WILLITS UNIFIED SCHOOL DISTRICT

A special meeting of the Willits Unified School District Board of Education will be held on **Friday**, **July 17**, **2020**. The Board of Education will call the meeting to order at 4 p.m. via Zoom, at which time the Board of Education will move to Closed Session regarding the item listed under Closed Session. The public meeting will reconvene at **5:00 p.m**.

Via: Zoom link

https://us04web.zoom.us/j/9782489039?pwd=V0U2cUtHZUMzQk5xR3d5Vy9wT1JkZz09

MODIFIED MEETING PROCEDURES DURING COVID-19 (CORONAVIRUS) PANDEMIC:

As per Executive Order N-29-20 from Governor Newsom, the Willits Unified School District Board of Education open meeting scheduled for Friday, July 17, 2020, at 5:00 p.m. will be in a virtual/teleconferencing environment using Zoom at this link:

https://us04web.zoom.us/j/9782489039?pwd=V0U2cUtHZUMzQk5xR3d5Vy9wT1JkZz09

The purpose of the Governor's executive order is to control the spread of Coronavirus (COVID-19) and to reduce and minimize the risk of infection by "limiting attendance at public assemblies, conferences, or other mass events." The Governor's executive order on March 12, 2020, already waived the requirement for a majority of board members to physically participate in a public board meeting at the same location. The agenda contains only routine and timesensitive items

Agenda

- 1. Call Meeting to Order
- 2. Agenda Approval
- 3. Recess to Closed Session

A. Labor Negotiations, WTA, Classified Confidential, Classified Management, Administration: District Representative Superintendent (G.C. 54957.6)

- 4. Reconvene to Open Session
- 5. Report Out of Closed Session
- 6. Flag Salute
- 7. Action/ Discussion
 - A. Public Comments on Consent Agenda
 - B. Consent Agenda
 - 1) *Approval of Minutes of the Regular Meeting held on June 10, 2020
 - 2) *Approval of Minutes of the Regular Meeting held on June 17, 2020
 - 3) *Approval of Minutes of the Regular Meeting held on June 22, 2020
 - 4) *Approval to Surplus Textbooks, Blosser Lane Elementary
 - C. *Approval to employ Alisa Smith, Education Specialist-Moderate Severe/Certificated Staff/ Middle Grades with a Variable Term Waiver
 - D. NOTICE OF PUBLIC DISCLOSURE 5:00 p.m. WTA, Classified Confidential, Classified Management, and Administration. Cost incurred by the public school employer under the agreement for the current and subsequent fiscal year, shall be disclosed at a public meeting of the public school employer.
 - E. *Ratification of WTA Collective Bargaining Agreement
 - F. *Approval of Terms and Conditions of Employment for Classified Confidential
 - G. *Approval of Terms and Conditions of Employment for Classified Management
 - H. *Approval of Terms and Conditions of Employment for Administration
 - I. *Approval of Administrative Salary Schedule
 - J. *Designation of CSBA Delegate Assembly Region 1B
 - K. *Approval of SSU Student Teaching Agreement, Amendment No. 1
 - L. *Approval of 2020/21 Ag CTE Incentive Grant Application
 - M. *Approval of Revised 2020/21 District Calendar
 - N. Discussion/Approval of Plan to Re-Open Schools due to COVID-19
- 8. Public Comments for Items Not on the Agenda
- 9. Adjournment

<u>Notice:</u> Willits Unified School District adheres to the Americans with Disabilities Act. Should you require special accommodations, or more information about accessibility, please contact the Superintendent, (707) 459-5314. All efforts will be made for reasonable accommodations.

WILLITS UNIFIED SCHOOL DISTRICT BOARD OF TRUSTEES

Regular Meeting

Willits High School, Media Center 299 N Main Street, Willits, California Wednesday, June 10, 2020 Closed Session – 4:00 p.m. Open Session – 5:00 p.m.

Public Comments- Individuals may address the Board on regular session agenda items at the time they are under consideration.

MODIFIED MEETING PROCEDURES DURING COVID-19 (CORONAVIRUS) PANDEMIC:

As per Executive Order N-29-20 from Governor Newsom, the Willits Unified School District Board of Education meeting scheduled for Wednesday, April 15, 2020, at 5:00 p.m. was held in a virtual/teleconferencing environment using Zoom at this

 $\label{link:https://www.google.com/url?q=https%3A%2F%2Fus04web.zoom.us\%2Fj%2F9782489039%3Fpwd%3DV0U2\\ \underline{cUtHZUMzQk5xR3d5Vy9wT1JkZz09\&sa=D\&ust=1591815831177000\&usg=AOvVaw2ARGjOimGM4a5H8XoAt}\\ Vrq$

The purpose of the Governor's executive order is to control the spread of Coronavirus (COVID-19) and to reduce and minimize the risk of infection by "limiting attendance at public assemblies, conferences, or other mass events." The Governor's executive order on March 12, 2020, already waived the requirement for a majority of board members to physically participate in a public board meeting at the same location. The June 10 agenda contains only routine and time-sensitive items.

MINUTES:

1. Call Meeting to Order

Board President Bowlds called the meeting to order at 4:00 p.m. In attendance was Bowlds, Chavez and King. In Zoom attendance Nunez and Colvig

2. Agenda Approval

MSP (Chavez/King) to approve the agenda as presented.

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None

Absent: Abstain:

None None

- 3. Public Comments on Closed Session Items No comments were received.
- 4. Recess to Closed Session

Board President Bowlds recessed to closed session at 4:03 p.m.

- A. Approval of Inter-District Transfers (E.C.35146) Approved 5-0
- B. Labor Negotiations, WTA; District Representative, Superintendent
- C. Public Employee Discipline, Dismissal, Release (G.C. 54957)
- 5. Reconvene to Open Session

Board Clerk Colvig reconvened to open session at 5:10 p.m.

6. Flag Salute

Board Member Chavez led the flag salute.

- 7. Report out of Closed Session Superintendent Westerburg reported that
- A. Approval of Inter-District Transfers (E.C.35146)

MSP: (Chavez/King) to approve the inter-district transfers as presented.

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None None

Absent:

None

- B. Labor Negotiations, WTA; District Representative, Superintendent Discussion only, no action taken
- C. Public Employee Discipline, Dismissal, Release (G.C. 54957) Discussion only, no action taken

8. Information

A. Williams Quarterly Report, 3rd Quarter, MCOE No changes from previous report.

B. Measure I, General Bond, November 2020 Election Superintendent Westerburg advised the general obligation bonds are going back out on the November 2020 election, flexibility of phases and oversight of funds.

9. WTA Comments

Tessa Ford advised that WTA honored all the retirees (5) with flowers, gift cards and balloons. Planning committee for strategic planning, want more involvement from teachers: per AB committee's work not done more time input. Teachers concerns: PPE, cleaning supplies, IT concerns plus more training for distance learning, teachers at risk/working FTE, serial quarantine. Per AB this district will meet and or exceed the cleaning requirements and will spend whatever is necessary for cleaning supplies and PPE

Brian Bowles- WTA member. Thanked members/Supt for work to the district. Health and safety for students.

10. CSEA Comments

CSEA President Dan Green commented having a hard time hearing on Zoom. Changes are non-stop with COVID, thank you to Laura, Mark and Special Ed dept. for keeping the classified staff employed.

11. Board Comments

Board Member Chavez graduation to see what the community did for our babies. So appreciates the willingness to work together. Budget will call for buttoning things down, we will get through it Willits is a wonderful place to live and work.

Board Member King attended the WHS graduation and thought it was absolutely incredible including all the support from townspeople along the route. Although she missed the festivities at all the other sites she appreciated all the commemorations that took place. King also shared that she is impressed with the teachers, administration, custodial and maintenance and staff everywhere putting an enormous amount of effort to meet student's needs. King also appreciates BGMS administration for continued communication during this time and she concluded that the Safety and Health are the biggest priority in the pyramid.

Board Member Nunez apologized for missing graduation, she heard a lot of good feedback and was happy with that. Nunez also stated that she appreciates the remarks from Tessa and Brian and she would like to see more folks get involved. Nunez inquired if Nuestra Alianza was doing summer school, if COVID testing is happening at WHS and if the proper training for our custodial staff would be happening regarding the cleaning of the classrooms?

Board Member Colvig shared that this is an important time for everyone to work together and cooperate with one another.

Board President Bowlds reported that graduation came off far better than expected, it was well attended, and a pretty cool idea- thank you to all who put it together. A tentative document has been put together regarding a plan for schools to resume, more proposals are welcome. Budget reductions are going to be big and the District must plan so we remain solvent. Superintendent Westerburg is making recommendations and the Board is making changes to weather through those cuts. Bowlds concluded that he appreciates the communication that comes from administration and staff.

