

**Summary of Proposed Collective Bargaining/Salary Agreement
Between
Mark Twain Union Elementary School District
and
Angels Copper Educators (ACE)**

PUBLIC DISCLOSURE

TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS:

In compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213), GC 3547.5 (Statutes of 2004, Chapter 25) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

The agreement was publicly disclosed on : November 8, 2018

Section 1: Period of Agreement

The proposed agreement covers the period beginning 7/1/2017 and ending 6/30/2018
and will be acted upon by the Governing Board at its meeting on November 8, 2018

Section 2: Status of Bargaining Unit Agreements

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status.

Certificated	ACE Members	Settled	42.75 Employees Represented
Classified	CSEA Members	Pending Settlement	45.85 Employees Represented
Superintendent & Principals	Unrepresented	Pending Settlement	3 Employees
Classified - Management & Confidential	Unrepresented	Pending Settlement	5 Employees

Section 3: Proposed Changes in Compensation

Compensation General Fund & Cafeteria Fund	2018-2019 Costs prior to Proposed Agreement	Fiscal Impact of Proposed Agreement			
		Current Year Increase		Year 2 Increase 2019-20	Year 3 Increase 2020-21
		2017-18*	2018-19		
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6)	\$ 2,608,627.00	\$ 52,913.00	\$ 51,514.00	\$ 53,307.00	\$ 54,457.00
		2.03%	1.97%	2.00%	2.05%
2 Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, etc	\$ 223,408.00	\$ 528.00	\$ 596.00	\$ 615.00	\$ 624.00
		0.24%	0.27%	0.27%	0.28%
Description of other compensation					
3 Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare	\$ 797,154.00	\$ 9,905.00	\$ 10,407.00	\$ 11,764.00	\$ 12,552.00
		1.24%	1.31%	1.46%	1.55%
4 Health/Welfare Plans	\$ 419,459.00	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%	0.00%
5 Total Compensation Add Items 1 thru 4 to equal 5	\$ 4,048,648.00	\$ 63,346.00	\$ 62,517.00	\$ 65,686.00	\$ 67,633.00
		1.56%	1.54%	1.60%	1.65%
6 Step and Column Due to movement plus any changes due to settlement. This is a subset of Item No. 1					
7 Total Number of Represented Employees (Use FTEs if appropriate)	42.75	42.75	42.75	42.75	42.75
8 Total Compensation Cost for Average Employee	\$ 94,705.22	\$1,481.78	\$1,462.39	\$1,536.51	\$1,582.06
		1.56%	1.54%	1.60%	1.65%

* Increase represents 2017-18 retro paid in 2018-19

Section 4: Questions Regarding Proposal

1 What was the negotiated percentage increase approved?

For example, if the increase in "Year 1" was for less than a full year, what was the percentage increase given, what is the effective date of the increase, and what is the annualized percentage increase for "Year 1"?

Ongoing salary increase of two percent on the 2017-2018 salary schedule, increase retroactive to July 1, 2017. The 2% shall not be applied to the Stipend Schedule. This raise shall apply to those certificated employees who were are employed by the District on July 1, 2017.

Effective July 1, 2018, on November 1 of each school year, the District shall award a stipend of \$1000 per school year for each full-time Special Education certificated employee who is assigned to manage a caseload greater than 28 students.

Effective July 1, 2018, on November 1 of each school year, the District shall determine the class size for teachers of grades TK-3. If the class size exceeds 24, the District shall award that teacher a stipend of \$1000.

2 Were any additional steps, columns, or ranges added to the schedules? (If yes, explain)

NONE

3 Proposed Negotiated Changes in Non-Compensation Items (class size adjust, staff development days, teacher prep time)

Speech and Language Pathologists are now represented by ACE. .

Teachers are required to report to work 30-minutes before school starts and remain on duty for 7-hours, which does not include a 30-minute duty free lunch.

A unit member may not begin receiving hourly compensation until the end of his or her 7-hour contract workday.

An employee may use his or her current and accrued Sick Leave (not including Differential Paid Leave) in cases of personal necessity.

4 What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs

NONE

5 What contingency language is included in the proposed agreement?

NONE

6 Identify other major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.

NONE

Section 5: Source of Funding

1 Current Year

Current year LCFF funding and unrestricted general fund reserves

2 Is this a single year agreement, how will the ongoing cost of the proposed agreement be funded in future years (What will allow the district to afford this contract?)

Subsequent year LCFF funding and unrestricted general fund reserves. Current General Fund reserves are sufficient to fund this agreement for the current year and two subsequent years.

