BOARD OF EDUCATION REGULAR BOARD MEETING GUSTINE UNIFIED SCHOOL DISTRICT

1500 MEREDITH AVENUE GUSTINE, CA 95322 WEDNESDAY, MAY 27, 2015 5:00 P.M.

I. CALL TO ORDER - 5:00 p.m.

- A. The public may comment on any closed session agenda item.
- B. ROLL CALL

II. CLOSED SESSION

- A. Personnel Public Employee Resignation, Discipline, Dismissal, Release, Employment
- B. Conference with Labor Negotiator Dr. Ronald Estes, Superintendent GRTA/CSEA (Govt. Code 54954.5(f) pursuant to Govt. Code 54957.6)

III. RECONVENE TO OPEN SESSION - 5:20 p.m.

- A. PLEDGE OF ALLEGIANCE
- B. REVISION/ADOPTION/ORDERING OF AGENDA

C. COMMUNICATION FROM THE PUBLIC

Members of the public may bring before the Board matters that are not listed on the agenda. The Board may refer such a matter to the Superintendent or designee or take it under advisement, but shall not take action at that time.

Individual speakers shall be allowed three minutes to address the Board on each non-agenda item (BP 9323).

D. DISABILITY-RELATED MODIFICATIONS

Request for any disability-related modification or accommodation, including auxiliary aids or services in order to participate in the public meeting, may be made by contacting the Gustine Unified School District Office at (209) 854-3784 at least four (4) days prior to the scheduled meeting. Agendas and other writings may also be requested in alternative formats, as outlined in Section 12132 of the Americans With Disabilities Act.

IV. CONSENT AGENDA

- A. Borba, Kingsley Hire P.E. Teacher, 2015/16, GHS
- B. Summer School Employees:
 - 1. Food Service Six positions
 - 2. Brace, Chandra Hire Summer School Principal
 - 3. Classified Staff

V. ACTION

- A. Appoint District Superintendent
- B. Warrants
- C. Public Hearing -- AB 1200 Disclosure of Collective Bargaining Agreement for GRTA
- D. Public Hearing -- AB 1200 Disclosure of Collective Bargaining Agreement for CSEA
- E. Public Hearing -- AB 1200 Disclosure of Salary Increases for Confidential-Management-Administrator Group
- F. GUSD/GRTA Ratification of Tentative Agreement for 2014/15
- G. GUSD/CSEA Ratification of Tentative Agreement for 2014/15
- H. GUSD/Confidential Management/Administrator Group Salary Increases for 2014/15
- I. Board Panel for Parent Appeals Report of Meetings and Recommendations
- J. Establish Board Subcommittee or Set Meeting Date for Architect Interviews for GMS and GHS Measure P Projects
- VI. ADJOURN TO CLOSED SESSION (if necessary)
- VII. RECONVENE TO OPEN SESSION
- VIII. REPORT FROM CLOSED SESSION
- IX. ADJOURNMENT

CONSENT AGENDA

GUSTINE UNIFIED SCHOOL DISTRICT RECOMMENDATION FOR EMPLOYMENT

Board Meeting Date:
Name: Kingsley Borba
Position: P.E. Teacher (As written on appropriate salary schedule)
Site: GHS Position Type: X Certificated Classified
Credential(s) Held: Intern Eligible from Cal State Stanislaus
New Position: Yes X No Type of Contract:
X Full Time Part Time: Short Term = Dates: 08-15 to 06-16
_12 Months _11 months _10 Months _Substitute
Salary Schedule Placement: Appropriate salary schedule
Advertised inside district: X_Yes _No
Advertised outside district: _X Yes _No
Number of applicants: 6 Number of applicants interviewed: 1
Replacement for: Adam Kubo
Background of Applicant: Kingsley is a GHS alum, current coach, and current student teacher at GHS.
Administrator's Signature: Date: 4 30 15
Cc: _ Payroll/Personnel Revised 2-2013

GUSTINE UNIFIED SCHOOL DISTRICT RECOMMENDATION FOR EMPLOYMENT

CERTIFICATED POSITION

Board Meeting Date: MAY 27, 2015
Name: Chandra Brace
Position: Summer School Principal
Site: For Summer school programs @ GES,RES,GMS
Credential Held: Special Education
Salary Schedule Placement: <u>Stipend</u>
Number of applicants: 2
Number of applicants interviewed: 2
New Position:Yes X_No
Replacement for: Mr. Ray Morris
Background of Applicant:
Chandra has a very strong background in special education that is very important for our summer remediation program.
Administrator's Signature:Date:Date:

Revised 7-15-04

ACTION ITEMS

GUSTINE UNIFIED SCHOOL DISTRICT

Meeting of the Board of Trustees **MEETING DATE:**

May 27, 2015

AGENDA ITEM TITLE: Warrants

AGENDA SECTION: Action

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

Additional warrants are presented for approval.

FISCAL IMPACT: Total of Warrants

BUDGET CATEGORY: All District Funds

RECOMMENDED ACTION: Approve

	MERCED COUNTY OF WARRANT REGIST	FICE OF EDUCATION ER BATCH COVER	Gust 01-50
DATE:	5/22/15		11-50 13-50
DISTRICT FU	JND:01 - 5070	ВАТСН#	14-50 17-50
DISTRICT NA	AME: <u>14 – GUSTINE UNII</u>	TED SCHOOL DISTRICT	25-50 35-50
TOTAL AMO	OUNT OF REGISTER: \$	6,861.00	40-50
	CHECK LIST FOR WA (PLEASE CHEC		·
✓ Verify (cash for each fund		
Ensure	deposits have been made at the	County Treasurer by 11 a.m.	
✓ Provide	all pages of prelist and Cover	Sheet for each fund on prelist (even	if zero)
✓ Retain o	original prelist for your records		
✓ Proper s	signed authorization for each ba	atch	
L BATCHI	ES MUST BE RELEA	SED AND HELD FOR A	UDIT
DISTRICT SI	ERVICES USE ONLY		
RECEIVED BY	DISTRICT SERVICES:		
AUDIT APPRO	OVED:		
CASH CHECK	ED:		
RELEASED FO	OR PAYMENT:		

Batch status: A All

From batch: 0022

To batch: 0022

Include Revolving Cash: Y

Include Address: N

Include Object Desc: N

Include Vendor TIN: Y

014 Gustine Unified School Dist. J9935 MAY WARRANT

ACCOUNTS PAYABLE PRELIST

APY500 L.00.07 05/21/15 16:28 PAGE

1

BATCH: 0022 May Warrant Register

<< Open >>

FUND : 01 GENERAL FUND/COUNTY SSF

Vendor/Addr Remit name Req Reference Date Description	Tax ID num Deposit type FD-RESC-Y-OBJT.S	ABA num Account nu O-GOAL-FUNC-SCH-DD1-DD2 T		Net Amount
102856/00 AP EXAMS				
151160 PO-151143 05/21/2015 AP EXAMS	1 01-1100-0-4312.0 TOTAL PAYMENT AMOUNT	0-1200-3160-310-000-000 N 6.861.00 *	N F 6861.00	6,861.00 6,861.00
	TOTAL BATCH PAYMENT TOTAL FUND PAYMENT	6.861.00 *** 6.861.00 **	0.00	6,861.00 6,861.00
	TOTAL DISTRICT PAYMENT	6,861.00 ****	0.00	6,861.00
<u>-</u>	TOTAL FOR ALL DISTRICTS:	6,861.00 ****	0.00	6,861.00

Number of checks to be printed:

^{1,} not counting voids due to stub overflows.

NOTICE

PUBLIC HEARING WEDNESDAY, MAY 27, 2015 GUSTINE UNIFIED SCHOOL DISTRICT 1500 MEREDITH AVENUE GUSTINE, CALIFORNIA 95322

The Gustine Unified School District Board of Education will conduct a public hearing at 7:00 p.m. in the Board Room at 1500 Meredith Avenue, Gustine, California, to obtain community input regarding the following:

- 1. GUSD/GRTA Bargaining Unit Negotiations for 2014/15, Disclosure of Collective Bargaining for Ratification of Tentative Agreement
- 2. GUSD/CSEA Bargaining Unit Negotiations for 2014/15, Disclosure of Collective Bargaining for Ratification of Tentative Agreement
- 3. GUSD/Confidential-Management-Administrators Group, Disclosure of Collective Bargaining for Ratification of Tentative Agreement



Gustine Unified School District

1500 Meredith Avenue Gustine, California 95322 Telephone (209) 854-3784 FAX (209) 854-9164

"Preparing students for the future . . . today"

Ronald Estes, Ed.D. Superintendent

Board of Education Lettie Borrelli Crickett Brinkman Ernie Longoria Pat Rocha Loretta Rose

May 27, 2015

TO:

GUSD Board of Education

FROM:

Ronald Estes, Ed.D.

Superintendent

SUBECT:

AB 1200 DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Recommendation

It is recommended that the Board of Education hold a public hearing to receive comments concerning the AB 1200 Disclosure of Collective Bargaining Agreements for the Gustine-Romero Teachers Association, California School Employees' Association Chapter 539, and Management/Confidential/Administrative Unrepresented bargaining units and approve the disclosure statements.

Background

As required by AB 1200, a disclosure statement of the proposed agreements have been prepared and submitted to Merced County Office of Education. The District and all bargaining units have reached agreements for the 2014/15 fiscal year.

The cost for these agreements is included in the attached disclosure form. All non-categorical employee increases will be funded with current general fund ongoing revenues. All categorical funded employees will be compensated within the categorical budgets.

Notice of the public hearing has been published on our web site and posted at all sites.