12. Superintendent Comments

Superintendent Westerburg reported concerns for the strategic meeting of 12 with a diverse group, draft sent out for COVID schedule for each site. Working hard, listening to lots of people to find the best solution to serve students with the minimal amount of risk, complicated process that we can afford and to keep folks employed.

13. **Action Discussion**

A. Public Comments on Consent Agenda

No comments

B. Consent Agenda

The consent agenda included the following items: Approval of the Minutes from the Regular Meeting held on May 13, 2020, Approval of Warrant Registers from May 1, 2020-May 31, 2020, Approval of Employee Status Changes (5), Acknowledgement of 4th Quarter Williams Uniform Complaint Report, Approval of Student Teaching Agreement, Sonoma State Univ. July 1, 2020- June 30, 2022

MSP (Chavez/Colvig) to approve the consent agenda as presented with the CORRECTION TO DATES FOR WARRANTS ON AGENDA FROM 5/1/2020~5/31/2020

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes: Absent: None None

Abstain:

None

C. Approval of Skipping Criteria with Shared Seniority Dates

MSP (Nunez/King) to approve the skipping criteria with shared seniority dates as presented.

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None

Absent:

None

Abstain:

None

D. Approval of 2020/21 Declaration of Need for Fully Qualified Educators and Annual Statement of Need

MSP (King/Chavez) to approve the 2020/21 Declaration of Need for Fully Qualified Educators and Annual Statement of Need as presented.

Aves:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None

Absent:

None

Abstain:

None

E. Approval of 2020/21 Annual Statement of Need 30 Day Substitutes

MSP (Colvig/Chavez) to approve the 2020/21 Annual Statement of Need 30 Day Substitutes as presented.

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None

Absent:

None

Abstain:

None

Approval of Office of Administrative Hearing (OAH) Agreement F.

MSP (King/Colvig) to approve the Office of Administrative Hearing (OAH) Agreement as presented.

Ayes:

Bowlds, Colvig, Chavez, King

Noes:

None

Absent: Abstain: None Nunez

G. *Consideration of and Possible Action on Resolution 2019/20-18 Regarding Reduction/Elimination of Classified Employee Services

MSP (Chavez/Nunez) Consideration of and Possible Action on Resolution 2019/20-18 Regarding Reduction/Elimination of Classified Employee Services. ROLL CALL VOTE

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None None

Absent:

Abstain:

None

H. *Approval of LCAP COVID-19 Operations Report

MSP (Nunez/Chavez) to approve the LCAP COVID-19 Operations Report as presented.

Ayes:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None

Absent: Abstain: None None

PUBLIC HEARING- 5:20 p.m. 20/21 Budget. The Board of Trustee of the Willits Unified School District will hold a Public Hearing to receive input from the public on matters pertaining to the adoption of the 20/21 Budget. The board welcomes public input.

Opened at 6:43 p.m. Attachment A, Attachment B, and Attachment C

Fiscal Director, Nikki Agenbroad showcased the 2020/21 budget with expectations of 1.4 million less revenue, she also presented the projections for 2021/22 and 2022/23 and thanked Superintendent Westerburg for his diligence in tightening the budget. Per MW, worked with CSEA, WTA and district staff to reduce expenses and save jobs. No public comments received

Public Hearing closed at 7:16 p.m.

- 14. Public Comments for Items Not on the Agenda No comments received
- 15. Items for future agenda
 - AB- Board needs to make a decision regarding opening schools in August, looking at early July for the plan. Give staff and admin as much time to make those decisions. Discussion took place about distance education and COVID schedule. Chromebooks grades 3-12 (one to one). July meeting 7/- look at calendars

16. Adjournment

MSP (Chavez/King) to adjourn at 7:47 p.m.

Aves:

Bowlds, Colvig, Chavez, King, Nunez

Noes:

None

Absent:

Abstain:

None None

Mark Westerburg, Superintendent

Robert Colvig, Board Clerk

WILLITS UNIFIED SCHOOL DISTRICT BOARD OF TRUSTEES

Regular Meeting

Willits High School, Media Center 299 N Main Street, Willits, California Wednesday, June 17, 2020 Open Session – 5:00 p.m.

Public Comments- Individuals may address the Board on regular session agenda items at the time they are under consideration.

MINUTES

1. Call Meeting to Order

Board President Bowlds called the meeting to order at 5:05 p.m.

2. Agenda Approval

MSP (King/Chavez) to approve the revised agenda, striking action items A & K

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes:

None

Absent:

None

Abstain:

None

3. Flag Salute

Board Member Chavez led the flag salute.

4. Board Comments

Board Member Nunez-nothing at this time

Board Member King-Shared her appreciation to everyone working hard to make things happen.

Board Member Chavez shared the Otters are back in the water, staggered sessions

Board President Bowlds shared that he has received a lot of phone calls re: COVID and the opening of schools. He encourages everyone to complete the surveys, talk to the committees and labor unions, be part of the solution and not focus on only the problems. He wishes to assure everyone that the board intends to provide the best education possible in the safest manner for students and staff.

Board Clerk Colvig -nothing at this time

5. Superintendent Comments

Superintendent Westerburg reported that the District is preparing the best plan we can to with the three major components: academics, safety and budget. The plan to reopen school must be submitted to the County of Mendocino Public Health Department. Westerburg encourages parent and staff to complete the surveys. An agreement was reached with the WTA negotiations team and waiting for ratification from its members. Looking at four (4) PD days for staff before the start of school. Westerburg concluded that he is pleased with everything getting done at the school sites.

6. Action Discussion

- A. Consideration of and Possible Action on Resolution 2019/20-19: Regarding Reduction/Elimination of Certificated Employee Services. ITEM STRICKEN FROM AGENDA
 - B. Consideration of Resolution 2019/20-22, Elementary (K-8) Assignments in 2020/2021.

ROLL CALL VOTE

MSP (Chavez/King) to approve Resolution 2019/20-22, elementary assignments for 2020/21 as presented

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes: Absent: None None

Abstain:

None

C. Consideration of and Possible Action on Resolution 2019/20-23: Regarding Reduction/Elimination of Classified Employee Services

ROLL CALL VOTE

MSP (Colvig/Chavez) to approve Resolution 2019/20-23, reduction/elimination of classified employee services as presented

Aves:

Bowlds, Chavez, Colvig, King, Nunez

Noes: Absent: Abstain: None None None

D. Approval of Provisional Internship Permit (PIP) for Alisa Smith, Education Specialist-Moderate Severe / Certificated Staff/middle grades

ROLL CALL VOTE

MSP (Colvig/King) to approve PIP for Alisa Smith, Education Specialist-Moderate Severe, Certificated Staff/middle grades as presented

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes:

None None

Absent: Abstain:

None

E. Adoption of the 2020/21 Willits USD Budget: ATTACHMENT'S A & B

MSP (Nunez/King) to approve the 2020/21 Willits USD budget

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes:

None

Absent: Abstain:

None None

CBO Nikki Agenbroad discussed cash flow monthly predictions, deferrals and budget.

F. Approval of Resolution Number 2019/20-26, Education Protection Act

ROLL CALL VOTE

MSP (Chavez/Nunez) to approve Resolution 2019/20-26, Education Protection Act as presented.

Aves:

Bowlds, Chavez, Colvig, King, Nunez

Noes:

None None

Absent: Abstain:

None

Approval of Resolution Number 2019/20-27 Authorization for 2019/20 Inter Fund Temporary Cash G. **Transfers**

ROLL CALL VOTE

MSP (Nunez/King) to approve Resolution 2018/19-20 Authorization for 2019/20 Inter Fund Temporary Cash Transfers.

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes: Absent:

None None

Abstain:

None

H. Approval of Resolution 2019/20-28 Authorization for 201/19 Year End Transfers

MSP (Chavez/King) to approve Resolution 2019/20-28 Authorization for 2019/20 Year End Transfers.

ROLL CALL VOTE

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes: Absent:

None None

Abstain:

None

Approval of Resolution 2019/20-29 Authorization for 2020/21 Transfers I.

ROLL CALL VOTE

MSP (Nunez/King to approve Resolution 2019/20-29 Authorization for 2020/21 Transfers.

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes:

None

Absent:

None

Abstain:

None

Approval of Resolution 2019/20-30 Appropriating Ending 2019/20 Balances to a Reserve J. ROLL CALL VOTE MSP (King/Chavez) to approve Resolution 2018/19-23 Authorization for 2019/20 Balances to a Reserve. Bowlds, Chavez, Colvig, King, Nunez Aves: Noes: None Absent: None Abstain: None K. Approval of ConApp 2020/21, Application for Funding. ITEM STRICKEN FROM AGENDA 13. Public Comments for Items Not on the Agenda Discussion took place about providing the best education for our students while also providing safety and cleaning/disinfecting classrooms. The district can minimize risk but cannot eliminate risk completely. Next meeting 6/22/20 5:00 p.m. will be Zoom only Discussion about improving the audio for Zoom attendees to hear all conversations happening at the location of the meeting. 14. Adjournment MSP (Chavez/Nunez) to adjourn 7:09 p.m. Ayes: Bowlds, Chavez, Colvig, King, Nunez Noes: None Absent: None Abstain: None

Robert Colvig, Board Clerk

Mark Westerburg, Superintendent

WILLITS UNIFIED SCHOOL DISTRICT

BOARD OF TRUSTEES

Special Meeting
Open Session – 5:00 p.m.

