

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Date