GUSTINE UNIFIED SCHOOL DISTRICT

Meeting of the Board of Trustees MEETING DATE:

May 27, 2015

AGENDA ITEM TITLE: Disclosure Statement of Proposed Agreement with GRTA

AGENDA SECTION: Action/Public Hearing

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

As required by AB 1200, attached is the Disclosure Statement of the proposed agreement which will be submitted to the Merced County Office of Education indicating that all groups have reached agreements for the 2014/15 fiscal year.

FISCAL IMPACT: \$305,049 plus \$8,000 in 2016/17

BUDGET CATEGORY: LCFF and Other Programs as Appropriate

RECOMMENDED ACTION: Approve DCBA

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 (Statues of 2004, Chapter 25). DISCLOSURE OF PROPOSED AGREEMENT SCHOOL DISTRICT BETWEEN THE Gustine Unified School District **BARGAINING UNIT** AND Gustine-Romero Teachers' Association (GRTA) 5/27/2015 To be acted upon by the Governing Board at its meeting on: Budget Revisions to be submitted no later than 45 days after approval: N/A **CURRENT STATUS OF ALL BARGAINING UNIT AGREEMENTS** Section 1: FTE Represented Status Unit GRTA settled 89 Certificated: 68.8 Classified: CSEA settled Section 2: PERIOD OF AGREEMENT 7/1/2014 The proposed agreement covers the period beginning on: 6/30/2015 and ending on: If this agreement is part of a multi-year contract, indicate ALL fiscal years covered: 2014-15 2015-16 Fiscal Years: Reopeners: Yes or NO? YE\$ For 2015-16, reopeners on Salary, H&W, Extra Duties, and 3 if Yes, What Areas? others. NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation. Section 3: 4% increase to the Salary Schedule and 1% one-time bonus (calculated after the 4% salary schedule increase), both retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule in 2015-16. \$500 Masters Stipend in 2016-17. COMPENSATION PROVISIONS SALARIES: PERCENTAGE INCREASE/DECREASE IN SALARIES IN PROPOSED AGREEMENT: Section 4: 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): 5,429,245 Current-Year Salary Cost After Settlement 5,698,770 (Include any retroactive pay or one time bonuses if applicable): 269,525 **Total Cost Increase:** Percentage Increase: SALARY INCREASE/DECREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR (Includes annual step/column movement on schedule): Salary Increase/Decrease 4.00% per employee (% increase/decrease to existing schedule) 1.00% per employee (% increase/decrease for one time only bonus/stipend) Step & Column 2.00% per employee (average % increase over the prior-year schedule)

7.00% per employee

TOTAL PERCENTAGE INCREASE/DECREASE FOR

AVERAGE REPRESENTED EMPLOYEE

	DISCLOSURE OF PROPOSED AGREEMENT	
BET'	WEEN THE Gustine Unified School District SCHOOL DISTRICT	•
Section 5:	BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEME The proposed agreement includes the following costs for employee benefits:	ENT:
	Statutory benefits: (Object 3XXX less 34XX) (STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)	
	Total Costs: Current Costs: Proposed Costs: Total Cost Increase:	\$ 723,922 \$ 759,446 \$ 35,524
	Percentage Increase:	4.91%
	District Health/Welfare Plans-Object 34XX (Medical, Dental, Vision, Life Insurance, Other)	
	Total Costs: Current Costs: Proposed Costs: Total Cost Increase: Percentage Increase:	\$ 13,178 \$ 13,178 \$ - 0.00%
	Please indicate if Health/Welfare Benefit Capped :	
	(Indicate details such as different caps per health plans or any super composite rates)	
	Current Cap: \$ 13,178.00 Proposed Cap: \$ 13,178.00 Average Capped Amount increase per employee \$ -	0%
	TOTAL COST OF COMPENSATION INCREASE/DECREASE (REGARDLESS OF WHETHER PREVIOUSLY, BUDGETED IN WHOLE OR IN PART)	
ection 6:	The "total cost increase/decrease" for salaries and employee benefits in the proposed agreement	t.
	Current Year Cost Before Settlement: (Based on YTD Actuals Projected through 6/30 based on current agreement)	
	Salaries \$ 5,429,245 Benefits (includes Health & Welfare costs) \$ 737,100 Total:	\$ 6,166,345
	Current Year Cost After Settlement: (Include any retroactive pay and other additional compensation)	
	Salaries \$ 5,698,770 Benefits (includes Health & Welfare costs) \$ 772,624 Total:	\$ 6,471,394
	TOTAL COST INCREASE/DECREASE (This amount should tie to the multiyear projection sections for 1XXX-3XXX)	\$ 305,049
	PERCENTAGE INCREASE/DECREASE:	4.95%
	COST OF 1% INCREASE/DECREASE IN SALARY & STATUTORY RENEFITS:	\$ 61 532

BET Section 7:	WEEN THE Gustine Unified School District OTHER PROVISIONS (COMPENSATION AND NON-CO)	SCHOOL DISTRICT MPENSATION):
Section 7:		MPENSATION)
Section 7:	The following are additional companyation and non-companyation provisi	
	The following are additional compensation and non-compensation provisi proposed agreement: (Please indicate, in detail, the terms of the agreement)	ions contained in the ement covered in each section)
	A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost)
	1) 1% one-time bonus (calculated after the 4% salary schedul 7/1/2014. If certain triggers are met, the 1% could convert Schedule. Staff:All Teachers, Cost:Included above and is an Masters Stipend in 2016-17. Staff: All teachers, Cost: \$8,	le increase) retro-active to t to an ongoing increase to Sal pproximatley \$67,450 2)\$500
	B. CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affe	ected, total savings)
	None	
	C. SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a available in the current year to provide for the costs of this agreeme	ent:
	Increased LCFF funding will be the source of funding for the smaller part will also be spread to all categoricals as apprent from these funds.	e majority of the increases and a ropriate for teachers who are paid
	D. NON-COMPENSATION: Class Size Adjustments, Staff Developme Be specific.	ent Days, Teacher Prep Time, etc.
	Teacher evalulations: committee will be formed to make recontest scores in the evaulation process; Clarification of reti	mmendation for changes to include irement benefts in Article XXII
	,	*-
	E. CONTINGENCY AND/OR RESTORATION LANGUAGE: Include spe and specific contingency and/or restoration language.	
	1) 1% one-time bonus (calculated after the 4% salary schedul 7/1/2014. If certain triggers are met, the 1% could convert Schedule. Staff:All Teachers, Cost:Included above and is ap 16, agree to limit the reopeners to Salary, Heatlh & Welfare (3) others.	t to an ongoing increase to Sal opproximatley \$67,450; 2) In 2015-
Section 8: 5	State Minimum Reserve Calculation (inclusive of cost of settlement):	•
Section 6, c		F
occion o. c	Total Expenditures and Other Uses: Minimum State Reserve Percentage	\$ 18,169,364.00 3%
		ecific areas identified for reopeners

BETV	EEN THE Gustine Unified School District SCHOOL DISTRICT	
	FISCALIMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS	
Section 9:	Date of governing board approval of budget revisions in Section 9, Col.2 (below) n accordance with E.C. 42142 and Government Code 3547.5	5/27/2015
•	Provide a copy of the board-approved budget revisions and board minutes within 45 days.	
	f 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 a vere used used to determine that resources will be available to fund these obligations in futuincluding any compensation/noncompensation provisions specified below that have been aghe proposed agreement is part of a multi-year contract):	re fiscal years
	he majority of the cost (3.5% of ongoing salary schedule increase) of these negot ncluded in 2014-15 2nd Interim budget and MYP.	iations were
Section 11:	MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following the solution of the compensation provisions for subsequent years as following.	

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.)

BETWEEN THE	Gustine T	Unified School Di	strict	SCHOOL DISTRICT	Г
			Current Fiscal	Year 2014-2015	
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement	Adjustments as a Direct Result of this	Other Revisions (Including Other Proposed	Projected District Budget After Settlement of
		as of:	Proposed	Bargaining	Agreement
		1/31/2015	Settlement	Agreements)	(Cols. 1 + 2 + 3)
		P2 ADA= 1,778	Octionion		P2 ADA= 1,755
		RL ADA= 1,778	NAME OF TAXABLE PARTY.		RL ADA= 1,755
A. Revenues and Other Financing Sour	ces				<u> </u>
Revenue Limit Sources	8010-8099	\$ 13,961,047		\$ (113,957)	\$ 13,847,090
2. Federal Revenue	8100-8299				1,409,024
3. Other State Revenues	8300-8599				929,182
4. Other Local Revenues	8600-8799				384,288
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		16,683,541	-	(113,957)	16,569,584
,					
B. Expenditures and Other Financing U	ses				
Certificated Salaries	1000-1999	\$ 7,195,113	\$ 105,655		\$ 7,300,768
2. Classified Salaries	2000-2999	2,050,502	31,673		2,082,175
3. Employee Benefits	3000-3999		20,838		3,164,361
4. Books and Supplies	4000-4999	1,788,182			1,788,182
5. Services & Other Operating Expd.	5000-5999	2,347,112			2,347,112
6. Capital Outlay	6000-6999	538,837			538,837
7. Other Outgo (no Indirect) 7100-7299,	7400-7499	794,348			794,348
8. Other Outgo - Indirect	7300-7399	(39,116)			(39,116)
9. Other Financing Uses	7600-7699	192,697			192,697
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		18,011,198	158,166	•••	18,169,364
	•				
C. NET INCREASE (DECREASE) IN FUN	ID .				
BALANCE (line A6 minus line B11)		\$ (1,327,657)	\$ (158,166)	\$ (113,957)	\$ (1,599,780)
D. FUND BALANCE					4 0 704 000
1. Net Beginning Fund Balance	9791-9795				\$ 2,734,309
2. Ending Fund Balance		\$ 1,406,652	\$ (158,166)	\$ (113,957)	\$ 1,134,529
3. Components of Ending Fund Balance			<u> </u>		
a. Nonspendable	9711-9719				\$ -
b. Restricted	9740	279,816			279,816
c. Committed	9750,9760				
d. Assigned	9780	403,147			403,147
e. Unassigned/Unappropriated					
 Reserve for Economic Uncert. 	9789	723,689			723,689
Unassigned/Unapproriated	9790		(158,166)	(113,957)	(272,123)
FUND 17 RESERVES	9789,9790	100,095			100,095
% of State Required Reserves		4.57%		Meets	3.04%

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:

Column 5 does not agree with Section 5 because the majority of the cost (3.5% of ongoing salary schedule increase) of these negotiations were included in 2014-15 2nd Interim budget and MYP. 1)
Adjustment to actual P-2/LCFF ADA reported, which was 23.42 less than that used at 2nd Interim. 2)
Also includes an increase in GAP from 29.15 to 29.97 as per May Revise updated GAP. 3)
Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including
Confidential/Management/Administrators, not only this bargaining unit.