A regular meeting of the Willits Unified School District Board of Education will be held on Wednesday, June 22, 2020. The Board of Education will call the meeting to order at 5 p.m. via Zoom:

https://us04web.zoom.us/j/9782489039?pwd=V0U2cUtHZUMzQk5xR3d5Vy9wT1JkZz09

You may also view the meeting at: https://www.youtube.com/channel/UCm14iSqMtl-7TKLnLP5NkFQ

MODIFIED MEETING PROCEDURES DURING COVID-19 (CORONAVIRUS) PANDEMIC:

As per Executive Order N-29-20 from Governor Newsom, the Willits Unified School District Board of Education meeting scheduled for Monday, June 22, 2020, at 5:00 p.m. will be in a virtual/teleconferencing environment using Zoom at this link: https://us04web.zoom.us/j/9782489039?pwd=V0U2cUtHZUMzQk5xR3d5Vy9wT1JkZz09
The purpose of the Governor's executive order is to control the spread of Coronavirus (COVID-19) and to reduce and minimize the risk of infection by "limiting attendance at public assemblies, conferences, or other mass events." The Governor's executive order on March 12, 2020, already waived the requirement for a majority of board members to physically participate in a public board meeting at the same location. The May 13th agenda contains only routine and time-sensitive items.

Public Comments- Individuals may address the Board on regular session agenda items at the time they are under consideration.

MINUTES

1. Call Meeting to Order

Board President Bowlds called the meeting to order at 5:15 p.m.

2. Approval of Agenda as presented

MSP (Chavez/Colvig) to approve the agenda as presented.

Ayes:

Bowlds, Chavez, Colvig, King, Nunez

Noes:

None None

Absent: Abstain:

None

3. Flag Salute

Flag salute was lead individually, difficulties with Zoom

- 4. Action Discussion
 - A. *Consideration of and Possible Action on Resolution 2019/20-19: Regarding Certificated Reduction in Force 78 F.T.E.-Layoff. ROLL CALL VOTE

MSP (Colvig/Chavez) to approve resolution 2019/20-19 as presented.

Ayes:

Bowlds, Chavez, Colvig, *King, Nunez

Noes:

None None

Absent: Abstain:

None

*Board Member King lost internet connection but contacted Board President Bowlds and voted yes on item 4A: 5:47 pm

A discussion took place about the need to eliminate the certificated positions allowing the budget to accurately reflect the services being provided in 2020-21. A promise was given from the governing board to return positions and programs as soon as funds are available.

5. Public Comments for Items Not on the Agenda Superintendent Westerburg advised that parent and staff surveys have been made available to everyone, he is encouraging everyone to complete them and provide information to the district to help make decisions about schools reopening.

6. Adjournment
MSP (Colvig/Chavez) to adjourn at 5:55 p.m.
Ayes: Bowlds, Chavez, Colvig, Nunez
Noes: None

Absent:

King. None Abstain:

Mark Westerburg, Superintendent

Robert Colvig, Board Clerk

WILLITS UNIFIED SCHOOL DISTRICT SUPERINTENDENT'S OFFICE

TO:

Board of Trustees

FROM:

Nancy Runberg, Blosser Lane Elementary Principal

DATE:

July 6, 2020

RE:

Items to designate as Surplus

Objective

Seeking approval to remove/surplus the following list of outdated prior curricular adopted books from classrooms, storage and shelves, so that we have room for current adopted items.

Background

These are books and reference materials that are outdated and obsolete from previous curriculum adoptions. Students and teachers use the current adopted materials and technology for learning and research. The outdated materials are occupying prime storage space.

HM Reading Student Anthology	ISBN: 987-0-618-15719-8
HM Reading Rewards 3.1	ISBN: 618-15718-2
HM Reading Traditions Level 4	ISBN: 618-15720-4
HM Reading Traditions Level 3.3	ISBN: 978-0-618-78393-9
Avenues Student Book, Level F	ISBN: 7362-1745-2
Avenues Success in Language, Literacy & Content	ISBN: 7362-1709-6
Avenues Student textbook Level D	ISBN: 7362-1673-1
Avenues Student Book	ISBN: 7362-1709-6
Spotlight on Literacy	ISBN: 002-687626-4
Collections for Young Scholars Vol 4, Book 2	ISBN: 8126-4248-1
Spotlight on literacy: Reading	ISBN: 02-181008-7

ISBN: 0-02-293390-5
Ι

enVision Math California	ISBN: 978-0-328-27290-7
enVision Math California Grade 5	ISBN: 978-0-328-27291-4
enVision Math California 3 hardcover	ISBN: 978-0-328-27289-1
McGraw Hill Mathematics	ISBN: 0-02-111539-7
Mathematics Unlimited Grade 4	ISBN: 03-014428-0
Student Resource Book Grade 4	ISBN: 03-021719-9

Funding/Source

None needed

Recommendation

WILLITS UNIFIED SCHOOL DISTRICT SUPERINTENDENT'S OFFICE

TO:

Board of Trustees

FROM:

Laura Sleeper, Human Resources

DATE:

July 17, 2020

RE:

Intent to Employ Alisa Smith, Education Specialist-Moderate Severe/Certificated

Staff/ Middle Grades with a Variable Term Waiver

Objective

Approval to employ Alisa Smith, Education Specialist-Moderate Severe/Certificated Staff/ Middle Grades with a Variable Term Waiver

Background

The Variable Term Waiver can be issued by the California Commission on Teacher Credentialing (CCTC) at the request of a school employer. It allows the District to fill an immediate staffing need by hiring an individual who has not yet completed the requirements needed to enter an internship program. The District's intent to employ an individual with a Variable Term Waiver must be approved by the Board before the CCTC will issue the Waiver

Funding/Source

None

Recommendation:

The Administration recommends approval of the District's intent to employ Alisa Smith, Education Specialist Teacher-Moderate Severe/Certificated Staff/ Middle Grades with a Variable Term Waiver, a certificated person for the 2020/2021 academic year.

Willits Unified School District 1277 Blosser Lane Willits, CA 95490 (707) 459-5314

NOTICE OF PUBLIC DISCLOSURE

Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal year, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction, (Assembly Bill 1200 and Government Code Section 3547).

DATE:

Friday, July 17, 2020

MEETING TIME: 5:00 p.m. via Zoom

Link will be posted with agenda

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutus of 2004, Chapter 25)

Name of Bargaining Unit:	WTA			
Certificated, Classified, Other:	Certificated			
The proposed agreement covers the pe	eriod beginning:	July 1, 2020	and ending:	June 30, 2022
		(date)		(date)
The Governing Board will act upon th	is agreement on:	July 17, 2020		
		(dota)		

<u>Copies of the board-approved budget revisions and board minutes must be submitted within 45 days</u>. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year Generl Fund" form, please provide a detailed report upon approval by the district's governing board.

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

	Compensation		Annual Cost Prior to	٥		lm	pact of Proposed Agro	eem	ent
		P	roposed Agreemnt FY 20/21		Year 1 Increase/(Decrease) FY 20/21	Increase/(Decrease) Increase/(Decrease)			
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$	5,963,062	\$	-	\$	\$ 93,043		94,252
				_	0.00%		1.56%		1.58%
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$	383,836	\$	4.300		9		
					1.12%		0.00%		0.00%
	Description of other compensation			Stipe	ends, extra duty				
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$	1,431,606	\$	970	\$	12,615	\$	157,048
					0.07%		0.88%		10.97%
4	Health/Welfare Plans	\$	1,228,761	\$	97,000			\$	(97,000)
					7.89%		0.00%		-7.89%
5	Total Compensation - Add Items 1 through 4 to equal 5	\$	9,007,265	\$	102,270	\$	105,658	\$	154,300
					1.14%		1.17%		1.71%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.			×		\$	88,131	\$	90,203
7	Total Number of Represented Employees (Use FTEs if appropriate)		97.00						
8	Total Compensation <u>Average</u> Cost per Employee	\$	92,858	\$	1,054	\$	1,089	\$	1,591
		1			1.14%		1.17%		1.71%
9	Cost of 1% after above compensation (salary and satutory benefits)	\$	73,081.00			\$	1,062	\$	2,433
					0.00%		1.45%		3.33%

