

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, 2017
and ending Jun 30, 2019

and will be acted upon by the Governing Board at its meeting on Apr 19, 2018

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

\$ 65,214

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	2017-18	2018-19	2019-20	2017-18	2018-19	2019-20
1	Salary Schedule - Increase(Decrease)	\$ 228,249	\$ 228,249	\$ 228,249	3.50%	3.50%	3.50%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	\$ 11,920	\$ 11,920	\$ 11,920	0.18%	0.18%	0.18%
3	Other Compensation (complete description below)	\$ -	\$ 134,993	\$ -		2.07%	
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	Total Compensation	\$ 240,169	\$ 375,162	\$ 240,169	3.68%	5.75%	3.68%
7	Total Number of Represented Employees	53.80	53.80	53.80			
8	Total Compensation Cost for Average Employee - Increase (Decrease)	\$ 4,464	\$ 6,973	\$ 4,464			

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

3.5% on-schedule increase 2017-18 retroactive to July 1, 2017
2% one-time off schedule bonus payment 2018-19.

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

If yes, please explain:

New range for vacant Budget and Accounting Mgr/Supervisor

- 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

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.

ALT and Confidential employees will receive:

- ***A 3.5% on-going salary increase in 2017-18, effective July 1, 2017***
- ***A 2% one-time payment in 2018-19, after first payroll in September***

- B. Proposed negotiated changes in non-compensation items (e.g. class size adjustments, staff development days, teacher prep time, etc.

Restructure of ALT Salary schedule for workday and range changes (reclassifications) to :

See attached restructure appendix

- 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 through staff attrition and department /program reductions in future years to maintain unrestricted reserves at or above 6%.

- 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:

General Fund 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 2018-19 proposed State budget and Department of Finance (DOF) projections, General Fund reserves, and State one-time discretionary funds 2018-19.

- 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.***

Disclosure of Collective Bargaining Agreement

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)	\$	96,112,378
b. State Standard Minimum EUR Percentage for this district		3%
c. State Standard Minimum EUR amount for this district		2,883,371
<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	\$	5,332,144
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	\$	5,332,144
		5.5%

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 **April 19, 2018**

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 (04/19/18)	(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)	\$ 64,100,064	\$ -	\$ -	\$ 64,100,064
Remaining Revenues (8100-8799)	\$ 25,597,531	\$ -	\$ -	\$ 25,597,531
TOTAL REVENUES	\$ 89,697,595	\$ -	\$ -	\$ 89,697,595
EXPENDITURES				
Certificated Salaries (1000)	\$ 42,052,312	\$ 148,858	\$ -	\$ 42,201,170
Classified Salaries (2000)	\$ 17,848,392	\$ 49,620	\$ -	\$ 17,898,012
Employee Benefits (3000)	\$ 19,340,244	\$ 29,772	\$ -	\$ 19,370,016
Books and Supplies (4000)	\$ 6,139,333	\$ -	\$ -	\$ 6,139,333
Services and Operating Expenses (5000)	\$ 9,221,248	\$ -	\$ -	\$ 9,221,248
Capital Outlay (6000)	\$ 871,958	\$ -	\$ -	\$ 871,958
Other (7000)	\$ 254,420	\$ -	\$ -	\$ 254,420
TOTAL EXPENDITURES	\$ 95,727,906	\$ 228,250	\$ -	\$ 95,956,156
OPERATING SURPLUS (DEFICIT)	\$ (6,030,311)			\$ (6,258,561)
Other Sources and Transfers In	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out	\$ 156,222	\$ -	\$ -	\$ 156,222
INCREASE (DECREASE) IN FUND BALANCE	\$ (6,186,533)			\$ (6,414,783)
BEGINNING BALANCE	\$ 12,896,978			\$ 12,896,978
ENDING BALANCE	\$ 6,710,445			\$ 6,482,195

Note: Latest approved budget revisions after the impacts of the DTA and CSEA agreements.

Appendix:

ADMINISTRATIVE LEADERSHIP TEAM SALARY SCHEDULE RESTRUCTURE

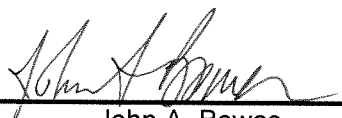
POSITION	TITLE	DAY CHANGE	PER DIEM CHANGE	SALARY CHANGE
Director I	Director of Student Support Services	-2	Incr.	None
Director I	Director of Instructional Technology & Learning	-2	Incr.	\$3,000
Director I	Director of Special Education	-2	Incr.	None
Director I	Director of Curriculum, Assessment & Learning	-2	Incr.	None
Director I	Director of Personnel Services	-2	Incr.	None
Director I	Director of Facilities, Maintenance and Operations	-2	Incr.	\$3,000 (non-general fund)
Director II	Director of Fiscal Services	-2	Incr.	None
Director II	Director of Student Nutrition Services	-2	Incr.	\$9,000 (non-general fund)
Manager I	Manager of Student Services	-2	Incr.	None
Manager I	Manager of Technology Support	-2	Incr.	None
Manager II	Public Information Officer	-2	Incr.	None
Manager II	Manager of Maintenance & Operations	-2	Incr.	None
Manager II - Crisis	Crisis Guidance Manager	-2	Incr.	None
Manager III	Supervisor of Accounting and Budget	-2	Incr.	up to \$9,000 dependent upon new hire placement
Manager IV	Supervisor of Custodial Services	-2	Incr.	None
Manager IV	Supervisor of Student Nutrition Services	-2	Incr.	None
High School Principal I	Principal Davis Senior High School	-2	Incr.	None
High School Principal II	Principal of Da Vinci Charter Academy	-2	Incr.	None
Athletic Director	Athletic Director	+6	None	\$3,000 (increased workload parcel tax funded position)
Coordinator	Coordinator of School Climate Activities	-2	Incr.	None
Systems Administrator	Student Information Systems Administrator	-2	Incr.	None
Coordinator - Facilities	District Performing Arts Facilities Coordinator	-2	Incr.	None
Manager/Analyst	Energy Manager	-2	Incr.	None

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 agreements from July 1, 2017 up to and including June 30, 2019.



John A. Bowes
District Superintendent

4/17/18

Date



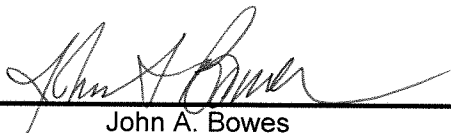
Bruce E. Colby
Chief Business and Operations Officer

4-17-18

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

4/17/18

Date



Bruce E. Colby
Chief Business and Operations Officer

(530) 757-5300 x122

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on April 19, 2018 took action to approve the proposed Agreement for the Administrative Leadership Team (ALT) & Confidential Employees.

President (Clerk) of Governing Board
(Signature)

Date