BETWEEN THE			ied School Di			SCHO	OOL DISTRICT	•	
	- Cub office	<u> </u>					r 2015-2016		
		(Col. 1)		(Col. 2)	l I Ga	(Col. 3)		(Col. 4)	
			atest Board- proved MYP pre Settlement - as of: 1/31/2015	Direct P	stments as a Result of this roposed ettlement	(i adjust to su	er Revisions include all tments needed pport ongoing of agreement)	\$	ojected District MYP After Settlement of Agreement Cols. 1 + 2 + 3)
		P2 A	DA= 1,780				(7)	P2 #	ADA= 1,773
			DA= 1,780				(7)	RL F	ADA= 1,773
A. Revenues and Other Financing S	ources	L		South a second second					
Revenue Limit Sources	8010-8099	Ś	15,271,398			\$	737,032	\$	16,008,430
2. Federal Revenue	8100-8299		1,080,517			····			1,080,517
3. Other State Revenues	8300-8599		924,124						924,124
4. Other Local Revenues	8600-8799		114,848				·····		114,848
5. Other Financing Sources	8900-8999								_
6. Total (sum lines A1 thru A5)	5000 5000		17,390,887		_		737,032		18,127,919
57 75ta. (5a 11155 717 a a. 715)				<u> </u>					
B. Expenditures and Other Financin	a Hees								
Certificated Salaries	1000-1999	-	7,267,725	ş	76,374			\$	7,344,099
Certificated Salaries Classified Salaries	2000-1999			\$	28,451				2,104,349
	3000-2999		2,075,898	<u> </u>	17,702				3,337,178
3. Employee Benefits			3,319,476						1,079,849
4. Books and Supplies	4000-4999		1,079,849						2,303,364
5. Services & Other Operating Expd.			2,303,364						416,060
6. Capital Outlay	6000-6999		416,060						823,553
• • •	299, 7400-7499		823,553						(40,058)
8. Other Outgo - Indirect	7300-7399		(40,058)						192,697
9. Other Financing Uses	7600-7699		192,697						192,091
10. Other Adjustments					100 505				17 E61 001
11. Total (sum lines B1 thru B10)		L	17,438,564		122,527				17,561,091
0 NET NIODELOE (DEODELOE) NI									
C. NET INCREASE (DECREASE) IN					T		I		566,000
BALANCE (line A6 minus line B1	1)	\$	(47,677)	\$	(122,527)	\$	737,032	\$	566,828
D. FUND BALANCE							00-Sept.		1 124 500
1. Net Beginning Fund Balance	9791-9795		1,406,652					\$	1,134,529
2. Ending Fund Balance		\$	1,358,975	\$	(122,527)	\$	737,032	\$	1,701,357
3. Components of Ending Fund Ba				,					
a. Nonspendable	9711-9719							\$	-
b. Restricted	9740		245,394						245,394
c. Committed	9750,9760								_
d. Assigned	9780		403,147						403,147
e. Unassigned/Unappropriated									
1. Reserve for Economic Uncert.	9789		710,434						710,434
2. Unassigned/Unappropriated	9790				(280,693)		623,075		342,382
FUND 17 RESERVES	9789,9790		150,180						150,180
							., . 1		

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

% of State Required Reserves

4.94%

6.85%

Meets

¹⁾ STRS increased rates to 10.73% & PERS to 11.847% accounted for in impact to benefits increase. 2) The possible 1% ongoing increase to salary schedule in 2015-16 and onward is not included because certain triggers have to met for this to take place and those triggers would also generate increased revenue.

3) GAP rate has been increased to 53.08% for 15-16 as per May Revise.

4) Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including Confidential/Management/Administrators, not only this bargaining unit.

SCHOOL DISTRICT Gustine Unified School District BETWEEN THE Second Subsequent Year 2016-2017 (Col. 3) (Col. 4) (Col. 2) (Col. 1) **Projected District** Latest Board-Other Revisions MYP After Adjustments as a Approved MYP (Include all Settlement of Before Settlement -**Direct Result of this** adjustments needed Agreement as of: Proposed to support ongoing (Cols. 1 + 2 + 3)1/31/2015 Settlement costs of agreement) (9) P2 ADA= 1,778 P2 ADA= 1,787 (9) RL ADA= 1,778 RL ADA= 1,787 A. Revenues and Other Financing Sources 718,976 16,704,217 1. Revenue Limit Sources 8010-8099 15,985,241 1,080,517 8100-8299 1,080,517 2. Federal Revenue 944,177 8300-8599 944,177 3. Other State Revenues 114,848 8600-8799 114,848 4. Other Local Revenues 5. Other Financing Sources 8900-8999 18,843,759 718,976 18,124,783 6. Total (sum lines A1 thru A5) B. Expenditures and Other Financing Uses 7,518,240 1000-1999 7,399,679 118,561 1. Certificated Salaries 2,148,374 46,677 2000-2999 2,101,697 2. Classified Salaries 3,564,558 3,533,776 30,782 3000-3999 3. Employee Benefits 1,106,845 4000-4999 1,106,845 4. Books and Supplies 2,360,948 5. Services & Other Operating Expd. 5000-5999 2,360,948 426,462 426,462 6. Capital Outlay 6000-6999 830,908 7. Other Outgo (no Indirect) 7100-7299, 7400-7499 830,908 (41,059)7300-7399 (41,059)8. Other Outgo - Indirect 192,697 192,697 9. Other Financing Uses 7600-7699 10. Other Adjustments 18,107,973 196,020 17,911,953 11. Total (sum lines B1 thru B10) C. NET INCREASE (DECREASE) IN FUND 718,976 735,786 (196,020) 212,830 \$ **BALANCE** (line A6 minus line B11) \$ D. FUND BALANCE 1,701,357 1. Net Beginning Fund Balance 9791-9795 1,358,975 718,976 2,437,143 1,571,805 (196,020) 2. Ending Fund Balance \$ 3. Components of Ending Fund Balance \$ a. Nonspendable 9711-9719 110,271 9740 110,271 b. Restricted c. Committed 9750.9760 403,147 d. Assigned 9780 403,147 e. Unassigned/Unapproriated 1,058,387 1. Reserve for Economic Uncert. 9789 1,058,387 1,342,051 865,338 (476,713)9790 2. Unassigned/Unappropriated 200,265 9789,9790 200,265 **FUND 17 RESERVES** 11.73% Meets % of State Required Reserves 7.03%

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

3) GAP rate has been increased to 37.40% for 16-17 as per May Revise.

¹⁾ STRS increased rates to 12.58% and PERS to 13.05% accounted for in benefits increase. 2) The possible 1% ongoing increase to salary schedule in 2015-16 and onward is not included because certain triggers have to met for this to take place and those triggers would also generate increased revenue.

⁴⁾ Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including Confidential/Management/Administrators, not only this bargaining unit.

BETWEEN THE	Gustine Unified School District	SCHOOL DISTRICT
	NOITE PROJECTION	
	Superintendent <u>AND</u> Chief Business Office to the proposed agree of the proposed agree o	eial upon submission to the Governing Board and eement.
Signatures of District Superi	ntendent and Chief Business Official mus	accompany copy of disclosure sent to the
County Superintendent for F	Review 5 days prior to board meeting ratify	ing agreement.
The information provided in	this document summarizes the financial in	inplications of the proposed agreement and is
submitted to the Governing	Board for public disclosure of the major p	rovisions of the agreement (as provided in the
	sed Collective Bargaining Agreement") in a	accordance with the requirements of AB-1200,
AB-2756 and GC 3547.5.		
We hereby certify that the ec	sts incurred by the school district under t	his agreement can be met by the
district during the term of th		5/02/15
	gusture)	5/22/15
	siness Official ignature)	Date -
After public disclosure of the	e major provisions contained in this docur	nent, the Governing Board, at its meeting on
May 27, 2015, took action to	approve the proposed Agreement with the	
Gustine-Romero Teachers' A	ssociation (GRTA) Bargaining Unit.	
-	Governing Board	Date
(S	ignature)	

GUSTINE UNIFIED SCHOOL DISTRICT

Meeting of the Board of Trustees MEETING DATE:

May 27, 2015

AGENDA ITEM TITLE: Disclosure Statement of Proposed Agreement with CSEA

AGENDA SECTION: Action/Public Hearing

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

As required by AB 1200, attached is the Disclosure Statement of the proposed agreement which will be submitted to the Merced County Office of Education indicating that all groups have reached agreements for the 2014/15 fiscal year.