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

A.	Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost.
	(1) For the 2020/21 and 2021/22 academic years, the District will contribute \$1,000 of the employee contribution per 1.0 FTE, over the \$11,500 cap on medical. This agreement ends June 30, 2022. (2) Addition of \$200 per unit stipend to teach concurrent enrollment classes. (3) Addition of Art Under 20 Coordinator Stipend \$1,900. (4) Addition of Hot Winter's Night Coordinator Stipend \$1,900.
	Does this bargaining unit have a negotiated cap for Health and Welfare benefits?
	If yes, please describe the cap amount. \$11,500 medical, District pays 100% vision and dental.
В.	Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost. See TA for article language changes.
C.	What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations. Staffing changes have been made for the 2020/21 school year in order to deal with impacts of recession, COVID19 accommodations, and bargaining agreement. Changes include reduction to maintenance budget, elimination of PE Coordinators, reallocation of certificated staff from ELD and library to classroom teacher positions, and reduction of district office positions.
D.	Is contingency or restoration language included in the proposed agreement? If so, include specific areass identified.
	No
E.	Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year. General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain) 1. Current Year:
	Unrestricted general fund balance
	2. How will the ongoing cost of the proposed agreement be funded in future years? General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)

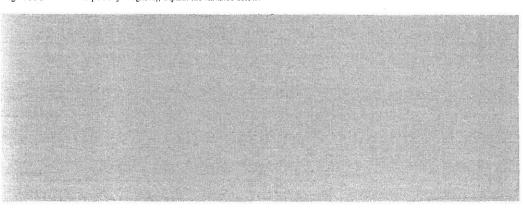
This is only a two year agreement and will come out of unrestricted general fund balance.

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

E.	3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicated General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)	te which
	4. What is the impact of this agreement on deficit spending in the current and/or future years:	
	This agreement will increase deficit spending.	
	5. Is this agreement part of a multiyear contract? If so, what specific years are covered?	
	2020/21 and 2021/22	
	6. Does this agreement have reopeners? If so, in what areas?	
	No	
	7. Other Comments:	

Bargaining Uni	t:			W'					
	Ap plu:	Column 1 Latest Board Approved Budget plus changes from previous settlements		Column 2 Adjustments as of Result of Settlement		Column 3 Other Revisions INCREASE ALREADY NCLUDED IN ADOPTED BUDGET	Column 4 Total Impact o Budget (Columns 1+2+		
REVENUES	100								
LCFF Revenue Limit Source (8010-8099)	\$	14,524,101	\$	-	\$	•	S	14,524,101	
Remaining Revenues (8100-8799)	\$	4,268,514	S	-	S	-	S	4,268,514	
TOTAL REVENUES	\$	18,792,615	S	-	S		\$	18,792,615	
EXPENDITURES	1								
Certificated Salaries (1000-1999)	\$	7,335,781	\$	4,300			\$	7,340,081	
Classified Salaries (2000-2999)	\$	3,100,336			3		S	3,100,336	
Employee Benefits (3000-3999)	s	5,601,907	\$	97,970	\$	(97,000)	S	5,602,877	
Books and Supplies (4000-4999)	s	926,875	W				\$	926,875	
Services, Other Operating Expenses (5000-5999)	\$	2,570,111					\$	2,570,111	
Capital Outlay (6000-6599)	s	2,500					s	2,500	
Other Outgo (7100-7299) (7400-7499)	S					7.0	\$	-	
Direct Support/Indirect Cost (7300-7399)	s	(58,930)					\$	(58,930	
Other Adjustments									
TOTAL EXPENDITURES	S	19,478,579	s	102,270	S	(97,000)	\$	19,483,849	
Operating Surplus (Deficit)	S	(685,964)	s	(102,270)	S	97,000	.\$	(691,234	
Transfers In & Other Sources (8910-8979)	S	<u></u>	S		s	-	S	-	
Transfers Out & Other Uses (7610-7699)	\$	184,381	\$	-	\$	•	\$	184,381	
Contributions (8980-8999) should = 0	8	-	ŝ		s	•	S	-	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	S	(870,345)	\$	see below (102,270)	\$	97,000	\$	(875,615	
BEGINNING BALANCE	\$	1.202.007	\$	3 333 643	•	2 201 202	•	1 202 005	
Prior-Year Adjustments/Restatements (9793/9795)	\$	4,203,887	\$	3,333,542	S S	3,231,272	S	4,203,887	
CURRENT-YEAR ENDING BALANCE	S	3,333,542	S	7 771 777	S	7 200 070	\$ \$	3 300 330	
COMPONENTS OF ENDING BALANCE:	- 3	3,33,342	3	3,231,272	3	3,328,272	3	3,328,272	
	s	7 500	100,250				c	2.500	
Revolving Cash (9130) Restricted	\$	2,500	-				S	2,500	
	S	454,645 529,065	 		-			454,645	
Assigned Reserve for Economic Uncertainties (9789)	\$		_		-		\$	529,065	
	S	1,179,778	-		_		S	1,179,778	
Unappropriated Amount (9790) Fund 17	S	1,167,554	s		s		\$ \$	1,162,284	
4 64456 4 7	1 43	-	1 4	-	1 13	-	1 3		

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e. increase was partially budgeted), explain the variance below:



G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Multi-Year Projection General Fund 01

Enter Bargaining Unit:

WTA

Sinor Burganning One	Enter Darganing Ont.						
	Year 1 FY: 2020/21		EV.	Year 2 2021/22	Year 3 FY: 2022/23		
0				Subsequent Year			
	1	ter Settlement				r After Settlement	
REVENUES		40 A.					
LCFF Revenue Limit Sources (8010-8099)	\$	14,524,101	\$	14,126,407	\$	14,056,867	
Remaining Revenues (8100-8799)	\$	4,268,514	\$	3,779,742	\$	3,791,642	
TOTAL REVENUES	\$	18,792,615	\$	17,906,149	\$	17,848,509	
EXPENDITURES						1.00 (
Certificated Salaries (1000-1999)	\$	7,340,081	\$	7,505,029	\$	7,611,515	
Classified Salaries (2000-2999)	S	3,100,336	\$	3,186,740	\$	3,210,340	
Employee Benefits (3000-3999)	\$	5,602,877	\$	5,742,532	\$	5,949,436	
Books and Supplies (4000-4999)	\$	926,875	\$	815,248	\$	823,000	
Services, Other Operating Expenses (5000-5999)	\$	2,570,111	\$	2,506,110	\$	2,474,649	
Capital Outlay (6000-6999)	\$	2,500	\$	2,500	\$	2,500	
Other Outgo (7100-7299) (7400-7499)	\$	-	\$	-	\$	<u>-</u>	
Direct Support/Indirect Cost (7300-7399)	\$	(58,930)	\$	(58,930)	\$	(58,930)	
Other Adjustments	\$	-	\$		\$	-	
TOTAL EXPENDITURES	\$	19,483,849	\$	19,699,228	\$	20,012,509	
Operating Surplus (Deficit)	\$	(691,234)	\$	(1,793,079)	\$	(2,164,000)	
Transfers In & Other Sources (8910-8979)	\$	46	\$	-	\$	40	
Transfers Out & Other Uses (7610-7699)	\$	184,381	\$	190,000	\$	195,000	
CURRENT YEAR INCREASE (DECREASE) IN							
FUND BALANCE	\$		\$	(1,983,079)	\$	(2,359,000)	
BEGINNING BALANCE	\$	4,203,887	\$	3,328,272	\$	1,345,193	
Prior-Year Adjustments/Restatements (9793/9795)	\$	**	\$	Mb	\$	-	
CURRENT-YEAR ENDING BALANCE	\$	3,328,272	\$	1,345,193	\$	(1,013,808)	
COMPONENTS OF ENDING BALANCE:				2.00			
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$	457,145	\$	409,445	\$	409,445	
Reserved for Economic Uncertainties (9770)	\$	1,179,778	\$	935,747.58	\$	_	
Board Designated Amounts - Assigned (9775-9780)	\$	529,065	\$		\$		
Unappropriated Amounts (9790)	\$	1,162,284	\$	0	\$	(1,423,253)	

1. State Minimum Reserve Calculation (including the cost of the proposed collective

H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

bargaining agreement). Year I Year 2 Year 3

a. Total Expenditures. Transfers Out, and other uses \$ 19,668,230.53 \$ 19,889,228.26 \$ 20,207,509.26

b. State standard minimum reserve percentage for this district (use drop down list) 3% 3%

b. State standard minimum reserve percentage for this district (use drop down list)

c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000; 1% ADA > 400,001

\$ 19,668,230.53 \$ 19,889,228.26 \$ 20,207,509.26

\$ 3% 596,676.85 \$ 606,225.28

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Combined Ending Balance	\$	3,328,272.01	\$	1,345,192.75	\$	(1,013,807.51)
b. Special Reserve Fund (17) Ending Balance		-	\$	-	\$	
COMPONENTS OF ENDING FUND BALANCE		第 2条件的证据				
c. Nonspendable (Revolving cash, prepaid, etc.)	\$	2,500.00	\$	2,500.00	\$	2,500.00
d. Restricted	\$	454,645.36	\$	406,945.17	\$	406,945.17
e. Committed			\$	-	\$	_
f. Assigned	\$	529,064.81	\$			
g. Reserve for Economic Uncertainty	\$	1,179,778.00	\$	935,747.58	S	•
h. Unassigned and Unappropriated	\$	1,162,283.84	s	0.00	\$	(1,423,252.68)
Subtotal Assigned, Unassigned & Unappropriated	s	2,871,126.65	\$	935,747.58	\$	(1,423,252.68)
Total Components of Ending Fund Balance	\$	3,328,272.01	\$	1,345,192,75	\$	(1,013,807.51)
Assigned & Unassigned balances above the minimum reserve requirement	\$	2,281,079.73	\$	339,070.73	\$	(2.029.477.96)

3. Do unrestricted reserves meet the state standard minimum reserve amount? Line 21 > Line 8 (will calculate)

Yes	No	Yes	No	Yes	No
X		X			X

If "No", how do you plan to restore?

