

**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 – GRТА/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: 5 / 27 / 15

Name: Kingsley Borba

Position: P.E. Teacher

(As written on appropriate salary schedule)

Site: GHS Position Type: ☒ Certified ☐ Classified

Credential(s) Held: Intern Eligible from Cal State Stanislaus

New Position: ☐ Yes ☒ No Type of Contract:

☒ 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: ☒ Yes ☐ No

Advertised outside district: ☒ 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

**GUSTINE UNIFIED SCHOOL DISTRICT  
RECOMMENDATION FOR EMPLOYMENT**

**CERTIFICATED POSITION**

Board Meeting Date: May 22, 2015

Name: Chandra Brace

Position: Summer School Principal

Site: For Summer school programs @ GES, RES, GMS

Credential Held: Special Education

Salary Schedule Placement: Stipend

Number of applicants: 2

Number of applicants interviewed: 2

New Position: \_\_\_\_\_ Yes ☒ 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: \_\_\_\_\_

# **ACTION ITEMS**

# **GUSTINE UNIFIED SCHOOL DISTRICT**

**Meeting of the Board of Trustees**

**MEETING DATE:**

May 27, 2015

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**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 OFFICE OF EDUCATION  
WARRANT REGISTER BATCH COVER

**Gustine**

DATE: 5/22/15

DISTRICT FUND: 01 - 5070

BATCH# 22

DISTRICT NAME: 14 - GUSTINE UNIFIED SCHOOL DISTRICT

TOTAL AMOUNT OF REGISTER: \$ 6,861.00

01-5070  
11-5074  
13-5077  
14-5072  
17-5071  
25-5075  
35-5078  
40-5065

CHECK LIST FOR WARRANT REGISTERS  
(PLEASE CHECKMARK EACH)

- ☒ 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 original prelist for your records
- ☒ Proper signed authorization for each batch

**ALL BATCHES MUST BE RELEASED AND HELD FOR AUDIT**

DISTRICT SERVICES USE ONLY

RECEIVED BY DISTRICT SERVICES: \_\_\_\_\_

AUDIT APPROVED: \_\_\_\_\_

CASH CHECKED: \_\_\_\_\_

RELEASED FOR PAYMENT: \_\_\_\_\_



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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  
BATCH: 0022 May Warrant Register  
FUND : 01 GENERAL FUND/COUNTY SSF

APY500 L.00.07 05/21/15 16:28 PAGE 1  
<< Open >>

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num		Liq Amt	Net Amount
Req Reference	Date	Description	FD-RESC-Y-OBJT.SO-GOAL-FUNC-SCH-DD1-DD2 T9MPS					
102856/00	AP EXAMS							
151160 PO-151143	05/21/2015	AP EXAMS	1 01-1100-0-4312.00-1200-3160-310-000-000 NN F			6861.00	6,861.00	
		TOTAL PAYMENT AMOUNT	6,861.00 *				6,861.00	
		TOTAL BATCH PAYMENT	6,861.00 ***		0.00		6,861.00	
		TOTAL FUND PAYMENT	6,861.00 **				6,861.00	
		TOTAL DISTRICT PAYMENT	6,861.00 ****		0.00		6,861.00	
		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

Ronald Estes, Ed.D.  
Superintendent

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

"Preparing students for the future . . . today"

May 27, 2015

TO: GUSD Board of Education

FROM: Ronald Estes, Ed.D.  
Superintendent

SUBJECT: 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

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**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 (Statutes of 2004, Chapter 25) .**

**DISCLOSURE OF PROPOSED AGREEMENT**

BETWEEN THE Gustine Unified School District SCHOOL DISTRICT  
AND Gustine-Romero Teachers' Association (GRTA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on:

5/27/2015

Budget Revisions to be submitted no later than 45 days after approval:

N/A

**GENERAL**

**Section 1: CURRENT STATUS OF ALL BARGAINING UNIT AGREEMENTS**

	Unit	Status	FTE Represented
Certificated:	GRTA	settled	89
Classified:	CSEA	settled	68.8

**Section 2: PERIOD OF AGREEMENT**

The proposed agreement covers the period beginning on:  
and ending on:

7/1/2014

6/30/2015

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

Fiscal Years:

2014-15

2015-16

Reopeners: Yes or NO ?