FISCAL IMPACT: \$97,659 plus \$8,200 starting in 2015/16, \$7,300 in 2016/17

BUDGET CATEGORY: LCFF and Other Programs as Appropriate

RECOMMENDED ACTION: Approve DCBA

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 (Statues of 2004, Chapter 25).

DISCLOSURE OF PROPOSED AGREEMENT SCHOOL DISTRICT BETWEEN THE Gustine Unified School District **BARGAINING UNIT** Classified School Employees Association Unit#539 AND 5/27/2015 To be acted upon by the Governing Board at its meeting on: N/A Budget Revisions to be submitted no later than 45 days after approval: **CURRENT STATUS OF ALL BARGAINING UNIT AGREEMENTS** Section 1: Status : FTE Represented Unit 89 settled Certificated: GRTA settled 68.8 Classified: CSEA PERIOD OF AGREEMENT Section 2: 7/1/2014 The proposed agreement covers the period beginning on: 6/30/2015 and ending on: If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

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

health aides.

4% increase to the Salary Schedule and 1% one-time bonus (calculated after the 4% salary schedule increase), both retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule in 2015-16. Range Change for Food Service Acct Clerk from Range B to J. Restorations: HS Secretary from 11 to 12 months and GES Health Aid from 6.5 to 7 hours. For 16-17: Add Lead Cafeteria at all cafeterias and add one hour to Attendance Clerk at GHS/PHS.

2014-15

NO For 2015-16, reopeners on SaTary, H&W, and 2 others.

meet and review the need for additional hours for the 2 remaining

COMPENSATION PROVISIONS

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

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):

1,612,691

2015-16

YES

Current-Year Salary Cost After Settlement

Fiscal Years:

Reopeners: Yes or NO?

if Yes, What Areas?

(Include any retroactive pay or one time bonuses if applicable):

1,694,122

Total Cost Increase: Percentage Increase: 81,431 5.05%

SALARY INCREASE/DECREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR (Includes annual step/column movement on schedule):

Salary Increase/Decrease

(% increase/decrease to existing schedule)

(% increase/decrease for one time only bonus/stipend)

4.00% per employee 1.00% per employee

Step & Column

(average % increase over the prior-year schedule)

2.00% per employee

TOTAL PERCENTAGE INCREASE/DECREASE FOR

AVERAGE REPRESENTED EMPLOYEE

7.00% per employee

BET	WEEN THE	Gustine Unified School I	istrict	scно	OL DISTRICT	Γ							
Section 5:		ENTAGE INCREASE IN EMPLOY ement includes the following costs			ED AGREEMI	ENT:							
		Object 3XXX less 34XX) kers Compensation, Unemployme	ent Insurance, Social S	Security	, Medicare)								
						\$ \$ \$	321,352 337,580 16,228 5.05%						
	District Health/Welf	District Health/Welfare Plans-Object 34XX (Medical, Dental, Vision, Life Insurance, Other)											
						\$ \$ \$	13,178 13,178 - 0.00%						
		lealth/Welfare Benefit Capped			40.0\								
	(Indicate details suc	h as different caps per health pla	is or any super compo	JSH G FA	163)								
	Current (Propose Average		employee	\$ \$ \$	13,178.00 13,178.00		0%						
	(REGARDL	TOTAL COST OF COMPENSAT SS OF WHETHER PREVIOUS											
Section 6:	Current Year Cost E	ase/decrease" for salaries and er refore Settlement: uals Projected through 6/30 based			sed agreeme	nt.							
	Salaries Benefits	(includes Health & Welfare costs) Total:		\$ \$	1,612,691 334,530	\$	1,947,221						
	Current Year Cost A (Include any retroad	fter Settlement: tive pay and other additional com	pensation)										
	Salaries Benefits	fincludes Health & Welfare costs) Total:		\$	1,694,122 350,758	\$	2,044,880						
	(This amo	COST INCREASE/DECREASE unt should tie to the multiyear projec	tion sections for 1XXX-3	exxx)		\$	97,659 5.02%						
		F 1% INCREASE/DECREASE IN	SALARY & STATUT	ORY B	ENEFITS:	\$	19,340						

			שטטנ	.COUIL	J 100							
ETWE	EN THE[Gustine	Unified	School	Distric	t	sc	HOOL DI	STRICT		
		OTHER	PROMSIO	ns (con	PENSA	ILONEAN	D NON-C	OMPEN	SYATTON)			
pr	oposed a	ng are addit greement: (Please ind	icate, in	detail, tl	ne terms	of the ag	reemen	t covered	in each		
1) 7/ Sc Ch Se 17	1% one- /1/2014. chedule. nange for	-time bonu If certa Staff:Al r 1 Food S from 11 t ead Cafete	s (calcul in trigge 1 Classif ervice Ac	ated afters are related, Cost Clerk has and	ter the met, the st:Incl k from 1 1 GES He	4% sala e 1% cowuded abo Range B ealth A:	ary scheduld converted to the converted	dule in ert to s appr ost \$3, 5.5 to	crease) an ongoi oximatle 900. Re 7 hours,	retro-ac ng incr y \$20,66 storatic cost \$8	ease to Sal 00. Range ons: 1 HS	16-
<u> </u>	CONCE	SSIONS: F	ırlough Da	vs. Salar	v Reduc	ctions, e	tc. (staff a	ffected	, total sav	vings)		
	one											
Ir sm	vailable in acreased naller pa	E OF FUND n the currer LCFF fund art will a from these	nt year to pring will lso be sp	provide for	or the co	of fund	nis agreen	nent:	ority of	the in	funds creases and ied staff w	a ho
	NON-CC	OMPENSAT	ION: Class	: Size Ad	iustmen	ıts. Staff	Develop	ment Da	ıvs, Teac	her Prep	Time, etc.	
R	snecific	•										<u>.</u>
La be	nguage a	added to A	rticle IX XXII; For	for Su:	spensio 7, SDI	ns of lobenefit.	ess than s added t	5 days co agre	; Clarif ement wi	ication th empl	of retirem oyees assum	ent ing
а	nd specif	fic conting	ency and/c	r restora	tion lan	auage.					or reopeners	;
1)	1% one- 1/2014.	-time boni	s (calcul	ated af	ter the	4% sal	ary scheculd conve	dule in ert to	crease) an ongoi	ing incr	ctive to rease to Sal	

Section 8: State Minimum Reserve Calculation (inclusive of cost of settlement):

Total Expenditures and Other Uses:

Minimum State Reserve Percentage

Minimum State Reserve Requirement (\$60,000 minimum)

\$	18,169,364.00
	3%
Ś	545,080,92

Schedule. Staff: All Classified, Cost: Included above and is approximatley \$20,600; 2) In 2015-16, agree to limit the reopeners to Salary, Heatlh & Welfare Benefits, and two (2) others.

BET\	VEEN THE Gustine Unified School District SCHOOL DISTRI	CT
	HISCALIMPACT 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	5/27/2015
•	Provide a copy of the board-approved budget revisions and board minutes within 45 da	ays.
	If the board-approved revisions are different from the proposed budget adjustments in provide a detailed report upon approval of the district governing board.	Col. 2
Section 10:	FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS: The followere used used to determine that resources will be available to fund these obligations (including any compensation/noncompensation provisions specified below that have be the proposed agreement is part of a multi-year contract):	in future fiscal years
	The majority of the cost (3.5% of ongoing salary schedule increase) of these included in 2014-15 2nd Interim budget and MYP.	negotiations were
Section 11:	MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contain COLAs and other compensation/non-compensation provisions for subsequent years as N/A	ns the following s follows:
Section 12:	IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FLIND BLIDGET 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.)

BETWEEN THE	Gustine 1	Unified School D	istrict	SCHOOL DISTRICT	Γ			
		Current Fiscal Year 2014-2015						
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)			
		Latest Board-		Other Revisions	Projected District			
		Approved Budget	Adjustments as a	(Including Other	Budget After			
		Before Settlement	Direct Result of this	Proposed	Settlement of			
		as of:	Proposed	Bargaining	Agreement			
		1/31/2015	Settlement	Agreements)	(Cols. 1 + 2 + 3)			
		P2 ADA= 1,778		(23.42)	P2 ADA= 1,755			
		RL ADA= 1,778		(23.42)	RL ADA= 1,755			
A. Revenues and Other Financing S	Sources							
1. Revenue Limit Sources	8010-8099	\$ 13,961,047		\$ (113,957)	\$ 13,847,090			
2. Federal Revenue	8100-8299	1,409,024			1,409,024			
3. Other State Revenues	8300-8599	929,182			929,182			
4. Other Local Revenues	8600-8799				384,288			
5. Other Financing Sources	8900-8999							
6. Total (sum lines A1 thru A5)		16,683,541		(113,957)	16,569,584			
•	l	<u> </u>						
B. Expenditures and Other Financir	ng Uses							
Certificated Salaries	1000-1999	\$ 7,195,113	\$ 105,655		\$ 7,300,768			
2. Classified Salaries	2000-2999		31,673		2,082,175			
3. Employee Benefits	3000-3999				3,164,361			
4. Books and Supplies	4000-4999	1,788,182			1,788,182			
5. Services & Other Operating Expd.	5000-5999	2,347,112			2,347,112			
6. Capital Outlay	6000-6999	538,837			538,837			
•	7299, 7400-7499	794,348			794,348			
8. Other Outgo - Indirect	7300-7399	(39,116)			(39,116)			
9. Other Financing Uses	7600-7699	192,697			192,697			
10. Other Adjustments	1000 7000							
11. Total (sum lines B1 thru B10)		18,011,198	158,166	_	18,169,364			
Tr. Total (sum mics Dr and Droj		10,011,130	100,200					
C. NET INCREASE (DECREASE) IN	FUND							
BALANCE (line A6 minus line B1		\$ (1,327,657)	\$ (158,166)	\$ (113,957)	\$ (1,599,780)			
	''	4 (2/02//00//	(100)					
D. FUND BALANCE								
1. Net Beginning Fund Balance	9791-9795	\$ 2,734,309			\$ 2,734,309			
2. Ending Fund Balance		\$ 1,406,652	\$ (158,166)	\$ (113,957)	\$ 1,134,529			
3. Components of Ending Fund Ba	lance	Q 1,400,032	1 4 (100/100/	4 (220,301,7				
a. Nonspendable	9711-9719		T		\$ -			
b. Restricted	9711-9719	279,816			279,816			
c. Committed	1	2/9,816			2/3/010			
	9750,9760	402 147			403,147			
d. Assigned	9780	403,147			403,147			
e. Unassigned/Unappropriated	0700	700 600			722 600			
Reserve for Economic Uncert.	9789	723,689	(350 355)	(110 053)	723,689			
2. Unassigned/Unapproriated	9790	100 005	(158, 166)	(113,957)	(272,123)			
FUND 17 RESERVES	9789,9790	100,095	4	Masta	100,095 3.04%			
% of State Required Reserves		4.57%		Meets	3.048			