The approved budget was based on the LCFF revenue proposed by the Governor in the May revision which included reductions in revenue across all three years. The final signed state budget does not include these reductions. The 45 day budget will include the revisions to the revenue projections which we anticipate to the be higher than in our approved budget. However, the state budget does include massive cash deferrals which will have a tremendous impact on the districts ability to manage cash flows. If the updated budget and cash flow projections indicate a need for it, the district would have to consider expenditure reductions in order to meet obligations in year 2022/23.

I. 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 the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.

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 Government Code sectin 3547.5.

(Signature)

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutues of 2004, Chapter 25)

Name of Bargaining Unit:	Confidential Classified			
Certificated, Classified, Other:	Classified		29 21	
The proposed agreement covers the per	riod beginning:	July 1, 2020	and ending:	June 30, 2022
The Governing Board will act upon this	s agreement on:	(date) July 17, 2020	и	(date)

Copies of the board-approved budget revisions and board minutes must be submitted within 45 days. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year Generl Fund" form, please provide a detailed report upon approval by the district's governing board.

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

l (T)	Compensation lary Schedule his is to include Step and Column, which is o reported separately in Item 6.) ther Compensation - pends, Bonuses, Longevity, Overtime, fferential, Callback or Standby Pay, etc.		Annual Cost Prior to posed Agreemnt FY 20/21 136,621	\$	Fiscal Year 1 Increase/(Decrease) FY 20/21		ct of Proposed Agra Year 2 (ncrease/(Decrease)	eem	ent Year 3 Increase/(Decrease)
l (T1 also	his is to include Step and Column, which is o reported separately in Item 6.) her Compensation - pends, Bonuses, Longevity, Overtime.		FY 20/21		Increase/(Decrease)	1	ncrease/(Decrease)		
l (TI also	his is to include Step and Column, which is o reported separately in Item 6.) her Compensation - pends, Bonuses, Longevity, Overtime.	\$	136,621	\$			FY 21/22		FY 22/23
11 11	pends, Bonuses, Longevity, Overtime,				- 10 " == - 1 - 1	\$	2,049	\$	2,080
11 11	pends, Bonuses, Longevity, Overtime,				0.00%		1.50%		1.52%
11 11511	refermal, Camback of Standby Pay, etc.								
Do	scription of other compensation				#DIV/0!		#DIV/0!		#DIV/0!
	9 2				0.0120				
	atutory Benefits - STRS, PERS, FICA, WC, Medicare, etc.	\$	45,503	\$	**	\$	3,650	\$	4,481
					0.00%		8.02%		9.85%
4 He	alth/Welfare Plans	\$	24,335	\$	3,000	in .		\$	(3,000)
	-				12.33%		0.00%		-12.33%
Tot equ	tal Compensation - Add Items 1 through 4 to all 5	\$	206,459	\$	3,000	\$	5,699	\$	3,561
					1.45%		2.76%		1.72%
6 cha	p and Column - Due to movement plus any inges due to settlement. This is a subset of 1 n No. 1.					\$		\$	2.080
(Us	tal Number of Represented Employees se FTEs if appropriate)		2.00					1	
	al Compensation <u>Average</u> Cost per oployee	\$	103,230	S	1,500	\$	2,850	\$	1,781
					1.45%		2.76%		1.72%
	st of 1% after above compensation (salary satutory benefits)	\$	1,821.24		-	\$		\$	66
					0.00%		3.13%		3.60%

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

A. continued	Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost. For the 2020/21 and 2021/22 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.
	Does this bargaining unit have a negotiated cap for Health and Welfare benefits?
	If yes, please describe the cap amount.
	\$11,000 medical, District pays 100% vision and dental.
	5.1.,500 medicing pays 100 /4 rision and dental.
В.	Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.
C.	What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations. Staffing changes have been made for the 2020/21 school year in order to deal with impacts of recession, COVID19 accommodations, and bargaining agreement. Changes include reduction to maintenance budget, elimination of PE Coordinators, reallocation of certificated staff from ELD and library to classroom teacher positions, and reduction of district office positions.
D.	Is contingency or restoration language included in the proposed agreement? If so, include specific areass identified.
	No
	No
E.	Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year. General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)
	1. Current Year:
	Unrestricted general fund balance
	2. How will the ongoing cost of the proposed agreement be funded in future years? General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)

This is only a two year agreement and will come out of unrestricted general fund balance.

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

E. Continued	3	i. If multi-year agreement, G	what is the source eneral Fund Revo	e of funding, includences • Special Ro	ling assumptions eserve • Expend	used, to fund th	ese obligations in future y s • Other (please explai	/ears? Also in n)	dicate which
	4	What is the impact of thi	s agreement on d	eficit spending in the	ne current and/or	future years:			
	Т	his agreement will increas	e deficit spendin	3.					
	5	. Is this agreement part of	a multiyear contr	act? If so, what spe	cific years are co	overed?			
		- 1, 2 = =			•				
	2	020/21 and 2021/22							
	6	Does this agreement hav	e reopeners? If s	o, in what areas?					
	N	lo							
	7	. Other Comments:							

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit: Confidential Classified Column 1 Column 2 Column 3 Column 4 Latest Roard Adjustments as of Other Revisions Total Impact on Approved Budget Result of Settlement INCREASE Budget plus changes from ALREADY (Columns 1+2+3) previous INCLUDED IN settlements ADOPTED BUDGET REVENUES LCFF Revenue Limit Source (8010-8099) 14,524,101 14,524,101 Remaining Revenues (8100-8799) 4,268,514 S 4,268,514 TOTAL REVENUES 18,792,615 \$ 5 18,792,615 EXPENDITURES Certificated Salaries (1000-1999) 7,340,081 7,340,081 Classified Salaries (2000-2999) \$ 3,100,336 \$ 3,100,336 Employee Benefits (3000-3999) \$ 5,602,877 3,000 \$ (3,000)5.602,877 Books and Supplies (4000-4999) \$ 926,875 926,875 S Services, Other Operating Expenses (5000-5999) S 2,570.111 \$ 2,570,111 Capital Outlay (6000-6599) S 2,500 \$ 2,500 Other Outgo (7100-7299) (7400-7499) S \$ Direct Support/Indirect Cost (7300-7399) (58,930) S (58,930)Other Adjustments TOTAL EXPENDITURES S 19,483,850 3,000 \$ (3,000)\$ 19,483,850 Operating Surplus (Deficit) (691,234) (3,000) S 3,000 S (691,234) Transfers In & Other Sources (8910-8979) S 3 \$ \$ Transfers Out & Other Uses (7610-7699) S 184,381 \$ S \$ 184,381 Contributions (8980-8999) should 0 \$ \$ S see below CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE (875,615) \$ (3.000) 3.000 (875,615) BEGINNING BALANCE s 4,203,887 3,328,272 3,325,272 4,203,887 \$ S Prior-Year Adjustments/Restatements (9793/9795) \$ S CURRENT-YEAR ENDING BALANCE \$ 3,328,272 3.325,272 S 3,328,272 s 3.328.272 COMPONENTS OF ENDING BALANCE: Revolving Cash (9130) \$ 2,500 s 2,500 Restricted \$ 454,645 \$ 454,645 Assigned \$ 529,065 S 529,065 Reserve for Economic Uncertainties (9789) \$ 1,179,778 S 1,179,778 Unappropriated Amount (9790) 1,162,284 S \$ 1,162,284 Fund 17 S S \$ S

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A. Line 5. Page 1 (i.e. increase was partially budgeted), explain the variance below:

G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Multi-Year Projection General Fund 01

Enter Bargaining Unit:

