

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) as revised by AB 2756 , GC 3547.5 (Statutes of 2004, Chapter 25) .

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Weaver Union School District SCHOOL DISTRICT
 AND Weaver Federation of Educaiton Employees BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on: 1/12/2022
 Budget Revisions to be submitted no later than 45 days after approval: 3/16/2022

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

	Unit	Status	FTE Represented
Certificated:	Weaver Elementary Teachers Association	TA	162
Classified:	Weaver Federation of Education Employees	TA	122.47

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: 7/1/2021
 and ending on:

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	2021-2022	2022-2023	2023-2024
Reopeners: Yes or NO ? if Yes, What Areas?	NO	NO	NO

Section 3: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation.

The base salary schedule for all bargaining unit members shall be increased by 1.16% effective July 1, 2021. Me too agreement.

COMPENSATION PROVISIONS

Section 4: SALARIES: PERCENTAGE INCREASE/DECREASE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above mentioned Bargaining unit:

Current-Year Salary Cost Before Settlement (Based on YTD Actuals Projected through 6/30):	\$ 7,471,282
Current-Year Salary Cost After Settlement (Include any retroactive pay or one time bonuses if applicable):	\$ 7,557,949
Total Cost Increase:	\$ 86,667
Percentage Increase:	1.16%

SALARY INCREASE/DECREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase/Decrease</u> (% increase/decrease to existing schedule)	1.16%	per employee
(% increase/decrease for one time only bonus/stipend)	0.00%	per employee
<u>Step & Column</u> (average % increase over the prior-year schedule)	1.02%	per employee
TOTAL PERCENTAGE INCREASE/DECREASE FOR AVERAGE REPRESENTED EMPLOYEE	2.18%	per employee

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Weaver Union School District SCHOOL DISTRICT

Section 5: BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee benefits:

Statutory benefits: *(Object 3XXX less 34XX)*

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Costs:

Current Costs:	\$ 86,667
Proposed Costs:	\$ 87,672
Total Cost Increase:	\$ 1,005
Percentage Increase:	1.16%

District Health/Welfare Plans-*Object 34XX* (Medical, Dental, Vision, Life Insurance, Other)

Total Costs:

Current Costs:	\$ 372,875
Proposed Costs:	\$ 372,875
Total Cost Increase:	\$ -
Percentage Increase:	0.00%

Please indicate if Health/Welfare Benefit Capped :		
<i>(Indicate details such as different caps per health plans or any super composite rates)</i>		
Current Cap:	\$ 9,100.00	
Proposed Cap:	\$ 9,100.00	
Average Capped Amount increase per employee	\$ -	0%

TOTAL COST OF COMPENSATION INCREASE/DECREASE (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 6: The "total cost increase/decrease" for salaries and employee benefits in the proposed agreement.

Current Year Cost Before Settlement:

(Based on YTD Actuals Projected through 6/30 based on current agreement)

Salaries	\$ 7,471,282	
Benefits <i>(includes Health & Welfare costs)</i>	\$ 459,542	
Total:		\$ 7,930,824

Current Year Cost After Settlement:

(Include any retroactive pay and other additional compensation)

Salaries	\$ 7,557,949	
Benefits <i>(includes Health & Welfare costs)</i>	\$ 460,547	
Total:		\$ 8,018,496

TOTAL COST INCREASE/DECREASE	\$ 87,672
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	
PERCENTAGE INCREASE/DECREASE:	1.11%
COST OF 1% INCREASE/DECREASE IN SALARY & STATUTORY BENEFITS:	\$ 75,579

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Weaver Union School District SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 7: The following are additional compensation and non-compensation provisions contained in the proposed agreement: *(Please indicate, in detail, the terms of the agreement covered in each section)*

A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (Amts, staff affected, total cost)

N/A

B. CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affected, total savings)

N/A

C. SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement:

The District plans to fund the increase with COLA as well as an increase in ADA.

D. NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc. Be specific.

E. CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language.

Due to the "me too" agreement, now that Weaver USD has settled with the Certificated bargaining unit (WETA) at a higher total compensation percentage the Classified bargaining unit (WFEE) will receive the additional increase of 1.16%.