NO

YES

if Yes, What Areas?

For 2015-16, reopeners on Salary, H&W, Extra Duties, and 3 others.

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

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**

**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):

\$ 5,429,245

Current-Year Salary Cost After Settlement

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

\$ 5,698,770

Total Cost Increase:

\$ 269,525

Percentage Increase:

4.96%

**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)

4.00% per employee

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

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

# DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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:	\$ 723,922
Proposed Costs:	\$ 759,446
<b>Total Cost Increase:</b>	<b>\$ 35,524</b>
<b>Percentage Increase:</b>	<b>4.91%</b>

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

Total Costs:

Current Costs:	\$ 13,178
Proposed Costs:	\$ 13,178
<b>Total Cost Increase:</b>	<b>\$ -</b>
<b>Percentage Increase:</b>	<b>0.00%</b>

**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	
<b>Average Capped Amount increase per employee</b>	<b>\$ -</b>	<b>0%</b>

## **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	\$ 5,429,245	
Benefits <i>(includes Health &amp; Welfare costs)</i>	\$ 737,100	
<b>Total:</b>		<b>\$ 6,166,345</b>

Current Year Cost After Settlement:

(Include any retroactive pay and other additional compensation)

Salaries	\$ 5,698,770	
Benefits <i>(includes Health &amp; Welfare costs)</i>	\$ 772,624	
<b>Total:</b>		<b>\$ 6,471,394</b>

<b>TOTAL COST INCREASE/DECREASE</b>	<b>\$ 305,049</b>
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	
<b>PERCENTAGE INCREASE/DECREASE:</b>	<b>4.95%</b>
<b>COST OF 1% INCREASE/DECREASE IN SALARY &amp; STATUTORY BENEFITS:</b>	<b>\$ 61,532</b>

## DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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. (amounts, staff affected, total cost)**

1) 1% one-time bonus (calculated after the 4% salary schedule increase) retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule. Staff: All Teachers, Cost: Included above and is approximately \$67,450 2) \$500 Masters Stipend in 2016-17. Staff: All teachers, Cost: \$8,000 estimate

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

None

**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:**

Increased LCFF funding will be the source of funding for the majority of the increases and a smaller part will also be spread to all categoricals as appropriate for teachers who are paid from these funds.

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

Teacher evaluations: committee will be formed to make recommendation for changes to include test scores in the evaluation process; Clarification of retirement benefits in Article XXII

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

1) 1% one-time bonus (calculated after the 4% salary schedule increase) retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule. Staff: All Teachers, Cost: Included above and is approximately \$67,450; 2) In 2015-16, agree to limit the reopeners to Salary, Health & Welfare Benefits, Extra Duties, and three (3) others.

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%
\$	545,080.92



**DISCLOSURE OF PROPOSED AGREEMENT**

BETWEEN THE Gustine Unified 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**

5/27/2015

**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):**

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.

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 Gustine Unified School District SCHOOL DISTRICT

Current Fiscal Year 2014-2015			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: 1/31/2015	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= 1,778		(23.42)	P2 ADA= 1,755
RL ADA= 1,778		(23.42)	RL ADA= 1,755

## A. Revenues and Other Financing 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			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 Uses

1. 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	3,143,523	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 FUND

BALANCE (line A6 minus line B11)

\$ (1,327,657)	\$ (158,166)	\$ (113,957)	\$ (1,599,780)
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## 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 Balance					
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					
1. Reserve for Economic Uncert.	9789	723,689			723,689
2. Unassigned/Unappropriated	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.

# DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE **Gustine Unified School District** SCHOOL DISTRICT

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 Sources

1. 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. Expenditures and Other Financing Uses

1. 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
5. 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 FUND

BALANCE (line A6 minus line B11)

\$ (47,677)	\$ (122,527)	\$ 737,032	\$ 566,828
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## D. FUND BALANCE

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 Balance					
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
% 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. 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

BETWEEN THE Gustine Unified School District SCHOOL DISTRICT

Second Subsequent Year 2016-2017			
(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= 1,787		(9)	P2 ADA= 1,778
RL ADA= 1,787		(9)	RL ADA= 1,778

## A. Revenues and Other Financing Sources

1. Revenue Limit Sources	8010-8099	\$ 15,985,241		\$ 718,976	\$ 16,704,217
2. Federal Revenue	8100-8299	1,080,517			1,080,517
3. Other State Revenues	8300-8599	944,177			944,177
4. Other Local Revenues	8600-8799	114,848			114,848
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		18,124,783	-	718,976	18,843,759

## B. Expenditures and Other Financing Uses

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			2,360,948
6. Capital Outlay	6000-6999	426,462			426,462
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	830,908			830,908
8. Other Outgo - Indirect	7300-7399	(41,059)			(41,059)
9. Other Financing Uses	7600-7699	192,697			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 FUND BALANCE (line A6 minus line B11)

\$ 212,830	\$ (196,020)	\$ 718,976	\$ 735,786
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## D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 1,358,975			\$ 1,701,357
2. Ending Fund Balance		\$ 1,571,805	\$ (196,020)	\$ 718,976	\$ 2,437,143
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719				\$ -
b. Restricted	9740	110,271			110,271
c. Committed	9750,9760				-
d. Assigned	9780	403,147			403,147
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,058,387			1,058,387
2. Unassigned/Unappropriated	9790	-	(476,713)	1,342,051	865,338
FUND 17 RESERVES	9789,9790	200,265			200,265
% of State Required Reserves		7.03%		Meets	11.73%

## 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 District SCHOOL DISTRICT

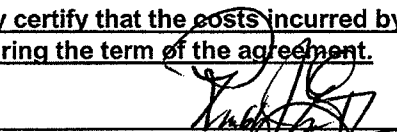
**CERTIFICATION**

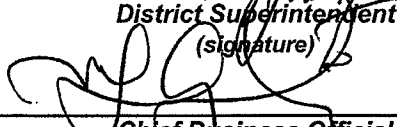
*To be signed by the District Superintendent **AND** Chief Business Official upon submission to the Governing Board and by the Board President upon formal Board action on the proposed agreement.*

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.

  
\_\_\_\_\_  
District Superintendent  
(signature)

  
\_\_\_\_\_  
Chief Business Official  
(signature)

5/22/15  
\_\_\_\_\_  
Date

5/22/15  
\_\_\_\_\_  
Date

*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 Gustine-Romero Teachers' Association (GRTA) Bargaining Unit.*

\_\_\_\_\_  
President, Governing Board  
(signature)

\_\_\_\_\_  
Date

# **GUSTINE UNIFIED SCHOOL DISTRICT**

**Meeting of the Board of Trustees**

**MEETING DATE:**

May 27, 2015

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**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 (Statutes of 2004, Chapter 25) .**

### DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified School District SCHOOL DISTRICT  
AND Classified School Employees Association Unit#539 BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on:

5/27/2015

Budget Revisions to be submitted no later than 45 days after approval:

N/A

#### GENERAL

#### Section 1: CURRENT STATUS OF ALL BARGAINING UNIT AGREEMENTS

	Unit	Status	FTE Represented
Certificated:	GRTA	settled	89
Classified:	CSEA	settled	68.8

#### Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:  
and ending on:

7/1/2014

6/30/2015

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

Fiscal Years:

2014-15

2015-16

Reopeners: Yes or NO ?

NO

YES

if Yes, What Areas?