Confidential Classified

	Year 1	Year 2	Year 3
	FY: 2020/21	FY: 2021/22	FY: 2022/23
	After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue Limit Sources (8010-8099)	\$ 14,524,101	\$ 14,126,407	\$ 14,056,867
Remaining Revenues (8100-8799)	\$ 4,268,514	\$ 3,779,742	\$ 3,791,642
TOTAL REVENUES	\$ 18,792,615	\$ 17,906,149	\$ 17,848,509
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 7,340,081	\$ 7,505,029	\$ 7,611,515
Classified Salaries (2000-2999)	\$ 3,100,336	\$ 3,186,740	\$ 3,210,340
Employee Benefits (3000-3999)	\$ 5,602,877	\$ 5,742,532	\$ 5,949,436
Books and Supplies (4000-4999)	\$ 926,875	\$ 815,248	\$ 823,000
Services, Other Operating Expenses (5000-5999)	\$ 2,570,111	\$ 2,506,110	\$ 2,474,649
Capital Outlay (6000-6999)	\$ 2,500	\$ 2,500	\$ 2,500
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	s -
Direct Support/Indirect Cost (7300-7399)	\$ (58,930)	\$ (58,930)	\$ (58,930)
Other Adjustments	\$ -	s -	\$
TOTAL EXPENDITURES	\$ 19,483,850	\$ 19,699,228	\$ 20.012,509
Operating Surplus (Deficit)	\$ (691,234)	\$ (1,793,079)	\$ (2,164,000)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ 184,381	\$ 190,000	\$ 195,000
CURRENT YEAR INCREASE (DECREASE) IN			
FUND BALANCE	\$ -	\$ (1,983,079)	\$ (2,359,000)
BEGINNING BALANCE	\$ 4,203,887	\$ 3,328,272	\$ 1,345,193
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	s -
CURRENT-YEAR ENDING BALANCE	\$ 3,328,272	\$ 1,345,193	\$ (1,013,808)
COMPONENTS OF ENDING BALANCE:			
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$ 457,145	\$ 409,445	\$ 409,445
Reserved for Economic Uncertainties (9770)	\$ 1,179,778	\$ 935,747.58	\$ -
Board Designated Amounts - Assigned (9775-9780)	\$ 529,065	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 1,162,284	\$ (0)	\$ (1,423,253)

H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Minimum Reserve Calculation (including the cost of the proposed collective

bargaining agreement).	Year 1		Year 2		Year 3
a. Total Expenditures, Transfers Out, and other uses	\$ 19,668,230.62	\$	19,889,228.26	\$	20,207,509.26
b. State standard minimum reserve percentage for this district (use drop down list)	3%		3%		3%
c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400.000; 1% ADA > 400,001	\$ 590,046,92	S	596,676,85	ç	606.225.28

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

					čina.	
a. General Fund Combined Ending Balance	\$	3,328,271.92	\$	1,345,192.66	\$	(1,013,807.60)
b. Special Reserve Fund (17) Ending Balance	\$		\$		\$	
COMPONENTS OF ENDING FUND BALANCE	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1		170	
c. Nonspendable (Revolving cash, prepaid, etc.)	\$	2,500.00	\$	2,500.00	\$	2,500.00
d. Restricted	\$	454,645.36	\$	406,945,17	\$	406,945.17
e. Committed			\$	-	\$	
f. Assigned	\$	529,064.81	\$	- H •		
g. Reserve for Economic Uncertainty	\$	1,179,778.00	\$	935,747.58	\$	
h. Unassigned and Unappropriated	\$	1,162,283.75	\$	(0.09)	\$	(1,423,252.77)
Subtotal Assigned, Unassigned & Unappropriated	\$	2,871,126.56	\$	935,747.49	\$	(1,423,252.77)
Total Components of Ending Fund Balance	\$	3,328,271.92	\$	1,345,192.66	\$	(1,013,807.60)
Assigned & Unassigned balances above the minimum reserve requirement	\$	2,281,079.64	\$	339.070.64	\$	(2,029,478.05)

3. Do unrestricted reserves meet the state standard minimum reserve amount? Line 21 > Line 8 (will calculate)

Yes	No	Yes	No	Yes	No
X		X			X

If "No", how do you plan to restore?

The approved budget was based on the LCFF revenue proposed by the Governor in the May revision which included reductions in revenue across all three years. The final signed state budget does not include these reductions. The 45 day budget will include the revisions to the revenue projections which we anticipate to the be higher than in our approved budget. However, the state budget does include massive cash deferrals which will have a tremendous impact on the districts ability to manage cash flows. If the updated budget and cash flow projections indicate a need for it, the district would have to consider expenditure reductions in order to meet obligations in year 2022/23.

I. 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 the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.

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 Government Code sectin 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 this agreement: District Suuperintendent (Signature) District Chief Business Official (Signature) After public disclosure of the major provisions contained in this document, the governing board, at the following meeting, took action to approve the proposed Agreement with the Date of Board meeting: 17-Jul-20 President. Governing Board Date (Signature)

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutus of 2004, Chapter 25)

Name of Bargaining Unit:	Classified Management	t .		
Certificated, Classified, Other:	Classified			
The proposed agreement covers the p	period beginning:	July 1, 2020	and ending:	June 30, 2022
The Governing Board will act upon t	his agreement on:	(date) July 17, 2020		(date)
		(data)		

<u>Copies of the board-approved budget revisions and board minutes must be submitted within 45 days</u>. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year Generl Fund" form, please provide a detailed report upon approval by the district's governing board.

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Annual Compensation Cost Prior to					Fiscal	Im	act of Proposed Agreement			
			Proposed Agreemnt FY 20/21		Year I Increase/(Decrease) FY 20/21		Year 2 Increase/(Decrease) FY 21/22	Year 3 Increase/(Decrease) FY 22/23		
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$	429,816	\$	-	\$	6,447	\$	6,544	
					0.00%		1.50%		1.52%	
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.		П	2						
	Description of other compensation				#DIV/0!		#DIV/0!		#DIV/0!	
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$	143,155	\$	* ·	\$	11,484	\$	14,098	
					0.00%		8.02%		9.85%	
4	Health/Welfare Plans	\$	60,838	\$	7,500			\$	(7,500)	
					12.33%		0.00%		-12.33%	
5	Total Compensation - Add Items 1 through 4 to equal 5	\$	633,809	\$	7,500	S	17,931	\$	13,142	
					1.18%		2.83%		2.07%	
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.					\$	6,447	\$	6,544	
7	Total Number of Represented Employees (Use FTEs if appropriate)		5.00							
8	Total Compensation <u>Average</u> Cost per Employee	\$	126,762	\$	1.500	\$	3,586	\$	2,628	
					1.18%		2.83%		2.07%	
9	Cost of 1% after above compensation (salary and satutory benefits)	\$	5,729.71			\$	179	\$	206	
					0.00%		3.13%		3.60%	

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

A. Continued	Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost. For the 2020/21 and 2021/22 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.
	Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes X No
	If yes, please describe the cap amount. \$11,000 medical, District pays 100% vision and dental.
	511,000 medical, District pays 100% vision and dental.
В.	Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.
C.	What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations. Staffing changes have been made for the 2020/21 school year in order to deal with impacts of recession. COVID19 accommodations, and bargaining agreement. Changes include reduction to maintenance budget, elimination of PE Coordinators, reallocation of certificated staff from ELD and library to classroom teacher positions, and reduction of district office positions.
D.	Is contingency or restoration language included in the proposed agreement? If so, include specific areass identified.
	No
E.	Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year. General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)
	1. Current Year:
	Unrestricted general fund balance
	2. How will the ongoing cost of the proposed agreement be funded in future years?
	General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

This is only a two year agreement and will come out of unrestricted general fund balance.

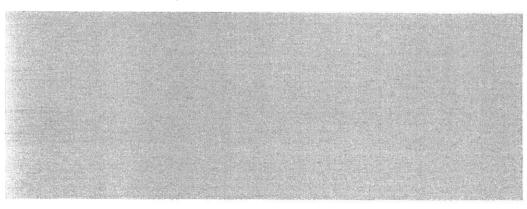
Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

ed	3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicate whice General Fund Revenues ● Special Reserve ● Expenditure Reductions ● Other (please explain)
4	4. What is the impact of this agreement on deficit spending in the current and/or future years:
	This agreement will increase deficit spending.
:	5. Is this agreement part of a multiyear contract? If so, what specific years are covered?
;	2020/21 and 2021/22
(6. Does this agreement have reopeners? If so, in what areas?
î	No
-	7. Other Comments:

