

PUBLIC 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)

Name of Bargaining Unit: AUTO - Arena Union Teacher's Organization
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2017 and ending: June 30, 2018
 (date) (date)

The Governing Board will act upon this agreement on: August 9, 2017
 (date)

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.

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY 17-18	Fiscal Impact of Proposed Agreement					
		Year 1	Increase/(Decrease)	Year 2	Increase/(Decrease)		
		FY 17-18	FY 17-18	FY 18-19	FY 19-20		
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 1,115,543	\$ -	0.00%	\$ 27,292	2.45%	n/a	#VALUE!
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	#DIV/0!	\$ -	#DIV/0!	n/a	#VALUE!
Description of other compensation						n/a	
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 219,273	\$ -	0.00%	\$ 5,373	2.45%	n/a	#VALUE!
4 Health/Welfare Plans	\$ 254,160	\$ 8,131	3.20%	\$ (8,131)	-3.20%	\$ -	0.00%
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 1,588,976	\$ 8,131	0.51%	\$ 24,534	1.54%	#VALUE!	#VALUE!
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -		\$ 15,448		n/a	
7 Total Number of Represented Employees (Use FTEs if appropriate)	19.00						
8 Total Compensation Average Cost per Employee	\$ 83,630	\$ 428	0.51%	\$ 1,291	1.54%	#VALUE!	#VALUE!
9 Cost of 1% after above compensation (salary and statutory benefits)	\$ 15,890	\$ 81	0.51%	\$ 245	1.54%	#VALUE!	#VALUE!

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

A.
continued

Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. 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.

The Proposed Agreement is for the Certificated AUTO - Arena Union Teacher's Organization to have, in 2017-18, the Health & Welfare cap raised from \$14,120 to \$14,571.72 for one year only; then, in the 2018-19 year have the Health & Welfare cap lowered from \$14,571.72 back to \$14,120 plus a 0.7% percentage salary raise to the AUTO salary schedule.

Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes No

If yes, please describe the cap amount.

Per the negotiated agreement, Health and Welfare is capped at \$14,571.72 per employee in 2017-18, and \$14,120 per employee in 2018-19 and beyond.

B.

Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.

The number of Personal Necessity Days increasing from 3 days to 5 days - where all 5 are no-tell days. The total number of accrued sick/personal days will not increase, it's just the number of sick days that are allowed to be no-tell days will increase. There is no financial impact as a result.

C.

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

The salary and benefit impact adds to the projected deficits in 2017-18, 2018-19, and 2019-20 thereby increasingly depleting the district's ending fund balance each year. As a result, reductions in spending likely need to occur.

D.

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

No

E.

Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year.

General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)

1. Current Year:

General Fund Revenues will be the source of funding for the proposed agreement, as well as General Fund Reserves and Expenditure Reductions (if necessary).

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

General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)

General Fund Revenues will be the source of funding for the proposed agreement, as well as General Fund Reserves and Expenditure Reductions (if necessary).

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Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

- E. 3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicate which
Continued General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)

The Proposed Agreement is a two-year multi-year agreement (2017-18 to 2018-19). General Fund Revenues will be the source of funding for the proposed agreement, as well as General Fund Reserves and Expenditure Reductions (if necessary).

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

Based on projections known at the current time, this agreement is expected to increase the deficit by approximately \$8k in the 2017-18 year, \$11k (\$26k-\$15k) in the 2018-19 year with continued impact of approximately this amount beyond 2018-19.

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

The Proposed Agreement is a two-year multi-year agreement (2017-18 to 2018-19).