Section 8: State Minimum Reserve Calculation:

Total Expenditures and Other Uses:
 Minimum State Reserve Percentage
 Minimum State Reserve Requirement (\$60,000 minimum)

\$	42,115,327.00
	3%
\$	1,263,459.81

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Weaver Union School District SCHOOL DISTRICT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Section 9: **Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5** 1/12/2022

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2 provide a detailed report upon approval of the district governing board.

Section 10: **FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS: The following assumptions were used used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):**

1st Interim assumptions 2021-22, are being used to determine that resources will be available to fund these obligations in the future fiscal years.

Section 11: **MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows:**

N/A

Section 12: **IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT YEARS. (Reflects both Unrestricted and Restricted Amounts)**
Please include current projected Revenue Limit ADA and any other assumptions on the comment lines.

(Please enter/review Multiyear Projections on the next three pages.)

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Weaver Union School District SCHOOL DISTRICT

Current Fiscal Year 2021-2022			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: <i>2021-22 budget</i>	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
P2 ADA= 2,843			P2 ADA= 2,843
RL ADA= 2,843			RL ADA= 2,843

A. Revenues and Other Financing Sources

1. Revenue Limit Sources	8010-8099	\$ 32,994,137		\$ 32,994,137
2. Federal Revenue	8100-8299	7,576,562		7,576,562
3. Other State Revenues	8300-8599	4,837,361		4,837,361
4. Other Local Revenues	8600-8799	42,094		42,094
5. Other Financing Sources	8900-8999			-
6. Total (sum lines A1 thru A5)		45,450,153	-	-

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 17,226,378		\$ 861,319	\$ 18,087,697
2. Classified Salaries	2000-2999	5,747,140	66,667		5,813,807
3. Employee Benefits	3000-3999	9,613,172	21,627	174,417	9,809,216
4. Books and Supplies	4000-4999	3,843,835			3,843,835
5. Services & Other Operating Expd.	5000-5999	3,272,856			3,272,856
6. Capital Outlay	6000-6999	569,575			569,575
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	867,302			867,302
8. Other Outgo - Indirect	7300-7399	(148,960)			(148,960)
9. Other Financing Uses	7600-7699				-
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		40,991,297	88,294	1,035,736	42,115,327

C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)

\$ 4,458,856	\$ (88,294)	\$ (1,035,736)	\$ 3,334,826
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D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 8,044,590			\$ 8,044,590
2. Ending Fund Balance		\$ 12,503,446	\$ (88,294)	\$ (1,035,736)	\$ 11,379,416
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 24,507			\$ 24,507
b. Restricted	9740	5,914,039			5,914,039
c. Committed	9750,9760				-
d. Assigned	9780	1,459,390			1,459,390
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789				-
2. Unassigned/Unappropriated	9790	5,105,510	(88,294)	(1,035,736)	3,981,480
FUND 17 RESERVES	9789,9790	1,552			1,552
% of State Required Reserves		12.46%		Meets	9.46%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain. Also list any other assumptions used or included in Col. 3:

The total benefit section on column 2 matches the benefit total in section 5. (Salary increase not included in section 5)
 Due to the "Me too" agreement between all represented and unrepresented bargaining units, Weaver USD has included the cost of the same, total compensation 1.16%, in column 3.

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE

Weaver Union School District

SCHOOL DISTRICT

First Subsequent Year 2022-2023			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved MYP Before Settlement - as of: 2021-22 budget	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
P2 ADA=			P2 ADA=
RL ADA=			RL ADA=

A. Revenues and Other Financing Sources

1. Revenue Limit Sources	8010-8099	\$ 33,879,569		\$ 33,879,569
2. Federal Revenue	8100-8299	6,298,746		6,298,746
3. Other State Revenues	8300-8599	5,880,140		5,880,140
4. Other Local Revenues	8600-8799	37,000		37,000
5. Other Financing Sources	8900-8999			-
6. Total (sum lines A1 thru A5)		46,095,455	-	-
				46,095,455

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 18,924,439		\$ 861,319	\$ 19,785,758
2. Classified Salaries	2000-2999	6,305,760	696,667		7,002,427
3. Employee Benefits	3000-3999	10,652,471	21,627	174,417	10,848,515
4. Books and Supplies	4000-4999	5,020,459			5,020,459
5. Services & Other Operating Expd.	5000-5999	6,090,489			6,090,489
6. Capital Outlay	6000-6999	-			-
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	865,460			865,460
8. Other Outgo - Indirect	7300-7399	(148,960)			(148,960)
9. Other Financing Uses	7600-7699				-
10. Other Adjustments		4,300,000			4,300,000
11. Total (sum lines B1 thru B10)		52,010,119	718,294	1,035,736	53,764,149