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:				Classified M	1a	nagement		
	1	Column 1 Latest Board Approved Budget 1 plus changes from previous settlements		Column 2 Adjustments as of Result of Settlement		Column 3 Other Revisions INCREASE ALREADY INCLUDED IN ADOPTED BUDGET		Column 4 otal Impact on Budget olumns 1+2+3)
REVENUES								
LCFF Revenue Limit Source (8010-8099)	8	14,524,101	\$	-	\$		\$	14.524,101
Remaining Revenues (8100-8799)	S	4,268,514	\$		\$	*	\$	4,268,514
TOTAL REVENUES	\$	18,792,615	\$	-	\$	-	S	18,792,615
EXPENDITURES								
Certificated Salaries (1000-1999)	\$	7,340,081					s	7,340,081
Classified Salaries (2000-2999)	s	3,100,336	17				\$	3,100,336
Employee Benefits (3000-3999)	\$	5,602,877	\$	7,500	S	(7,500)	s	5,602,877
Books and Supplies (4000-4999)	\$	926,875					\$	926,875
Services, Other Operating Expenses (5000-5999)	S	2,570,111		-			s	2,570,111
Capital Outlay (6000-6599)	s	2,500					S	2,500
Other Outgo (7100-7299) (7400-7499)	\$						s	
Direct Support/Indirect Cost (7300-7399)	\$	(58,930)					s	(58,930)
Other Adjustments								\-
TOTAL EXPENDITURES	s	19,483,850	s	7,500	S	(7,500)	\$	19,483,850
Operating Surplus (Deficit)	\$	(691,234)	\$	(7,500)	s	7,500	s	(691,234)
Transfers In & Other Sources (8910-8979)	\$	-	\$	-	S	-	s	107112077
Transfers Out & Other Uses (7610-7699)	S	184,381	s	-	\$	_	s	184,381
Contributions (8980-8999) should = 0	s		S	-	5	-	s	157,501
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	s		S	see helow (7,500)	s	7,500	\$	(875,615)
	1					The second		
BEGINNING BALANCE	\$	4,203,887	\$	3,328,272	5	3,320,772	S	4,203,887
Prior-Year Adjustments/Restatements (9793/9795)	\$		S	-	\$	-	S	-
CURRENT-YEAR ENDING BALANCE	S	3,328,272	S	3,320.772	S	3,328,272	S	3,328,272
COMPONENTS OF ENDING BALANCE:				1				
Revolving Cash (9130)	\$	2,500	_				\$	2,500
Restricted	S	454,645					\$	454,645
Assigned	\$	529,065					\$	529,065
Reserve for Economic Uncertainties (9789)	\$	1,179,778					\$	1,179,778
Unappropriated Amount (9790)	\$	1,162,284	_				\$	1,162,284
Fund 17	\$	•	\$	-	\$		S	-

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A. Line 5. Page 1 (i.e. increase was partially budgeted), explain the variance below:



G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Multi-Year Projection General Fund 01

Enter Bargaining Unit:

Classified Management

	1	Year 1		Year 2	Year 3		
	FY:	2020/21	FY:	2021/22	FY:		
v.			-	Subsequent Year		cond Subsequent	
DEVIEWHIE		ter Settlement		fter Settlement	1	ar After Settlement	
REVENUES							
LCFF Revenue Limit Sources (8010-8099)	\$	14,524,101	\$	14,126,407	\$	14,056,867	
Remaining Revenues (8100-8799)	\$	4,268,514	\$	3,779,742	\$	3,791,642	
TOTAL REVENUES	\$	18,792,615	\$	17,906,149	\$	17,848,509	
EXPENDITURES							
Certificated Salaries (1000-1999)	\$	7,340,081	\$	7,505,029	\$	7,611,515	
Classified Salaries (2000-2999)	\$	3,100,336	\$	3,186,740	\$	3,210,340	
Employee Benefits (3000-3999)	\$	5,602,877	\$	5,742,532	\$	5,949,436	
Books and Supplies (4000-4999)	\$	926,875	\$	815,248	\$	823,000	
Services, Other Operating Expenses (5000-5999)	\$	2,570,111	\$	2,506,110	\$	2,474,649	
Capital Outlay (6000-6999)	\$	2,500	\$	2,500	\$	2,500	
Other Outgo (7100-7299) (7400-7499)	\$		\$		\$	-	
Direct Support/Indirect Cost (7300-7399)	\$	(58,930)	\$	(58,930)	\$	(58,930)	
Other Adjustments	\$	-	\$	9 11 2 1	\$		
TOTAL EXPENDITURES	\$	19,483,850	\$	19,699,228	\$	20,012,509	
Operating Surplus (Deficit)	\$	(691,234)	\$	(1,793,079)	\$	(2,164.000)	
Transfers In & Other Sources (8910-8979)	\$	•••	\$	-	\$	•	
Transfers Out & Other Uses (7610-7699)	\$	184,381	\$	190,000	\$	195,000	
CURRENT YEAR INCREASE (DECREASE) IN							
FUND BALANCE	\$	-	\$	(1,983,079)	\$	(2,359,000)	
And the second s							
BEGINNING BALANCE	\$	4,203,887	\$	3,328,272	\$	1,345,193	
Prior-Year Adjustments/Restatements (9793/9795)	\$	•	\$		\$	•	
CURRENT-YEAR ENDING BALANCE	\$	3,328,272	\$	1,345,193	\$	(1,013,808)	
COMPONENTS OF ENDING BALANCE:							
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$	457,145	\$	409,445	\$	409,445	
Reserved for Economic Uncertainties (9770)	\$	1,179,778	\$	935,747.58	\$	M	
Board Designated Amounts - Assigned (9775-9780)	\$	529,065	\$	~	\$	44	
Unappropriated Amounts (9790)	\$	1,162,284	\$	(0)	\$	(1,423,253)	

H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Minimum Reserve Calculation (including the cost of the proposed collective

bargaining agreement).	 Year I		Year 2		Year 3
a. Total Expenditures, Transfers Out, and other uses	\$ 19,668,230.62	\$	19,889,228.26	\$	20,207,509.26
b. State standard minimum reserve percentage for this district (use drop down list)	3%		3%		3%
c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000; 1% ADA > 400,001	590.046.92	g.	596,676.85	6	606,225,28

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

2. Budgeted Officstricted Reserve (After Impact of Proposed Agreement)					
a. General Fund Combined Ending Balance	\$	3,328,271.92	\$ 1,345,192.66	S	(1,013,807.60)
b. Special Reserve Fund (17) Ending Balance	s	4	\$	\$	_
COMPONENTS OF ENDING FUND BALANCE	2,998.2				
c. Nonspendable (Revolving cash, prepaid, etc.)	\$	2,500.00	\$ 2,500.00	\$	2,500.00
d. Restricted	\$	454,645.36	\$ 406,945.17	\$	406,945.17
e. Committed			\$	\$	
f. Assigned	\$	529,064.81	\$ •		W
g. Reserve for Economic Uncertainty	\$	1,179,778.00	\$ 935,747.58	\$	_
h. Unassigned and Unappropriated	\$	1,162,283.75	\$ (0.09)	\$	(1,423,252.77)
Subtotal Assigned, Unassigned & Unappropriated	\$	2,871,126.56	\$ 935,747.49	\$	(1,423,252.77)
Total Components of Ending Fund Balance	* S	3,328,271.92	\$ 1,345,192.66	\$	(1,013,807.60)
Assigned & Unassigned balances above the minimum reserve requirement	\$	2,281,079.64	\$ 339.070.64	\$	(2,029,478.05)

3. Do unrestricted reserves meet the state standard minimum reserve amount? Line 21 > Line 8 (will calculate)

Yes	No	Yes	No	Yes	No
X		Х	il.		X

If "No", how do you plan to restore?

The approved budget was based on the LCFF revenue proposed by the Governor in the May revision which included reductions in revenue across all three years. The final signed state budget does not include these reductions. The 45 day budget will include the revisions to the revenue projections which we anticipate to the be higher than in our approved budget. However, the state budget does include massive cash deferrals which will have a tremendous impact on the districts ability to manage cash flows. If the updated budget and cash flow projections indicate a need for it, the district would have to consider expenditure reductions in order to meet obligations in year 2022/23.

I. 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 the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.

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 Government Code sectin 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 this agreement.

	government of mot by the district during the term of this agreement.
District Suuperintendent (Signature)	Date
District Chief Business Official (Signature)	7/14/2020 Date
After public disclosure of the major provisions contained in this document, the gov	erning board, at the following meeting, took action to Hanagement Bargaining Unit.
Date of Board meeting: 17-Jul-20	- ·
President, Governing Board (Signature)	Date

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutues of 2004, Chapter 25)

Name of Bargaining Unit:	Administrators			
Certificated, Classified, Other:	Certificated			
The proposed agreement covers the p	eriod beginning:	July 1, 2020	and ending:	June 30, 2022
		(date)		(date)
The Governing Board will act upon the	his agreement on:	July 17, 2020		· ·
		(data)		

<u>Copies of the board-approved budget revisions and board minutes must be submitted within 45 days</u>. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year Generl Fund" form, please provide a detailed report upon approval by the district's governing board.