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:

Column 5 does not agree with Section 5 because the majority of the cost (3.5% of ongoing salary schedule increase) of these negotiations were included in 2014-15 2nd Interim budget and MYP. 1)
Adjustment to actual P-2/LCFF ADA reported, which was 23.42 less than that used at 2nd Interim. 2)
Also includes an increase in GAP from 29.15 to 29.97 as per May Revise updated GAP. 3)
Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including
Confidential/Management/Administrators, not only this bargaining unit.

BETWEEN THE	Gustine 1	Unified School Di	istrict	SCHOOL DISTRIC	Г
,			First Subsequen	t Year 2015-201	6
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved MYP Before Settlement - as of: 1/31/2015	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= 1,780			P2 ADA= 1,773
		RL ADA= 1,780			RL ADA= 1,773
A. Revenues and Other Financing Sou	rces	<u> </u>		- Constant	· · · · · · · · · · · · · · · · · · ·
Revenue Limit Sources	8010-8099	\$ 15,271,398		\$ 737,032	\$ 16,008,430
2. Federal Revenue	8100-8299				1,080,517
3. Other State Revenues	8300-8599				924,124
4. Other Local Revenues	8600-8799				114,848
5. Other Financing Sources	8900-8999	· · · · · · · · · · · · · · · · · · ·			- -
6. Total (sum lines A1 thru A5)		17,390,887	_	737,032	18,127,919
·	ı	<u> </u>			
B. Expenditures and Other Financing U	Jses				
Certificated Salaries	1000-1999	\$ 7,267,725	\$ 76,374		\$ 7,344,099
2. Classified Salaries	2000-2999	2,075,898	\$ 28,451		2,104,349
3. Employee Benefits	3000-3999	3,319,476	17,702	•	3,337,178
4. Books and Supplies	4000-4999	1,079,849			1,079,849
Services & Other Operating Expd.	5000-5999	2,303,364			2,303,364
6. Capital Outlay	6000-6999	416,060			416,060
7. Other Outgo (no Indirect) 7100-7299	, 7400-7499	823,553			823,553
8. Other Outgo - Indirect	7300-7399	(40,058)			(40,058)
9. Other Financing Uses	7600-7699	192,697			192,697
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		17,438,564	122,527	-	17,561,091
	•				
C. NET INCREASE (DECREASE) IN FUN	ID				
BALANCE (line A6 minus line B11)		\$ (47,677)	\$ (122,527)	\$ 737,032	\$ 566,828
	-				
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795				\$ 1,134,529
2. Ending Fund Balance		\$ 1,358,975	\$ (122,527)	\$ 737,032	\$ 1,701,357
3. Components of Ending Fund Balan	-		,		
a. Nonspendable	9711-9719				\$ ~
b. Restricted	9740	245,394			245,394
c. Committed	9750,9760				-
d. Assigned	9780	403,147			403,147
e. Unassigned/Unappropriated					
Reserve for Economic Uncert.	9789	710,434			710,434
2. Unassigned/Unappropriated	9790	-	(280,693)	623,075	342,382
FUND 17 RESERVES	9789,9790	150,180			150,180
% of State Required Reserves		4.94%		Meets	6.85%

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

¹⁾ STRS increased rates to 10.73% & PERS to 11.847% accounted for in impact to benefits increase. The possible 1% ongoing increase to salary schedule in 2015-16 and onward is not included because certain triggers have to met for this to take place and those triggers would also generate increased revenue. 3) GAP rate has been increased to 53.08% for 15-16 as per May Revise. Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including Confidential/Management/Administrators, not only this bargaining unit.

BETWEEN THE SCHOOL DISTRICT Gustine Unified School District Second Subsequent Year 2016-2017 (Col. 3) (Col. 4) (Col. 1) (Col. 2) **Projected District** Latest Board-Other Revisions Adjustments as a **MYP After** Approved MYP (Include all Settlement of Before Settlement -**Direct Result of this** adjustments needed Agreement as of: Proposed to support ongoing 1/31/2015 Settlement costs of agreement) (Cols. 1 + 2 + 3)(9) P2 ADA= 1,778 P2 ADA= 1,787 (9) RL ADA= 1,778 RL ADA= 1,787 A. Revenues and Other Financing Sources 718,976 16,704,217 1. Revenue Limit Sources 8010-8099 15,985,241 1,080,517 2. Federal Revenue 8100-8299 1,080,517 8300-8599 944,177 3. Other State Revenues 944,177 114,848 4. Other Local Revenues 8600-8799 114,848 5. Other Financing Sources 8900-8999 718,976 18,843,759 18,124,783 6. Total (sum lines A1 thru A5) B. Expenditures and Other Financing Uses \$ 7,518,240 1. Certificated Salaries 1000-1999 7,399,679 118,561 46,677 2,148,374 2000-2999 2. Classified Salaries 2,101,697 3,564,558 3. Employee Benefits 3000-3999 3,533,776 30,782 1,106,845 1,106,845 4. Books and Supplies 4000-4999 2,360,948 5. Services & Other Operating Expd. 5000-5999 2,360,948 426,462 426,462 6. Capital Outlay 6000-6999 830,908 7. Other Outgo (no Indirect) 7100-7299, 7400-7499 830,908 (41,059)8. Other Outgo - Indirect 7300-7399 (41,059)192,697 9. Other Financing Uses 7600-7699 192,697 10. Other Adjustments 18,107,973 11. Total (sum lines B1 thru B10) 17,911,953 196,020 C. NET INCREASE (DECREASE) IN FUND 735,786 718,976 **BALANCE** (line A6 minus line B11) \$ 212,830 (196,020) D. FUND BALANCE 1,701,357 1. Net Beginning Fund Balance 9791-9795 \$ 1,358,975 2,437,143 1,571,805 (196,020) 718,976 2. Ending Fund Balance \$ 3. Components of Ending Fund Balance \$ a. Nonspendable 9711-9719 110,271 9740 110,271 b. Restricted c. Committed 9750.9760 403,147 d. Assigned 9780 403,147 e. Unassigned/Unapproriated 1,058,387 1. Reserve for Economic Uncert. 9789 1,058,387 865,338 2. Unassigned/Unappropriated 1,342,051 9790 (476,713)200,265 **FUND 17 RESERVES** 9789,9790 200,265 11.73% % of State Required Reserves 7.03% Meets

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

1) STRS increased rates to 12.58% and PERS to 13.05% accounted for in benefits increase. 2) The possible 1% ongoing increase to salary schedule in 2015-16 and onward is not included because certain triggers have to met for this to take place and those triggers would also generate increased revenue.

3) GAP rate has been increased to 37.40% for 16-17 as per May Revise.

⁴⁾ Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including Confidential/Management/Administrators, not only this bargaining unit.

BETWEEN THE	Gustine Unified School Di	strict	SCHOOL DISTRICT
	SERTIFICA	MONT	
	strict Superintendent <u>AND</u> Chief Busine upon formal Board action on the propo		bmission to the Governing Board and
	uperintendent and Chief Business Offic		
County Superintendent	for Review 5 days prior to board meeting	ng ratifying agreeme	ent.
	ed in this document summarizes the fin		
	ning Board for public disclosure of the		
1	roposed Collective Bargaining Agreeme	ent") in accordance	with the requirements of AB-1200,
AB-2756 and GC 3547.5			
	he costs incurred by the school district	under this agreeme	ent can be met by the
district during the term	of the agreement.		
	Tul In D	_	5/22/15
Dist	rist Superintendent (signature)		5/20/15
Ghi.	ef Business Official (signature)	•	/ Date
After public disclosure	of the major provisions contained in thi	s document, the Go	overning Board, at its meeting on
May 27, 2015, took actio	on to approve the proposed Agreement	with the	
Classified School Emplo	oyees Association Unit#539 Bargaining	Unit.	
Presid	lent, Governing Board (signature)		Date

GUSTINE UNIFIED SCHOOL DISTRICT

Meeting of the Board of Trustees MEETING DATE:

May 27, 2015

AGENDA ITEM TITLE: Disclosure Statement of Proposed Increases with Confidential-

Management-Administrator Group

AGENDA SECTION: Action/Public Hearing

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

As required by AB 1200, attached is the Disclosure Statement of the proposed increases which will be submitted to the Merced County Office of Education indicating that all groups have reached agreements for the 2014/15 fiscal year.