For 2015-16, reopeners on Salary, H&W, and 2 others. Also, to meet and review the need for additional hours for the 2 remaining health aides.

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

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.

#### 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):

\$ 1,612,691

Current-Year Salary Cost After Settlement

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

\$ 1,694,122

Total Cost Increase:

\$ 81,431

Percentage Increase:

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)

4.00% per employee

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

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

# DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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:	\$ 321,352
Proposed Costs:	\$ 337,580
<b>Total Cost Increase:</b>	<b>\$ 16,228</b>
<b>Percentage Increase:</b>	<b>5.05%</b>

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

Total Costs:

Current Costs:	\$ 13,178
Proposed Costs:	\$ 13,178
<b>Total Cost Increase:</b>	<b>\$ -</b>
<b>Percentage Increase:</b>	<b>0.00%</b>

**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	
<b>Average Capped Amount increase per employee</b>	<b>\$ -</b>	<b>0%</b>

**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	\$ 1,612,691	
Benefits (includes Health & Welfare costs)	\$ 334,530	
<b>Total:</b>		<b>\$ 1,947,221</b>

Current Year Cost After Settlement:

(Include any retroactive pay and other additional compensation)

Salaries	\$ 1,694,122	
Benefits (includes Health & Welfare costs)	\$ 350,758	
<b>Total:</b>		<b>\$ 2,044,880</b>

<b>TOTAL COST INCREASE/DECREASE</b>	<b>\$ 97,659</b>
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	
<b>PERCENTAGE INCREASE/DECREASE:</b>	<b>5.02%</b>
<b>COST OF 1% INCREASE/DECREASE IN SALARY &amp; STATUTORY BENEFITS:</b>	<b>\$ 19,340</b>



## DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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. (amounts, staff affected, total cost)**

1) 1% one-time bonus (calculated after the 4% salary schedule increase) retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule. Staff: All Classified, Cost: Included above and is approximately \$20,600. Range Change for 1 Food Service Acct Clerk from Range B to J, cost \$3,900. Restorations: 1 HS Secretary from 11 to 12 months and 1 GES Health Aid from 6.5 to 7 hours, cost \$8,200. For 16-17: Add Lead Cafeteria at all cafeterias and add one hour to 1 Attendance Clerk at GHS/PHS, cost \$7,300.

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

None

**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:**

Increased LCFF funding will be the source of funding for the majority of the increases and a smaller part will also be spread to all categoricals as appropriate for classified staff who are paid from these funds.

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

Language added to Article IX for Suspensions of less than 5 days; Clarification of retirement benefits in Article XXII; For 2016-17, SDI benefits added to agreement with employees assuming the cost

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

1) 1% one-time bonus (calculated after the 4% salary schedule increase) retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule. Staff: All Classified, Cost: Included above and is approximately \$20,600; 2) In 2015-16, agree to limit the reopeners to Salary, Health & Welfare Benefits, and two (2) others.

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%
\$	545,080.92

## DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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**

5/27/2015

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 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):

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.

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 Gustine Unified School District SCHOOL DISTRICT

Current Fiscal Year 2014-2015			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: 1/31/2015	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= 1,778		(23.42)	P2 ADA= 1,755
RL ADA= 1,778		(23.42)	RL ADA= 1,755

## A. Revenues and Other Financing 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			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 Uses

1. 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	3,143,523	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 FUND

BALANCE (line A6 minus line B11)	\$ (1,327,657)	\$ (158,166)	\$ (113,957)	\$ (1,599,780)
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## 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 Balance					
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					
1. Reserve for Economic Uncert.	9789	723,689			723,689
2. Unassigned/Unappropriated	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.

# DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE **Gustine Unified School District** SCHOOL DISTRICT

## 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 Sources

1. 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. Expenditures and Other Financing Uses

1. 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
5. 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 FUND

BALANCE (line A6 minus line B11)

\$ (47,677)	\$ (122,527)	\$ 737,032	\$ 566,828
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### D. FUND BALANCE

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 Balance					
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
% of State Required Reserves		4.94%		Meets	6.85%

### Assumptions used (RL COLA, Other Revenue COLAs, Add/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

BETWEEN THE **Gustine Unified School District** SCHOOL DISTRICT

## Second Subsequent Year 2016-2017

(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= 1,787		(9)	P2 ADA= 1,778
RL ADA= 1,787		(9)	RL ADA= 1,778

### A. Revenues and Other Financing Sources

1. Revenue Limit Sources	8010-8099	\$ 15,985,241		\$ 718,976	\$ 16,704,217
2. Federal Revenue	8100-8299	1,080,517			1,080,517
3. Other State Revenues	8300-8599	944,177			944,177
4. Other Local Revenues	8600-8799	114,848			114,848
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		18,124,783	-	718,976	18,843,759

### B. Expenditures and Other Financing Uses

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			2,360,948
6. Capital Outlay	6000-6999	426,462			426,462
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	830,908			830,908
8. Other Outgo - Indirect	7300-7399	(41,059)			(41,059)
9. Other Financing Uses	7600-7699	192,697			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 FUND

BALANCE (line A6 minus line B11)

\$ 212,830	\$ (196,020)	\$ 718,976	\$ 735,786
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### D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 1,358,975			\$ 1,701,357
2. Ending Fund Balance		\$ 1,571,805	\$ (196,020)	\$ 718,976	\$ 2,437,143
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719				\$ -
b. Restricted	9740	110,271			110,271
c. Committed	9750,9760				-
d. Assigned	9780	403,147			403,147
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,058,387			1,058,387
2. Unassigned/Unappropriated	9790	-	(476,713)	1,342,051	865,338
FUND 17 RESERVES	9789,9790	200,265			200,265
% of State Required Reserves		7.03%		Meets	11.73%

### 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 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.*

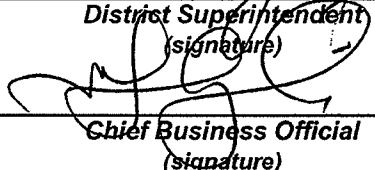
Signatures of District Superintendent and Chief Business Official must accompany copy of disclosure sent to the County Superintendent for Review 5 days prior to board meeting ratifying agreement.

*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.

  
\_\_\_\_\_  
District Superintendent  
(signature)

\_\_\_\_\_  
5/22/15  
Date

  
\_\_\_\_\_  
Chief Business Official  
(signature)

\_\_\_\_\_  
5/22/15  
Date

*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 Classified School Employees Association Unit#539 Bargaining Unit.*

\_\_\_\_\_  
President, 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 (Statutes of 2004, Chapter 25) .**

**DISCLOSURE OF PROPOSED AGREEMENT**

BETWEEN THE Gustine Unified School District SCHOOL DISTRICT  
AND Confidential/Management/Administrative UNREPRESENTED GROUP

To be acted upon by the Governing Board at its meeting on:

5/27/2015

Budget Revisions to be submitted no later than 45 days after approval:

N/A

**GENERAL**

**Section 1: CURRENT STATUS OF ALL BARGAINING UNIT AGREEMENTS**

	Unit	Status	FTE Represented
Certificated:	GRTA	settled	89
Classified:	CSEA	settled	68.8

**Section 2: PERIOD OF AGREEMENT**

The proposed agreement covers the period beginning on:  
and ending on:

7/1/2014

6/30/2015

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

Fiscal Years:

Reopeners: Yes or NO ?

If Yes, What Areas?