C. NET INCREASE (DECREASE) IN FUND

BALANCE (line A6 minus line B11)

\$ (5,914,664)	\$ (718,294)	\$ (1,035,736)	\$ (7,668,694)
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D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 11,379,416			\$ 11,379,416
2. Ending Fund Balance		\$ 5,464,752	\$ (718,294)	\$ (1,035,736)	\$ 3,710,722
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 24,507			\$ 24,507
b. Restricted	9740	324,658			324,658
c. Committed	9750,9760				-
d. Assigned	9780	-			-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789				-
2. Unassigned/Unappropriated	9790	5,115,587	(718,294)	(1,035,736)	3,361,557
FUND 17 RESERVES	9789,9790	1,555			1,555
% of State Required Reserves		9.84%		Meets	6.26%

Assumptions used (RL COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):

LCFF COLA
Temporary employees, included in increase, will be funded from Restricted COVID revenue - assumptions are all based on unrestricted revenue. Expenses are inflated due to COVID funding. The reserves would be much higher in a normal year.

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Weaver Union School District SCHOOL DISTRICT

Second Subsequent Year 2023-2024

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board-Approved MYP Before Settlement - as of: 2021-22 budget	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
P2 ADA=			P2 ADA=
RL ADA=			RL ADA=

A. Revenues and Other Financing Sources

1. Revenue Limit Sources	8010-8099	\$ 34,922,741			\$ 34,922,741
2. Federal Revenue	8100-8299	2,124,229			2,124,229
3. Other State Revenues	8300-8599	3,372,167			3,372,167
4. Other Local Revenues	8600-8799	37,000			37,000
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		40,456,137	-	-	40,456,137

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 18,107,269		\$ 861,319	\$ 18,968,588
2. Classified Salaries	2000-2999	5,664,979	66,667	66,667	5,798,313
3. Employee Benefits	3000-3999	10,620,585	21,627	174,417	10,816,629
4. Books and Supplies	4000-4999	2,456,342			2,456,342
5. Services & Other Operating Expd.	5000-5999	3,039,842			3,039,842
6. Capital Outlay	6000-6999				-
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	867,776			867,776
8. Other Outgo - Indirect	7300-7399	(148,960)			(148,960)
9. Other Financing Uses	7600-7699				-
10. Other Adjustments					-
11. Total (sum lines B1 thru B10)		40,607,832	88,294	1,102,403	41,798,529

C. NET INCREASE (DECREASE) IN FUND

BALANCE (line A6 minus line B11)		\$ (151,695)	\$ (88,294)	\$ (1,102,403)	\$ (1,342,392)
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D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 3,710,722			\$ 3,710,722
2. Ending Fund Balance		\$ 3,559,027	\$ (88,294)	\$ (1,102,403)	\$ 2,368,330
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 24,507			\$ 24,507
b. Restricted	9740	324,658			324,658
c. Committed	9750,9760				-
d. Assigned	9780				-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789				-
2. Unassigned/Unappropriated	9790	3,209,862	(88,294)	(1,102,403)	2,019,165
FUND 17 RESERVES	9789,9790	1,555			1,555
% of State Required Reserves		7.91%		Meets	4.83%

Assumptions used (RL COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):

LCFF COLA 5.07%
 Temporary employees, included in increase, will be funded from Restricted COVID revenue - assumptions funded from unrestricted revenue.

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE

Weaver Union School District

SCHOOL DISTRICT

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 District Superintendent and Chief Business Official must accompany copy of disclosure sent to the County Superintendent for Review 5 days prior to board meeting ratifying agreement.

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 GC 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 the agreement.

John G.
District Superintendent
(signature)

1/12/22
Date

Linda Barbaw
Chief Business Official
(signature)

1/12/22
Date

After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on 44573, took action to approve the proposed Agreement with the Weaver Federation of Educaiton Employees Bargaining Unit.

President, Governing Board
(signature)

Date