FISCAL IMPACT: \$91,312

BUDGET CATEGORY: LCFF and Other Programs as Appropriate

RECOMMENDED ACTION: Approve DCBA

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 (Statues of 2004, Chapter 25).

		DISC	LOSURE OF PROPO	SED AGREEMEN		
BETV	WEEN THE	Gustine	Unified School Di	strict	SCHOOL DISTRIC	-
	AND	Confidentia	1/Management/Admi	nistrative	JUNREPRESENTED	GROUP
To be acted	upon by the Govern	ing Board at its	s meeting on:			5/27/2015
Budget Revi	isions to be submitte	d no later than	45 days after approv	ral:		N/A
			GENER			
Section 1:	CURRENT STATU	S OF ALL BA	RGAINING UNIT AG	REEMENTS	Status	: FTE Represented
	Certificated:	GRTA			settled	89
	Classified:	CSEA			settled	68.8
Section 2:	PERIOD OF AGRE	<u> </u>				
00011011 2.			the period beginning	on:		7/1/2014
	and ending on:	Citionic GOVOIO	the period beginning			6/30/2015
		part of a multi	-year contract, indica	te ALL fiscal years	covered:	
	Fiscal Years:		•			
•	Reopeners: Yes or					
	if Yes, What Area	18?				
Section 3:	3: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation. This group is unrepresented but historically has always received the same increases as the GRTA & CSEA groups. The following increases are in a TA with both GRTA & CSEA: 4% increase to the Salary Schedule and 1% one-time bonus (calculated after the 4% salary schedule increase), both retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule in 2015-16.					
			COMPENSATION	NO PROPERTY OF SE		
Section 4:	SALARIES: PERC The proposed agre	ENTAGE INCF ement include	REASE/DECREASE	IN SALARIES IN P	ROPOSED AGREEM Above mentioned Barg	ENT: gaining unit:
	Current-Year Salar (Based on YTD Act					\$ 1,589,498
	Current-Year Salar (Include any retroa	y Cost After Se ctive pay or on	ettlement ne time bonuses if ap _l	olicable):		\$ 1,668,813
		ost Increase: age Increase:	:			\$ 79,315 4.99%
			E FOR AVERAGE-R vement on schedule)		PLOYEE OVER PRIC	OR YEAR
	(% incre		<u>ase</u> to existing schedule) for one time only bor			per employee per employee
	Step & ((average		over the prior-year scl	nedule)	2.00%	per employee
			E INCREASE/DECR NTED EMPLOYEE	EASE FOR	7.009	per employee

SCHOOL DISTRICT BETWEEN THE Gustine Unified School District BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT: Section 5: 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:** 239,938 **Current Costs:** \$ 251,935 **Proposed Costs:** \$ 11,997 **Total Cost Increase:** 5.00% Percentage Increase: District Health/Welfare Plans-Object 34XX (Medical, Dental, Vision, Life Insurance, Other) **Total Costs:** 13,178 **Current Costs:** \$ 13,178 Proposed Costs: \$ **Total Cost Increase:** 0.00% Percentage Increase: Please indicate if Health/Welfare Benefit Capped: (Indicate details such as different caps per health plans or any super composite rates) 13,178.00 Current Cap: Proposed Cap: \$ 13,178.00 0% Average Capped Amount increase per employee TOTAL COST OF COMPENSATION INCREASE/DECREASE (REGARDIJESS OF WHETHER PREVIOUS LYBUDGETIED IN WHOLE OR IN PART) The "total cost increase/decrease" for salaries and employee benefits in the proposed agreement. Section 6: **Current Year Cost Before Settlement:** (Based on YTD Actuals Projected through 6/30 based on current agreement) 1,589,498 Salaries 253,116 Benefits (includes Health & Welfare costs) 1,842,614 Total: **Current Year Cost After Settlement:** (Include any retroactive pay and other additional compensation) 1,668,813 Salaries 265,113 Benefits (includes Health & Welfare costs) 1,933,926 Total: 91,312 TOTAL COST INCREASE/DECREASE (This amount should tie to the multiyear projection sections for 1XXX-3XXX) 4.96% PERCENTAGE INCREASE/DECREASE: COST OF 1% INCREASE/DECREASE IN SALARY & STATUTORY BENEFITS: 18,294

BET	WEEN THE	Gustine Unified School District	SCHOOL DISTRICT
		OTHER PROVISIONS (COMPENSATION AND NONECO	MPENSATION)
Section 7:	The following proposed a	ing are additional compensation and non-compensation provis agreement: (<i>Please indicate, in detail, the terms of the agre</i>	sions contained in the eement covered in each section)
	1) 1% one 7/1/2014. Schedule.		tle increase) retro-active to to an ongoing increase to Sal
	B CONCE	SSIONS: Furlough Days, Salary Reductions, etc. (staff af	fected, total savings)
	None	·	
	available i	E OF FUNDING FOR PROPOSED AGREEMENT: Provide in the current year to provide for the costs of this agreemed LCFF funding will be the source of funding for the part will also be spread to all categoricals as applied funds.	ent: Le majority of the increases and a
	D. NON-Co	OMPENSATION: Class Size Adjustments, Staff Developme	ent Days, Teacher Prep Time, etc.
	and speci	IGENCY AND/OR RESTORATION LANGUAGE: Include spific contingency and/or restoration language.	
	1) 1% one 7/1/2014. Schedule.	-time bonus (calculated after the 4% salary schedu If certain triggers are met, the 1% could conver	t to an ongoing increase to Sal
Section 8: 5	tate Minimu	Im Reserve Calculation (inclusive of cost of settlement):	
	Total Expe	nditures and Other Uses: State Reserve Percentage	\$ 18,169,364.00 3%

Minimum State Reserve Requirement (\$60,000 minimum)

BETWEEN THE		Gustine Unified	School District	SCHOOL DISTRIC	Т
		agoalimpagringurran	(MEAR/ANDAMOSUBSEQUE	NTEY(E/ARXS)	
Section 9:	_	erning board approval of bud nce with E.C. 42142 and Gove	lget revisions in Section 9, Co rnment Code 3547.5	I.2 (below)	5/27/2015
	Provide a	opy of the board-approved be	udget revisions and board mir	utes within 45 day	s.
			rent from the proposed budge of the district governing board		ol. 2
Section 10:	were used (including	used to determine that resour	REEMENT IN FUTURE FISCAL res will be available to fund to the station provisions specified but-	hese obligations in	future fiscal years
		ty of the cost (3.5% of o n 2014-15 2nd Interim bude	ngoing salary schedule inco get and MYP.	rease) of these r	negotiations were
Section 11:			PROVISIONS: The proposed a npensation provisions for sub	-	
Section 12:			N THE GENERAL FUND BUDG		'EAR

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.)

	-	(Col. 1)	Current Fiscal	Year 2014-2015	-	
		(Col. 1)				1
			(Col. 2)	(Col. 3)	<u> </u>	(Col. 4)
,		Latest Board-	(002)	Other Revisions	Pro	jected District
		Approved Budget	Adjustments as a	(Including Other		udget After
		Before Settlement	Direct Result of this	Proposed		ettlement of
	l	as of:	Proposed	Bargaining		Agreement
		1/31/2015	Settlement	Agreements)	(C	ols. 1 + 2 + 3)
	ļ.	22 ADA= 1,778				DA= 1,755
	-	RL ADA= 1,778				DA= 1,755
A. Revenues and Other Financing Sources	Ŀ	H ADA- 1,770				
1. Revenue Limit Sources 8010-80	99	\$ 13,961,047		\$ (113,957)	\$	13,847,090
2. Federal Revenue 8100-82	299	1,409,024				1,409,024
3. Other State Revenues 8300-85	599	929,182				929,182
4. Other Local Revenues 8600-87	- ⊢	384,288				384,288
5. Other Financing Sources 8900-89						***
6. Total (sum lines A1 thru A5)		16,683,541	_	(113,957)		16,569,584
	-					
B. Expenditures and Other Financing Uses	_				_	7,300,768
1. Certificated Salaries 1000-19	-		\$ 105,655		\$	
2. Classified Salaries 2000-29	<u> </u>	2,050,502	31,673			2,082,175
3. Employee Benefits 3000-39	-	3,143,523	,20,838			3,164,361
4. Books and Supplies 4000-49	999	1,788,182				1,788,182
Services & Other Operating Expd. 5000-59		2,347,112				2,347,112
6. Capital Outlay 6000-69	999	538,837				538,837
7. Other Outgo (no Indirect) 7100-7299, 7400-74	199	794,348				794,348
8. Other Outgo - Indirect 7300-73	399	(39,116)				(39,116)
9. Other Financing Uses 7600-76	399	192,697				192,697
10. Other Adjustments	2					10 160 264
11. Total (sum lines B1 thru B10)	L	18,011,198	158,166	_		18,169,364
C. NET INCREASE (DECREASE) IN FUND						•
BALANCE (line A6 minus line B11)	Г	\$ (1,327,657)	\$ (158,166)	\$ (113,957)	\$	(1,599,780)
DALANCE (mie Ad minds mie D11)	L	V (1,327,007)	, (200,000,		L	
D. FUND BALANCE						
1. Net Beginning Fund Balance 9791-97	795	\$ 2,734,309			\$	2,734,309
2. Ending Fund Balance	ı	\$ 1,406,652	\$ (158,166)	\$ (113,957)	\$	1,134,529
3. Components of Ending Fund Balance	-					
a. Nonspendable 9711-97	719				\$	
•	740	279,816			<u> </u>	279,816
c. Committed 9750,97	760					_
	780	403,147				403,147
e. Unassigned/Unappropriated	r					
•	789	723,689				723,689
	790		(158,166)	(113,957)		(272,123)
FUND 17 RESERVES 9789,97	-	100,095				100,095
% of State Required Reserves	一	4.57%		Meets		3.04%

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:

Column 5 does not agree with Section 5 because the majority of the cost (3.5% of ongoing salary schedule increase) of these negotiations were included in 2014-15 2nd Interim budget and MYP.