**Section 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 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):

\$ 1,589,498

Current-Year Salary Cost After Settlement

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

\$ 1,668,813

Total Cost Increase:

\$ 79,315

Percentage Increase:

4.99%

**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)

4.00% per employee

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

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



# DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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:	\$ 239,938
Proposed Costs:	\$ 251,935
<b>Total Cost Increase:</b>	<b>\$ 11,997</b>
<b>Percentage Increase:</b>	<b>5.00%</b>

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

Total Costs:

Current Costs:	\$ 13,178
Proposed Costs:	\$ 13,178
<b>Total Cost Increase:</b>	<b>\$ -</b>
<b>Percentage Increase:</b>	<b>0.00%</b>

**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	
<b>Average Capped Amount increase per employee</b>	<b>\$ -</b>	<b>0%</b>

## 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	\$ 1,589,498	
Benefits <i>(includes Health &amp; Welfare costs)</i>	\$ 253,116	
<b>Total:</b>		<b>\$ 1,842,614</b>

Current Year Cost After Settlement:

*(Include any retroactive pay and other additional compensation)*

Salaries	\$ 1,668,813	
Benefits <i>(includes Health &amp; Welfare costs)</i>	\$ 265,113	
<b>Total:</b>		<b>\$ 1,933,926</b>

<b>TOTAL COST INCREASE/DECREASE</b>	<b>\$ 91,312</b>
<i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	
<b>PERCENTAGE INCREASE/DECREASE:</b>	<b>4.96%</b>
<b>COST OF 1% INCREASE/DECREASE IN SALARY &amp; STATUTORY BENEFITS:</b>	<b>\$ 18,294</b>

# DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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. (amounts, staff affected, total cost)

1) 1% one-time bonus (calculated after the 4% salary schedule increase) retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule. Staff: All Confidential/Management/Administrative, Cost: Included above and is approximatley \$19,000.

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

None

### 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:

Increased LCFF funding will be the source of funding for the majority of the increases and a smaller part will also be spread to all categoricals as appropriate for staff who are paid from these funds.

### 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.

1) 1% one-time bonus (calculated after the 4% salary schedule increase) retro-active to 7/1/2014. If certain triggers are met, the 1% could convert to an ongoing increase to Sal Schedule. Staff: All Confidential/Management/Adminisitrative, Cost: Included above and is approximatley \$19,000

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%
\$	545,080.92

## DISCLOSURE OF PROPOSED AGREEMENT

BETWEEN THE Gustine Unified 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**

5/27/2015

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 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):

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.

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 Gustine Unified School District SCHOOL DISTRICT

Current Fiscal Year 2014-2015			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: 1/31/2015	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= 1,778		(23.42)	P2 ADA= 1,755
RL ADA= 1,778		(23.42)	RL ADA= 1,755

## A. Revenues and Other Financing 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			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 Uses

1. 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	3,143,523	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 FUND

BALANCE (line A6 minus line B11)

\$ (1,327,657)	\$ (158,166)	\$ (113,957)	\$ (1,599,780)
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## 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 Balance					
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					
1. Reserve for Economic Uncert.	9789	723,689			723,689
2. Unassigned/Unappropriated	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 GRITA 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 District** SCHOOL DISTRICT

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 Sources

1. 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. Expenditures and Other Financing Uses

1. 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
5. 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 FUND

BALANCE (line A6 minus line B11)

\$ (47,677)	\$ (122,527)	\$ 737,032	\$ 566,828
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## D. FUND BALANCE

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 Balance					
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
% 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. 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

BETWEEN THE Gustine Unified School District SCHOOL DISTRICT

Second Subsequent Year 2016-2017			
(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= 1,787		(9)	P2 ADA= 1,778
RL ADA= 1,787		(9)	RL ADA= 1,778

## A. Revenues and Other Financing Sources

1. Revenue Limit Sources	8010-8099	\$ 15,985,241		\$ 718,976	\$ 16,704,217
2. Federal Revenue	8100-8299	1,080,517			1,080,517
3. Other State Revenues	8300-8599	944,177			944,177
4. Other Local Revenues	8600-8799	114,848			114,848
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		18,124,783	-	718,976	18,843,759

