

**Summary of Proposed Collective Bargaining/Salary Agreement
Between**

Section 1:

**Mark Twain Union Elementary School District
and
Mark Twain Superintendent & Certificated Management
Mark Twain Classified Confidential, Classified Senior Management, & Operations Manager**

The proposed agreement covers the period beginning 7/1/2015 and ending 6/30/2016 and

will be acted upon by the Governing Board at its meeting on October 13, 2016

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.

PUBLIC DISCLOSURE

The agreement was publicly disclosed on : 10/4/2016

The agreement was posted at the post office and school sites and advertised in Newspaper None

GENERAL

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	<u>Supt. & Certificated Mgmt.</u>	Settled / Pending Settlement	3 Employees Represented
Classified	<u>Class Mng & Classified Confid</u>	Settled / Pending Settlement	5 Employees Represented

Section 3: Proposed Change in Compensation

Compensation	2016-2017 Costs prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year Increase 2015-16 & 2016-17*	Year 2 Increase 2017-18	Year 3 Increase 2018-19
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6)	\$ 598,330.00	\$ 13,205.00	\$ 5,595.00	\$ 5,600.00
		2.21%	0.59%	0.59%
2 Other Compensation Stipends, Bonuses, Longevity Overtime, Differential, etc	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
Description of other compensation				
3 Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare	\$ 122,711.00	\$ 1,953.00	\$ 1,390.00	\$ 1,400.00
		1.59%	0.61%	0.61%
4 Health/Welfare Plans	\$ 77,658.00	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5 Total Compensation, Add Items 1 thru 4 to equal 5	\$ 798,699.00	\$ 15,158.00	\$ 6,985.00	\$ 7,000.00
		1.90%	0.48%	0.48%
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)	8	8	8	8
8 Total Compensation Cost for Average Employee	\$ 99,837.38	\$1,894.75	\$873.13	\$875.00
	*	1.90%	1.90%	1.90%

* Costs include 2015-16 retro and 2016-17

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"?

The District entered into a Tentative Agreement with the Mark Twain Unit of the Angels Copper Educators/CTA/NEA on September 16, 2016. In that Tentative Agreement, the District offered the certificated bargaining unit a 4% increase retroactive to July 1, 2015. The Board has elected to increase the Superintendent and Certificated Management a 4% raise effective July 1, 2015. This is to conform with the amount given to all groups. This increase is effective July 1, 2015.

In its June 24, 2016, Tentative Agreement with Classified Management and Classified Confidential, the Parties agreed upon a 3.75% increase retroactive to July 1, 2015. The Board has elected to increase Mark Twain Classified Confidential, Classified Senior Management, & Operations Manager an additional 0.25% increase to conform with the CSEA and all other bargaining groups. This increase is effective July 1, 2015.

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)

NONE

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.

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

NA

IMPACT OF THE PROPOSED AGREEMENT ON CURRENT YEAR

SECTION 6:

General Fund	Latest Brd Apprvd Budget	Agreement Adjustments	Other Budget Adjustments	New Revised Budget
OPERATING REVENUES				
Revenue Limit Sources (8010-8099)	6,568,479			6,568,479
Remaining Revenues	921,527			921,527
TOTAL	7,490,006	0	0	7,490,006
OPERATING EXPENDITURES				
1000 CERTIFICATED SALARY	3,058,709	12,119		3,070,828
2000 CLASSIFIED SALARY	1,176,748	1,086		1,177,834
3000 BENEFITS	1,731,600	1,953		1,733,553
4000 INSTRUCTIONAL SUPPLIES	346,887			346,887
5000 CONTRACTED SERVICES	1,111,180			1,111,180
6000 CAPITAL OUTLAY	12,000			12,000
7000 OTHER	98,089			98,089
TOTAL	7,535,213	15,158	0	7,550,371
OPERATING SURPLUS (DEFICIT)	(45,207)	(15,158)	0	(60,365)
OTHER SOURCES AND TRANSFERS IN				
	0			0
OTHER USES AND TRANSFERS OUT				
	(114,092)			(114,092)
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE				
	(159,299)	(15,158)		(174,457)
BEGINNING BALANCE	1,764,583			1,764,583
ENDING BALANCE	1,605,284	(15,158)	0	1,590,126
COMPONENTS OF ENDING BALANCE:				
REVOLVING CASH	1,500			1,500
RESERVED AMOUNTS 9740				0
RESERVED FOR ECONOMIC UNCERTAINTIES 9770	305,972	606	1	306,579
OTHER DESIGNATED AMOUNTS 9780	6,622	(6,622)		0
UNAPPROPRIATED AMOUNTS 9790	1,291,190	(9,142)	(1)	1,282,047

IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR UNRESTRICTED RESERVES

SECTION 7:

1. State Reserve Standard		
Total Expenditures, Transfers Out and Uses	\$	7,664,463
State Standard Minimum Reserve Percentage For District		4%
State Standard Minimum Reserve Amount	\$	306,579
2. Budgeted Unrestricted Reserved		
1. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$	306,579
2. General Fund Budgeted Unrestricted Other Designated Amounts (9780)	\$	0
3. General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$	1,282,047
4. Special Reserve Fund (17) Budgeted Designated for Economic Uncertainties	\$	0
Total District Budgeted Unrestricted Reserves (sum lines 1 - 6)	\$	1,588,626
3. Do unrestricted reserves meet the state standard minimum reserve amount?		
Yes	<input checked="" type="checkbox"/>	No <input type="checkbox"/>

CERTIFICATION

SECTION 8:

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 .

District Superintendent
(Signature)

Date

District Chief Business Officer
(Signature)

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on, October 13, 2016 took action to approve the proposed Agreement with the Mark Twain Superintendent, Certificated Management, Classified Confidential, Classified Senior Management, & Operations Manager and adopted the new budget figures as calculated per the agreement.

President, Governing Board
(Signature)

Date