Adjustment to actual P-2/LCFF ADA reported, which was 23.42 less than that used at 2nd Interim.

2) Also includes an increase in GAP from 29.15 to 29.97 as per May Revise updated GAP.

3) Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including Confidential/Management/Administrators, not only this bargaining unit.

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE	Gustine N	Unified School Di	strict	SCHOOL DISTRIC	г
handaninga atau atau atau atau atau atau atau at	······································	First Subsequent Year 2015-2016			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved MYP Before Settlement - as of: 1/31/2015	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= 1,780		(7)	P2 ADA= 1,773
		RL ADA= 1,780		(7)	RL ADA= 1,773
A. Revenues and Other Financing Sour	ces				
Revenue Limit Sources	8010-8099	\$ 15,271,398		\$ 737,032	\$ 16,008,430
2. Federal Revenue	8100-8299	1,080,517			1,080,517
3. Other State Revenues	8300-8599	924,124			924,124
4. Other Local Revenues	8600-8799	114,848			114,848
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		17,390,887	-	737,032	18,127,919
B. Evenanditures and Other Financina II					
B. Expenditures and Other Financing U 1. Certificated Salaries		A 7 067 70E	6 76 374		\$ 7,344,099
Certificated Salaries Classified Salaries	1000-1999		\$ 76,374 \$ 28,451		2,104,349
	2000-2999	2,075,898			3,337,178
3. Employee Benefits	3000-3999 4000-4999	3,319,476	17,702		1,079,849
4. Books and Supplies5. Services & Other Operating Expd.	5000-5999	1,079,849			2,303,364
6. Capital Outlay	6000-6999	2,303,364			416,060
•		416,060			823,553
8. Other Outgo - Indirect	7400-7499 7300-7399	823,553			(40,058)
9. Other Financing Uses		(40,058)			192,697
10. Other Adjustments	7600-7699	192,697		· ,	192,097
11. Total (sum lines B1 thru B10)		17,438,564	122,527	-	17,561,091
· · · · · · · · · · · · · · · · · · ·	l	27/100/001			
C. NET INCREASE (DECREASE) IN FUN	ID .			,	
BALANCE (line A6 minus line B11)		\$ (47,677)	\$ (122,527)	\$ 737,032	\$ 566,828
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 1,406,652			\$ 1,134,529
2. Ending Fund Balance	5.51.57.00	\$ 1,358,975	\$ (122,527)	\$ 737,032	\$ 1,701,357
3. Components of Ending Fund Balance	ا م	3 1,330,973	7 (122,521)	157,032	1 7 17/01/55/
a. Nonspendable	9711-9719				\$ -
b. Restricted	9740	245,394			245,394
c. Committed	9750,9760	240,004			
d. Assigned	9780	403,147			403,147
e. Unassigned/Unappropriated	3700	400,147			100,21,
Chassigned/onappropriated Reserve for Economic Uncert.	9789	710,434			710,434
Unassigned/Unappropriated	9790	110,134	(280,693)	623,075	342,382
FUND 17 RESERVES	9789,9790	150,180	(200,055)	525,510	150,180
% of State Required Reserves	,	4.94%		Meets	
in the second se	į		l		

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

1) STRS increased rates to 10.73% & PERS to 11.847% accounted for in impact to benefits increase. 2) The possible 1% ongoing increase to salary schedule in 2015-16 and onward is not included because certain triggers have to met for this to take place and those triggers would also generate increased revenue.

3) GAP rate has been increased to 53.08% for 15-16 as per May Revise. 4) Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including Confidential/Management/Administrators, not only this bargaining unit.

DISCLOSURE OF PROPOSED AGREEMENT

	DISCL	OSURE OF PROP	OSED AGREEMENT		_		
BETWEEN THE G	ustine (Unified School D	istrict	SCHOOL DISTRICT			
4		l s	econd Subseque	nt Year 2016-20	17		
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)		
·		Latest Board-		Other Devisions	Projected District		
		Approved MYP	Adjustments as a	Other Revisions (Include all	MYP After		
		Before Settlement		adjustments needed	Settlement of		
		as of:	Proposed	to support ongoing	Agreement		
		1/31/2015	Settlement	costs of agreement)	(Cols. 1 + 2 + 3)		
		P2 ADA= 1,787		(9)	P2 ADA= 1,778		
		RL ADA= 1,787		(9)	RL ADA= 1,778		
A. Revenues and Other Financing Sour	ces						
Revenue Limit Sources	8010-8099	\$ 15,985,241		\$ 718 , 976	\$ 16,704,217		
2. Federal Revenue	8100-8299				1,080,517		
3. Other State Revenues	8300-8599				944,177		
4. Other Local Revenues	8600-8799				114,848		
5. Other Financing Sources	8900-8999				-		
6. Total (sum lines A1 thru A5)		18,124,783	-	718,976	18,843,759		
o. rotal (outli miso / ri una / io)							
B. Expenditures and Other Financing U	ses						
1. Certificated Salaries	1000-1999	\$ 7,399,679	\$ 118,561		\$ 7,518,240		
2. Classified Salaries	2000-2999	2,101,697	46,677		2,148,374		
3. Employee Benefits	3000-3999	3,533,776	30,782		3,564,558		
4. Books and Supplies	4000-4999	1,106,845			1,106,845		
5. Services & Other Operating Expd.	5000-5999				2,360,948		
6. Capital Outlay	6000-6999				426,462		
	7400-7499				830,908		
8. Other Outgo - Indirect	7300-7399				(41,059)		
9. Other Financing Uses	7600-7699				192,697		
10. Other Adjustments							
11. Total (sum lines B1 thru B10)		17,911,953	196,020		18,107,973		
•							
C. NET INCREASE (DECREASE) IN FUN	ID				TA		
BALANCE (line A6 minus line B11)		\$ 212,830	\$ (196,020)	\$ 718,976	\$ 735,786		
D. FUND BALANCE		4 0 0 0 0 0			\$ 1,701,357		
1. Net Beginning Fund Balance	9791-9795	\$ 1,358,975	5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-	E10 076	89		
2. Ending Fund Balance		\$ 1,571,805	\$ (196,020)	\$ 718,976	\$ 2,437,143		
3. Components of Ending Fund Balan				T .			
a. Nonspendable	9711-9719			<u> </u>			
b. Restricted	9740	110,271			110,271		
c. Committed	9750,9760				402 147		
d. Assigned	9780	403,147			403,147		
e. Unassigned/Unapproriated					1 050 207		
 Reserve for Economic Uncert. 	9789				1,058,387		
Unassigned/Unappropriated	9790		(476,713)	1,342,051	865,338		
FUND 17 RESERVES	9789,9790		⊣	Marka			
% of State Required Reserves		7.03	*	Meets	11.738		
Assumptions used (RL COLA, Other Revenue COLAs, Addl/Reduced staffing, etc): 1) STRS increased rates to 12.58% and PERS to 13.05% accounted for in benefits increase. 2) The possible 1% ongoing increase to salary schedule in 2015-16 and onward is not included because certain triggers have to met for this to take place and those triggers would also generate increased revenue. 3) GAP rate has been increased to 37.40% for 16-17 as per May Revise. 4) Since both GRTA and CSEA have a TA for the same salary schedule increase, the cost increase to salaries has been adjusted to include the total for all employees, including							
Confidential/Management/Administrators, not only this bargaining unit.							

DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE	Gustine Unified School Dis	trict	SCHOOL DISTRICT				
	CERTIFICAL	ION					
To be signed by the District Superintendent AND Chief Business Official upon submission to the Governing Board and							
by the Board President upo	n formal Board action on the propos	ed agreement.					
	intendent and Chief Business Officia						
	Review 5 days prior to board meeting						
· -	this document summarizes the final	•	• • • •				
	Board for public disclosure of the m						
"Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB-1200, AB-2756 and GC 3547.5.							
AB-2700 and GO 3347.5.							
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	e agreement.						
9	The state of the s		5/22/15				
District :	Superintendent		'Date				
C a Ns	signature) ()		1 1 -				
			£122115				
Chief Bu	siness Official		Date				
	ignature)						
After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on							
May 27, 2015, took action to approve the proposed Agreement with the							
Confidential/Management/Administrative Bargaining Unit.							
President.	Governing Board	,	Date				
	ignature)		2 233				

Meeting of the Board of Trustees MEETING DATE:

May 27, 2015

AGENDA ITEM TITLE: Ratification of GUSD/GRTA Tentative Agreement for 2014/15

AGENDA SECTION: Action/Public Hearing

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

Enclosed is the GUSD/GRTA Tentative Agreement which completes bargaining unit negotiations for the 2014/15 school year. Board action is needed to ratify this agreement.

