

MODESTO CITY SCHOOLS

Administrative Regulation

AR 4143.1/4243.1

PERSONNEL

Public Notice – Personnel Negotiations

Public Disclosure of Proposed Agreement

The Superintendent or designee shall prepare a summary of the proposed agreement which shall include, but may not necessarily be limited to:

1. Major provisions of the agreement that affect compensation, such as:
 - a. Direct increases in salaries and percentage change in on-schedule salaries
 - b. Changes in health and welfare benefits
 - c. Changes in health and welfare benefit dollar contributions by the district
 - d. Changes in step and column or longevity provisions
 - e. Changes in overtime, differential, callback, and standby pay provisions
 - f. Changes in staffing ratios
 - g. One-time bonuses or off-the-schedule increases
2. Other provisions that will result in increased costs to the district even if they do not involve an increase in employee compensation, such as class-size reduction or increased number of staff development days
3. Costs of the proposed agreement, for the current and subsequent fiscal years, categorized for salaries, benefits, other compensation, and other noncompensation costs, including percentage increase of total compensation (salaries, benefits, and other compensation provisions) for the average represented employee as a result of the agreement and the approximate cost to the district of providing a one percent increase in total compensation
4. Proposed source(s) of funding for the current and subsequent fiscal years including the assumptions used to determine available resources to meet the obligations of the proposed agreement

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5. Other major provisions that do not directly affect the district's costs, such as binding arbitration or grievance procedures

Legal References:

CALIFORNIA CODE OF REFERENCE, TITLE 8

32075 PERB regional office defined

EDUCATION CODE

42130-42134 Financial reports and certifications

GOVERNMENT CODE

3540.2 Meeting and negotiating in public educational employment

3547 Proposals relating to representation; informing public

3547.5 Major provisions of agreement with exclusive representation

Management Resources:

WEB SITES

CSBA District and County Office of Education Legal Services: <https://legalservices.csba.org/>

California Public Employment Relations Board: <https://perb.ca.gov/>

CSBA: <https://www.csba.org/>

Fiscal Crisis and Management Assistance Team: <https://www.fcmat.org/>

School Services of California, Inc.: <https://www.sscal.com/>

California Department of Education: <https://www.cde.ca.gov/>

Cross References (cf.):

1112 – Media Relations

1340 – Access To District Records

3460 – Financial Reports And Accountability (N/A)

4141 – Collective Bargaining Agreement

4141.6 – Concerted Action/Work Stoppage (N/A)

4143 – Negotiations/Consultation (N/A)

4241 – Collective Bargaining Agreement

4241.6 – Concerted Action/Work Stoppage (N/A)

4243 – Negotiations/Consultation (N/A)

9000 – Role Of The Board

9010 – Public Statements

9011 – Disclosure Of Confidential/Privileged Information

9321 – Closed Session

9321-E(1) – Closed Session (N/A)

9321-E(2) – Closed Session (N/A)

REVIEWED: April 1, 2023