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

N/A

7. Other Comments:

None

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:	same groups as listed on Page 1			
	Column 1 Board Approved Budget date: June 21, 2017	Column 2 Adjustments as of Result of Settlement	Column 3 Other Revisions	Column 4 Total Impact on Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue Limit Source (8010-8099)	\$ 6,185,034	\$ -	\$ -	\$ 6,185,034
Remaining Revenues (8100-8799)	\$ 1,430,070	\$ -	\$ -	\$ 1,430,070
TOTAL REVENUES	\$ 7,615,104	\$ -	\$ -	\$ 7,615,104
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 2,404,545	\$ -	\$ -	\$ 2,404,545
Classified Salaries (2000-2999)	\$ 1,565,442	\$ -	\$ -	\$ 1,565,442
Employee Benefits (3000-3999)	\$ 2,027,936	\$ 8,131	\$ -	\$ 2,036,067
Books and Supplies (4000-4999)	\$ 369,170	\$ -	\$ -	\$ 369,170
Services, Other Operating Expenses (5000-5999)	\$ 887,438	\$ -	\$ -	\$ 887,438
Capital Outlay (6000-6599)	\$ 94,156	\$ -	\$ -	\$ 94,156
Other Outgo (7100-7299) (7400-7499)	\$ 1,250	\$ -	\$ -	\$ 1,250
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 7,349,936	\$ 8,131	\$ -	\$ 7,358,067
Operating Surplus (Deficit)	\$ 265,168	\$ (8,131)	\$ -	\$ 257,037
Transfers In & Other Sources (8910-8979)	\$ 34,123	\$ -	\$ -	\$ 34,123
Transfers Out & Other Uses (7610-7699)	\$ 562,216	\$ -	\$ -	\$ 562,216
Contributions (8980-8999) <i>should = 0</i>	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (262,924)	\$ (8,131)	\$ -	\$ (271,055)
		<i>see below</i>		
BEGINNING BALANCE	\$ 1,623,386	\$ 1,360,462	\$ 1,352,331	\$ 1,623,386
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -	\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,360,462	\$ 1,352,331	\$ 1,352,331	\$ 1,352,331
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9130)	\$ 3,150	\$ 3,150	\$ 3,150	\$ 3,150
Restricted	\$ 51,301	\$ 51,301	\$ 51,301	\$ 51,301
Assigned	\$ 362,085	\$ 353,954	\$ 353,954	\$ 353,954
Reserve for Economic Uncertainties (9789)	\$ 943,925	\$ 943,925	\$ 943,925	\$ 943,925
Unappropriated Amount (9790)	\$ 0	\$ 0	\$ 0	\$ 0
Fund 17	\$ -	\$ -	\$ -	\$ -

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e. increase was partially budgeted), explain the variance below:

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Child Development Fund 12

Enter Bargaining Unit:

same groups as listed on Page 1

	Column 1 Latest Board Approved Budget before settlement as of: <i>June 21, 2017</i>	Column 2 Adjustments as of Result of Settlement	Column 3 Other Revisions	Column 4 Total Impact on Budget Cols 1+2+3
REVENUES				
LCFF Revenue Limit Source (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 113,185	\$ -	\$ -	\$ 113,185
TOTAL REVENUES	\$ 113,185	\$ -	\$ -	\$ 113,185
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 1,550	\$ -	\$ -	\$ 1,550
Classified Salaries (2000-2999)	\$ 68,080	\$ -	\$ -	\$ 68,080
Employee Benefits (3000-3999)	\$ 46,818	\$ 452	\$ -	\$ 47,270
Books and Supplies (4000-4999)	\$ 4,250	\$ -	\$ -	\$ 4,250
Services, Other Operating Expenses (5000-5999)	\$ 600	\$ -	\$ -	\$ 600
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 121,298	\$ 452	\$ -	\$ 121,750
Operating Surplus (Deficit)	\$ (8,113)	\$ (452)	\$ -	\$ (8,564)
Transfers In & Other Sources (8910-8979)	\$ 8,113	\$ 452	\$ -	\$ 8,565
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 0	\$ 0	\$ -	\$ 0
BEGINNING BALANCE				
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -	\$ -
CURRENT-YEAR ENDING BALANCE	\$ 0	\$ 0	\$ 0	\$ 0
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9130)	\$ -	\$ -	\$ -	\$ -
Restricted	\$ -	\$ -	\$ -	\$ -
Assigned	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ 0	\$ 0	\$ 0	\$ 0

G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Multi-Year Projection
General Fund 01**