FISCAL IMPACT: \$305,049 plus \$8,000 starting 2016/17

BUDGET CATEGORY: LCFF and Other Programs as Appropriate

RECOMMENDED ACTION: Approve ratification of tentative agreement

TENTATIVE AGREEMENT BETWEEN GUSTINE UNIFIED SCHOOL DISTRICT AND GUSTINE-ROMERO TEACHERS ASSOCIATION

The Gustine Unified School District and Gustine-Romero Teachers Association hereby enter into a tentative agreement to conclude reopener negotiations related to the 2014-2015 fiscal year. The parties agree to maintain current contract language except as set forth below:

Article XXI - SALARIES

21.1.1 For the 2014-2015 school year, the District shall increase the 2014-2015 Certificated Salary Schedule effective July 1, 2014 by 4% (which includes any funded COLA) on the contract work only, and an additional 1% bonus for 2014-15 only.

Extra Duties Stipend Schedule (effected by with the salary schedule) those increases will not be effective until July 1st, 2015.

Payment for both salary schedule changes noted above shall take place by July supplemental payroll.

The District will continue to fund salary step and longevity movement for the 2014-15 school year.

Following full ratification of the tentative agreement concluding 2014-2015 contract (this language is NOT ongoing and only effective for this negotiations year 2014-2015), the District will fund a maximum of an additional 1% mentioned above as an ONGOING increase to GRTA to the 2015-16 teacher's salary schedule provided all of the items listed below are positive and at least 2 out of the 3 following occur:

- An unbudgeted increase of which up to 40% shall be applied as an increase to the teacher's salary schedule for the following factors:
 - 1. LCFF/P-2 Average Daily Attendance (ADA) currently budgeted at 1779.76 for 2015-16
 - 2. "Unduplicated pupil percent" currently budgeted at 75.67% for 2015-16
 - 3. LCFF GAP Funding Rate currently at 32.19% for 2015-16

For the 2016-17, the District agrees to institute a MASTERS DEGREE stipend. The Master's Degree MUST be in an area of concentration that is related directly to the teaching assignment (The cost of this for 2016-17 is estimated at \$8,000). Only one MA stipend per employee even if they have two MA/MS.

The stipend for the 2016-17 school years shall be \$500.00. Proof of the MA or MS must be made to the district payroll office not later than August 30th of each school year. Certified copies of transcripts must be presented for the stipend before that date.

44Article VII - TEACHER EVALUATION

The District Agrees to form an AD HOC Committee to make changes in the Teacher Evaluation Process. The committee will consist of four (4) teachers and four (4) members from the District (In the event of a tie 4-4 regarding the final product that is to be implemented, the Superintendent will break those ties if necessary. The report and recommendation must be presented to the District Office for implementation no later than 9.15.15.

The committee will make the new Teacher Evaluation Format which may include using local or standardized test scores as part of the evaluative process. Other exemplary will also be considered by the committee.

Article XXIII - EXTRA DUTIES

Withdrawn, provided it is one of the four articles to be discussed at the next negotiations in 2015-16.

Article XXV - PROFESSIONAL DRESS

Withdrawn

GRTA President

Reopeners for 2015-2016

For negotiations, 2015-16, the District & GRTA agree to limit the reopeners to Salary, Health & Welfare Benefits, Extra Duties and three (3) others.

Ronald Estes, Ed. D.
Superintendent

FOR THE ASSOCIATION

Wassim Absood

Date

Meeting of the Board of Trustees MEETING DATE: May 27, 2015

AGENDA ITEM TITLE: Ratification of GUSD/CSEA Tentative Agreement for 2014/15

AGENDA SECTION: Action/Public Hearing

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

Enclosed is the GUSD/CSEA Tentative Agreement which completes bargaining unit negotiations for the 2014/15 school year. Board action is needed to ratify this agreement.

FISCAL IMPACT: \$97,659 plus \$8,200 starting in 2015/16 & \$7,300 starting in 2016/17

BUDGET CATEGORY: LCFF and Other Programs as Appropriate

RECOMMENDED ACTION: Approve ratification of tentative agreement

TENTATIVE AGREEMENT BETWEEN GUSTINE UNIFIED SCHOOL DISTRICT AND CSEA Unit 539

The Gustine Unified School District and CSEA Unit 539 hereby enter into a tentative agreement to conclude reopener negotiations related to the 2014-2015 fiscal year. The parties agree to maintain current contract language except as set forth below:

Article XXIII - SALARIES

For the 2014-2015 school year, the District shall increase the 2014-2015 Classified Salary Schedule effective July 1, 2014 by 4% (which includes any funded COLA) on the contract work only, and an additional 1% bonus for 2014-15 only.

Payment for both salary schedule changes noted above shall take place by August supplemental payroll.

Following full ratification of the tentative agreement concluding 2014-2015 contract (this language is NOT ongoing and only effective for this negotiations year 2014-2015), the District will fund a maximum of an additional 1% on the contract work only, mentioned above as an ONGOING increase to CSEA to the 2015-16 classified salary schedule provided all of the items listed below are positive and at least 2 out of the 3 following occur:

- An unbudgeted increase to the District's LCFF Revenue of which up to 11.5% for CSEA's proportionate share shall be applied as an increase to the classified's salary schedule for the following factors:
 - 1. LCFF/P-2 Average Daily Attendance (ADA) comes in above currently budgeted amount of 1779.76 for 2015-16
 - 2. "Unduplicated pupil percent" comes in above currently budgeted amount of 75.67% for 2015-16
 - 3. LCFF GAP Funding Rate comes in above currently budgeted amount of 32.19% for 2015-16

Article IX: Suspensions for less than 5 days:

In the event an employee is recommended for a non-paid suspension (less than 5 days) the District and CSEA agree to meet to discuss the employee infraction. The purpose of such meeting is to informally discuss the issues leading up to the proposed suspension. The meeting may include negotiating a lesser penalty. Should the parties be unable to come to an agreement regarding the penalty for suspension, the member shall have a right to an Evidentiary Hearing pursuant to the contract.

Article XXII Clarification of the retirement benefits. The District has been paying benefits for each vested retiree, of up to \$13,178 less the dental and vision premium (amounts vary based on level of coverage, i.e. single, family, etc.). A vested retiree receives credit towards only the Medical premium and up to the same amount that an active member receives. All other provisions are status quo (based on H/W cap for 2014-15).

Restorations from past budget cuts:

- Restore the High School Secretary position to 12 months.
- Restore the Gustine Elementary Health Aid position to 7 hours.

For 2016-17 the parties agree to the following:

Effective July 1, 2016:

- Add Lead Cafeteria positions to all cafeterias.
- Add one hour to the Attendance Clerk position at the High School/Continuation School.

For 2015-16, the parties agree to meet and review the need for additional hours for the 2 remaining health aides.

SDI: CSEA proposes that SDI benefits be added to the collective bargaining agreement. Employees agree to assume the cost. Clarification: The District will not integrate their payments with SDI for payroll purposes.

Reopeners for 2015-2016

FOR THE DISTR

CSEA Representative

For negotiations, 2015-16, the District & CSEA agree to limit the reopeners to Salary, Health & Welfare Benefits, and 2 (two) others.

Ronald Estes, Ed. D.

Superintendent

FOR THE ASSOCIATION

Sara Gomez
CSEA Unit #539

Saurie Mitchell, JD

S/22/15
Date

Date



Gustine Unified School District

1500 Meredith Avenue Gustine, California 95322 Telephone (209) 854-3784 FAX (209) 854-9164 Ronald Estes, Ed.D. Superintendent

Board of Education Lettie Borrelli Crickett Brinkman Ernie Longoria Pat Rocha Loretta Rose

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CSEA SIDE LETTER

It is hereby agreed that the District shall increase the range of the Food Service Clerk from Range B to Range J. The range change was inadvertently left off the CSEA & District Agreement Dated 5/14/15.

GUSD / C Date

CSEA

Date

Meeting of the Board of Trustees MEETING DATE:

May 27, 2015

AGENDA ITEM TITLE: Salary Increase for GUSD/Confidential-Management-Administrator

Group for 2014/15

AGENDA SECTION: Action

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

This increase for the GUSD/Confidential-Management Group completes the 2014/15 school year. Board action is needed to approve these increases. The Disclosure of Proposed Agreement lists the details.

FISCAL IMPACT: \$91,312

BUDGET CATEGORY: LCFF and Other Programs as Appropriate

RECOMMENDED ACTION: Approve increases

Meeting of the Board of Trustees MEETING DATE:

May 27, 2015

AGENDA ITEM TITLE: Board Panel for Parent Appeals - Report of Meetings and

Recommendations

AGENDA SECTION: Action

PRESENTED BY: Dr. Ron Estes, Superintendent

SUMMARY:

The Board Sub-Committee will present a report to the full Board regarding their confidential Meetings with parents.

FISCAL IMPACT: None

BUDGET CATEGORY: None

RECOMMENDED ACTION: Consider recommendations

FINGERPRINT CLEARANCE APPEAL

BOARD SUBCOMMITTEE

Lettie Borrelli, Board Member Loretta Rose, Board Member

Meeting held May 22, 2015

Recommendation: Volunteer Appeal #1 – VG (pending)

Recommendation: Volunteer Appeal #2 – LC

Recommendation: Volunteer Appeal #3 – DC



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Ronald Estes, Ed.D. Superintendent

Board of Education Lettie Borrelli Crickett Brinkman Ernie Longoria Pat Rocha Loretta Rose

May 27, 2015

To: Board of Education

From: Dr. Ron Estes

RE: Final Interview with Architects

I would like to schedule a meeting with the Board for a final interview with the architects regarding which one will get the GMS Projects. If you would prefer, we could assign a two member sub-committee from the Board who would interview them along with myself, Russell Hazan and our newly selected General Contractor. If you don't like either of those ideas, I could put a recommendation together for you for the June 17th Board Meeting. We will discuss all the options at the meeting next week (May 27th).