3 If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?

NA

Section 6: Proposed Agreement Impact on the Current Year

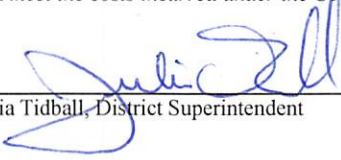
General Fund	Latest Board Approved Budget	Agreement Adjustments	Other Budget Adjustments	New Revised Budget
OPERATING REVENUES				
REVENUE LIMIT SOURCES (8010-8099)	7,228,014			7,228,014
REMAINING REVENUES	1,102,478		22,340	1,124,818
TOTAL	8,330,492	0	22,340	8,352,832
OPERATING EXPENDITURES				
1000 CERTIFICATED SALARY	3,125,543	105,551	16,187	3,247,281
2000 CLASSIFIED SALARY	1,387,358		36,908	1,424,266
3000 BENEFITS	1,931,948	20,312	67,374	2,019,634
4000 INSTRUCTIONAL SUPPLIES	324,617		(5,538)	319,079
5000 CONTRACTED SERVICES	1,149,936		106,145	1,256,081
6000 CAPITAL OUTLAY	10,502			10,502
7000 OTHER	172,080		78,231	250,311
TOTAL	8,101,984	125,863	299,307	8,527,154
OPERATING SURPLUS (DEFICIT)				
OTHER SOURCES AND TRANSFERS IN	0			0
OTHER USES AND TRANSFERS OUT	(100,000)			(100,000)
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE				
	128,508	(125,863)	(276,967)	(274,322)
BEGINNING BALANCE	1,782,860			1,782,860
ENDING BALANCE	1,911,368	(125,863)	(276,967)	1,508,538
COMPONENTS OF ENDING BALANCE:				
Revolving Cash	1,500			1,500
Restricted Amounts (Obj 9740)	47,318			47,318
Reserved for Economic Uncertainties (Obj 9770)	328,079	5,035	11,972	345,086
Other Designated Amounts (Obj 9780)	38,503			38,503
Unappropriated Amounts (Obj 9790)	1,495,968	(130,898)	(288,939)	1,076,131
ENDING BALANCE	1,911,368	(125,863)	(276,967)	1,508,538

Section 7: Proposed Agreement Impact on Current Year Unrestricted Reserves

1 State Reserve Standard			
Total Expenditures, Transfers Out and Uses			\$ 8,627,154
State Standard Minimum Reserve Percentage For District			4%
State Standard Minimum Reserve Amount			\$ 345,086
2 Budgeted Unrestricted Reserved			
General Fund Budgeted Unrestricted Designated for Economic Uncertainties	Object 9770		\$ 345,086
General Fund Budgeted Unrestricted Other Designated Amounts	Object 9780		38,503
General Fund Budgeted Unrestricted Unappropriated Amount	Object 9790		1,076,131
Special Reserve Fund (17) Budgeted Designated for Economic Uncertainties	Object 9770		NA
Total District Budgeted Unrestricted Reserves			\$ 1,459,720
3 Do unrestricted reserves meet the state standard minimum reserve amount?			
	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	

Section 8: CERTIFICATION

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement.



Julia Tidball, District Superintendent 11/8/18
Date



Roy Blair, Director of Business Services 11/8/18
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on, November 8, 2018 took action to approve the proposed Agreement with the Angels Camp Educators Bargaining Unit 'and adopted the new budget figures as calculated per the agreement.



Kendall York
President, Governing Board 11/8/18
(Signature) Date

Section 9: Multi Year Projection (General Fund)

General Fund	2018-19 Board Adopted Budget	2018-19 Budget Changes	2018-19* Revised Budget	2019-20* Budget Projection	2020-21* Budget Projection
OPERATING REVENUES					
REVENUE LIMIT SOURCES (8010-8099)	7,228,014	0	7,228,014	7,408,677	7,468,594
REMAINING REVENUES	1,102,478	22,340	1,124,818	831,375	832,334
TOTAL	8,330,492	22,340	8,352,832	8,240,052	8,300,928
OPERATING EXPENDITURES					
1000 CERTIFICATED SALARY	3,125,543	121,738	3,247,281	3,282,437	3,350,941
2000 CLASSIFIED SALARY	1,387,358	36,908	1,424,266	1,427,032	1,469,487
3000 BENEFITS	1,931,948	87,686	2,019,634	2,052,920	2,140,092
4000 INSTRUCTIONAL SUPPLIES	324,617	(5,538)	319,079	319,079	319,079
5000 CONTRACTED SERVICES	1,149,936	106,145	1,256,081	1,256,081	1,256,081
6000 CAPITAL OUTLAY	10,502	0	10,502	0	0
7000 OTHER	172,080	78,231	250,311	250,000	250,000
TOTAL	8,101,984	425,170	8,527,154	8,587,549	8,785,680
OPERATING SURPLUS (DEFICIT)	228,508	(402,830)	(174,322)	(347,497)	(484,752)
OTHER SOURCES AND TRANSFERS IN	0	0	0	0	0
OTHER USES AND TRANSFERS OUT	(100,000)	0	(100,000)	(100,000)	(100,000)
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE					
	128,508	(402,830)	(274,322)	(447,497)	(584,752)
BEGINNING BALANCE	1,782,860	0	1,782,860	1,508,538	1,061,041
ENDING BALANCE	1,911,368	(402,830)	1,508,538	1,061,041	476,289
COMPONENTS OF ENDING BALANCE:					
Revolving Cash	1,500	0	1,500	1,500	1,500
Restricted Amounts (Obj 9740)	27,619	0	27,619	41,402	41,032
Reserved for Economic Uncertainties (Obj 9770)	328,079	17,007	345,086	347,502	355,427
Other Designated Amounts (Obj 9780)	1,886	0	1,886	1,886	1,886
Unappropriated Amounts (Obj 9790)	1,552,284	(419,837)	1,132,447	668,751	76,444
ENDING BALANCE	1,911,368	(402,830)	1,508,538	1,061,041	476,289
Unassigned % of expenditures & transfers	19.16%	-98.75%	13.28%	7.79%	0.87%
Unassigned & REU	23.21%	-94.75%	17.33%	11.83%	4.92%

2018-19 Projected Budget Changes

Cost of 2% Increase to represented certificated employees	\$ 125,863
Cost of 2% Increase to all other employees	73,469
Total cost of 2% increase	199,332
Other known costs not reflected in the 2018-19 Adopted Budget	
New District website	9,000
Data processing costs	27,000
Utility increases	23,700
Bus transmission replacement	9,000
Increase in Special ed costs	89,800
Health & welfare benefits for retirees	47,000
Miscellaneous	(2,002)
	<u>\$ 402,830</u>