Enter Bargaining Unit: **same groups as listed on Page 1**

	Year 1	Year 2	Year 3
	FY: 2017-18	FY: 2018-19	FY: 2019-20
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue Limit Sources (8010-8099)	\$ 6,185,034	\$ 6,270,611	\$ 6,357,503
Remaining Revenues (8100-8799)	\$ 1,430,070	\$ 1,273,525	\$ 1,216,987
TOTAL REVENUES	\$ 7,615,104	\$ 7,544,136	\$ 7,574,490
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 2,404,545	\$ 2,457,635	\$ 2,487,497
Classified Salaries (2000-2999)	\$ 1,565,442	\$ 1,600,256	\$ 1,631,984
Employee Benefits (3000-3999)	\$ 2,036,067	\$ 2,138,337	\$ 2,236,508
Books and Supplies (4000-4999)	\$ 369,170	\$ 412,439	\$ 406,439
Services, Other Operating Expenses (5000-5999)	\$ 887,438	\$ 782,016	\$ 774,266
Capital Outlay (6000-6999)	\$ 94,156	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 1,250	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 7,358,067	\$ 7,390,683	\$ 7,536,695
Operating Surplus (Deficit)	\$ 257,037	\$ 153,453	\$ 37,794
Transfers In & Other Sources (8910-8979)	\$ 34,123	\$ 42,360	\$ 63,540
Transfers Out & Other Uses (7610-7699)	\$ 562,216	\$ 361,927	\$ 374,873
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (271,055)	\$ (166,114)	\$ (273,538)
BEGINNING BALANCE	\$ 1,623,386	\$ 1,352,331	\$ 1,186,216
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,352,331	\$ 1,186,216	\$ 912,678
COMPONENTS OF ENDING BALANCE:			
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$ 54,451	\$ 29,451	\$ 29,451
Reserved for Economic Uncertainties (9770)	\$ 943,925	\$ 943,925	\$ 883,227
Board Designated Amounts - Assigned (9775-9780)	\$ 353,954	\$ 212,840	\$ -
Unappropriated Amounts (9790)	\$ 0	\$ 0	\$ (0)

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

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

	Year 1	Year 2	Year 3
a. Total Expenditures, Transfers Out, and other uses	\$ 7,920,282.79	\$ 7,752,609.71	\$ 7,911,567.71
b. State standard minimum reserve percentage for this district (<i>use drop down list</i>)	4%	4%	4%
c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000; 1% ADA > 400,001	\$ 316,811.31	\$ 310,104.39	\$ 316,462.71

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

a. General Fund Combined Ending Balance	\$ 1,352,330.56	\$ 1,186,216.46	\$ 912,678.31
b. Special Reserve Fund (17) Ending Balance	\$ 80,000.00	\$ 120,000.00	\$ 160,000.00
COMPONENTS OF ENDING FUND BALANCE			
c. Nonspendable (Revolving cash, prepaid, etc.)	\$ 3,150.00	\$ 3,150.00	\$ 3,150.00
d. Restricted	\$ 51,301.38	\$ 26,301.38	\$ 26,301.38
e. Committed	\$ -	\$ -	\$ -
f. Assigned	\$ 433,954.18	\$ 332,840.08	\$ 160,000.00
g. Reserve for Economic Uncertainty	\$ 943,925.00	\$ 943,925.00	\$ 883,226.93
h. Unassigned and Unappropriated	\$ -	\$ -	\$ -
Subtotal Assigned, Unassigned & Unappropriated	\$ -	\$ -	\$ -
Total Components of Ending Fund Balance	\$ 1,432,330.56	\$ 1,306,216.46	\$ 1,072,678.31
Assigned & Unassigned balances above the minimum reserve requirement	\$ 1,061,067.87	\$ 966,660.70	\$ 726,764.22

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

Line 21 > Line 8 (will calculate)

Yes	No	Yes	No	Yes	No
X		X		X	

If "No", how do you plan to restore?

N/A

If "Yes" and reserves are higher than State required REU (line 8), please substantiate need to have higher reserves.

Higher reserves are necessary for the following reasons:

- legal reserve, facility reserve, reserve for economic uncertainty
- strategic goal #1 academics, strategic goal #2 health & safety, strategic goal #3 technology, strategic goal #4 community outreach
- continuous technology replenishment and upgrades
- cycle adoption textbooks and curricula
- large transportation department purchases and repairs
- ongoing maintenance department expenditures (HVAC, floors, painting, etc.)
- new tech network expenditures

I. 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 ten (10) 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:

[Signature line]

District Superintendent
(Signature)

[Date line]

Date

[Signature line]

District Chief Business Official
(Signature)

[Date line]

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 Certificated AUTO - Arena Union Teacher's Organization Bargaining Units. and the other following groups: n/a

Date of Board meeting: August 9, 2017

[Signature line]

President, Governing Board
(Signature)

[Date line]

Date