## B. Expenditures and Other Financing Uses

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			2,360,948
6. Capital Outlay	6000-6999	426,462			426,462
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	830,908			830,908
8. Other Outgo - Indirect	7300-7399	(41,059)			(41,059)
9. Other Financing Uses	7600-7699	192,697			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 FUND

BALANCE (line A6 minus line B11)

\$ 212,830	\$ (196,020)	\$ 718,976	\$ 735,786
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## D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 1,358,975			\$ 1,701,357
2. Ending Fund Balance		\$ 1,571,805	\$ (196,020)	\$ 718,976	\$ 2,437,143
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719				\$ -
b. Restricted	9740	110,271			110,271
c. Committed	9750,9760				-
d. Assigned	9780	403,147			403,147
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,058,387			1,058,387
2. Unassigned/Unappropriated	9790	-	(476,713)	1,342,051	865,338
FUND 17 RESERVES	9789,9790	200,265			200,265
% of State Required Reserves		7.03%		Meets	11.73%

## 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 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.**

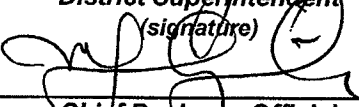
**Signatures of District Superintendent and Chief Business Official must accompany copy of disclosure sent to the County Superintendent for Review 5 days prior to board meeting ratifying agreement.**

**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.**

  
\_\_\_\_\_  
District Superintendent  
(signature)

5/22/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chief Business Official  
(signature)

5/22/15  
\_\_\_\_\_  
Date

**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  
(signature)

\_\_\_\_\_  
Date

# **GUSTINE UNIFIED SCHOOL DISTRICT**

**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 1<sup>st</sup>, 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 30<sup>th</sup> of each school year. Certified copies of transcripts must be presented for the stipend before that date.**

44Article VII - TEACHER EVALUATION

**7.11 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**

**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.**

FOR THE DISTRICT

\_\_\_\_\_  
Ronald Estes, Ed. D.  
Superintendent

\_\_\_\_\_  
Date

FOR THE ASSOCIATION

\_\_\_\_\_  
Wassim Absood  
GRTA President

\_\_\_\_\_  
Date

# **GUSTINE UNIFIED SCHOOL DISTRICT**

**Meeting of the Board of Trustees**

**MEETING DATE:**

May 27, 2015

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**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.

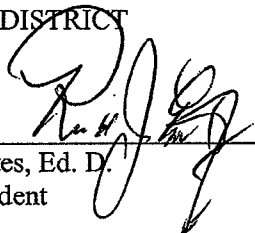
For 2015-16, the parties agree to meet and review the need for additional hours for the 2 remaining health aides.

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

FOR THE DISTRICT

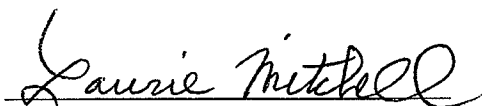
  
\_\_\_\_\_  
Ronald Estes, Ed. D.  
Superintendent

5/22/15  
Date

FOR THE ASSOCIATION

  
\_\_\_\_\_  
Sara Gomez  
CSEA Unit #539

5/22/15  
Date

  
\_\_\_\_\_  
Laurie Mitchell, JD  
CSEA Representative

5.22.15  
Date



# Gustine Unified School District

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

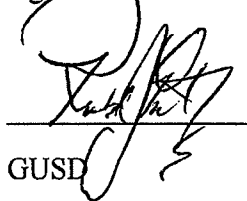
Ronald Estes, Ed.D.  
Superintendent

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

"Preparing students for the future . . . today"

## 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                      Date

 5/22/15  
\_\_\_\_\_  
CSEA                      Date

# **GUSTINE UNIFIED SCHOOL DISTRICT**

**Meeting of the Board of Trustees**

**MEETING DATE:**

May 27, 2015

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**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

# **GUSTINE UNIFIED SCHOOL DISTRICT**

**Meeting of the Board of Trustees**

**MEETING DATE:**

May 27, 2015

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**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



# 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

"Preparing students for the future . . . today"

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).