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

	Compensation		Annual Cost Prior to	Fiscal Impact of Proposed Agreement						
		Proposed Agreemnt FY 20/21			Year I Increase/(Decrease) FY 20/21	Year 2 Increase/(Decrease) FY 21/22			Year 3 Increase/(Decrease) FY 22/23	
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$	752,236	\$	•	\$	11,284	\$	11,453	
			week Andrews		0.00%		1.50%		1.52%	
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.									
					#DIV/0!		#DIV/0!		#DIV/0!	
	Description of other compensation									
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$	169,674	\$	-	\$	1,553	\$	18.688	
					0.00%		0.92%		11.01%	
+	Health/Welfare Plans	\$	97,341	\$	12,000			\$	(12,000)	
					12.33%		0.00%		-12.33%	
5	Total Compensation - Add Items 1 through 4 to equal 5	\$	1,019,252	\$	12,000	\$	12,836	\$	18,141	
					1.18%		1.26%		1.78%	
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.					\$	11,284	\$	11,453	
7	Total Number of Represented Employees (Use FTEs if appropriate)		8.00							
8	Total Compensation <u>Average</u> Cost per Employee	\$	127,406	\$	1,500	\$	1,605	\$	2,268	
					1.18%		1.26%		1.78%	
9	Cost of 1% after above compensation (salary and satutory benefits)	\$	9,219.11			\$	128	\$	301	
					0.00%		1.39%		3.27%	

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

Α.	Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved,
ontinued	staff affected and total cost.
	For the 2020/21 and 2021/22 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.
	on moderal. This agreement ends suite 50, 2022.
	Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes X No
	If yes, please describe the cap amount.
	\$11,000 medical, District pays 100% vision and dental.
	origon moderal page 10070 reson and desires.
В.	Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.
C.	What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations. Staffing changes have been made for the 2020/21 school year in order to deal with impacts of recession, COVID19 accommodations, and bargaining agreement. Changes include reduction to maintenance budget, elimination of PE Coordinators, reallocation of certificated staff from
	ELD and library to classroom teacher positions, and reduction of district office positions.
D.	
2.7 x	Is contingency or restoration language included in the proposed agreement? If so, include specific areass identified.
	No
E.	Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year. General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)
	1. Current Year:
	Hazashriahad wan ayal fund halana
	Unrestricted general fund balance
	2. How will the ongoing cost of the proposed agreement be funded in future years?
	General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)
	Solician and Markings & Openia Media 10 & Emponditure Mediations & Other (predio explain)

This is only a two year agreement and will come out of unrestricted general fund balance.

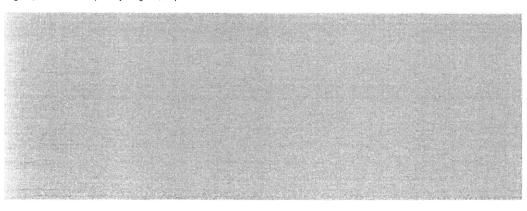
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

3. If multi-year agreement, what is the source of funding, inclu General Fund Revenues • Special R	uding assumptions used, to fund these obligations in future years? Also indicate whice Reserve • Expenditure Reductions • Other (please explain)
4. What is the impact of this agreement on deficit spending in	the current and/or future years;
This agreement will increase deficit spending.	
5. Is this agreement part of a multiyear contract? If so, what sp	specific years are covered?
2020/21 and 2021/22	
6. Does this agreement have reopeners? If so, in what areas?	
,	
No	
7. Other Comments:	

Bargaining Unit:				Admini	strat	ors		
	A	Column 1 Latest Board pproved Budget us changes from previous settlements	1	Column 2 Justments as of sult of Sentlement	Oth IN A INC	Column 3 er Revisions NCREASE LREADY CLUDED IN NOPTED BUDGET	То	Column 4 tal Impact on Budget lumns 1+2+3)
REVENUES	200							
LCFF Revenue Limit Source (8010-8099)	\$	14,524,101	\$		\$	*	S	14,524,101
Remaining Revenues (8100-8799)	\$	4,268,514	\$		\$		S	4,268,514
TOTAL REVENUES	S	18,792,615	\$	•	\$	-	s	18,792,615
EXPENDITURES								
Certificated Salaries (1000-1999)	S	7,340,081				ě.	S	7,340,081
Classified Salaries (2000-2999)	S	3,100,336					\$	3,100,336
Employee Benefits (3000-3999)	\$	5,602,877	\$	12,000	S	(12,000)	S	5,602,877
Books and Supplies (4000-4999)	\$	926,875					\$	926,875
Services, Other Operating Expenses (5000-5999)	s	2,570,111					\$	2,570,111
Capital Outlay (6000-6599)	\$	2,500					S	2,500
Other Outgo (7100-7299) (7400-7499)	\$	-					S	-
Direct Support/Indirect Cost (7300-7399)	\$	(58,930)					Ś	(58,930)
Other Adjustments								
TOTAL EXPENDITURES	s	19,483,850	\$	12,000	\$	(12,000)	\$	19,483,850
Operating Surplus (Deficit)	s	(691,234)	s	(12,000)	S	12,000	s	(691,234)
Transfers In & Other Sources (8910-8979)	S	-	s		s	Ŋ -	\$	-
Transfers Out & Other Uses (7610-7699)	s	184,381	\$		\$		S	184,381
Contributions (8980-8999) should = 0 .	s	.=	\$	-	s	-	s	_
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$	(875,615)	\$	see helow (12,000)	s	12,000	S	(875,615)
	#							
BEGINNING BALANCE	5	4,203,887	S	3,328,272	S	3,316,272	\$	4,203,887
Prior-Year Adjustments/Restatements (9793/9795)	\$	-	\$		\$	-	\$	-
CURRENT-YEAR ENDING BALANCE	S	3,328,272	S	3,316,272	\$	3,328,272	\$	3,328,272
COMPONENTS OF ENDING BALANCE:	1							
Revolving Cash (9130)	S	2,500	<u> </u>				S	2,500
Restricted	\$	454,645	_				\$	454,645
Assigned	\$	529,065					\$	529,065
Reserve for Economic Uncertainties (9789)	\$	1,179,778	_				S	1,179,778
Unappropriated Amount (9790)	S	1,162,284					\$	1,162,284
Fund 17	S	-	\$		\$	•	S	-

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e. increase was partially budgered), explain the variance below:



G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Multi-Year Projection General Fund 01

Enter Bargaining Unit:

Administrators

					_	
	E7%7	Year 1	1087	Year 2		Year 3
		2020/21 al Current Budget	ļ	2021/22	1	2022/23
		fter Settlement		Subsequent Year fter Settlement		econd Subsequent ar After Settlement
REVENUES				rior Settlement	100	at Arter Settlement
LCFF Revenue Limit Sources (8010-8099)	\$	14,524,101	\$	14,126,407	\$	14,056,867
Remaining Revenues (8100-8799)	\$	4,268,514	\$	3,779,742	\$	3,791,642
TOTAL REVENUES	\$	18,792,615	\$	17,906,149	\$	17,848,509
EXPENDITURES						in the table
Certificated Salaries (1000-1999)	\$	7,340,081	\$	7,505,029	\$	7,611,515
Classified Salaries (2000-2999)	\$	3,100,336	\$	3,186,740	\$	3,210,340
Employee Benefits (3000-3999)	\$	5,602,877	\$	5,742,532	\$	5,949,436
Books and Supplies (4000-4999)	\$	926,875	\$	815,248	\$	823,000
Services, Other Operating Expenses (5000-5999)	\$	2,570,111	\$	2,506,110	\$	2,474,649
Capital Outlay (6000-6999)	\$	2,500	\$	2,500	\$	2,500
Other Outgo (7100-7299) (7400-7499)	\$	_	\$	**	\$	_
Direct Support/Indirect Cost (7300-7399)	\$	(58,930)	\$	(58,930)	\$	(58,930)
Other Adjustments	\$	-	\$		\$	•
TOTAL EXPENDITURES	\$	19,483,850	\$	19,699,228	\$	20,012,509
Operating Surplus (Deficit)	\$	(691,234)	\$	(1,793,079)	\$	(2,164,000)
Transfers In & Other Sources (8910-8979)	\$	_	\$	-	\$	
Transfers Out & Other Uses (7610-7699)	\$	184,381	\$	190,000	\$	195,000
CURRENT YEAR INCREASE (DECREASE) IN						
FUND BALANCE	\$	-	\$	(1,983,079)	\$	(2,359,000)
			to to			
BEGINNING BALANCE	\$	4,203,887	\$	3,328,272	\$	1,345,193
Prior-Year Adjustments/Restatements (9793/9795)	\$	_	\$	-	\$	
CURRENT-YEAR ENDING BALANCE	\$	3,328,272	\$	1,345,193	\$	(1,013,808)
COMPONENTS OF ENDING BALANCE:						
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$	457,145	\$	409,445	\$	409,445
Reserved for Economic Uncertainties (9770)	\$	1,179,778	\$	935,747.58	\$	-
Board Designated Amounts - Assigned (9775-9780)	\$	529,065	\$	-	\$	
Unappropriated Amounts (9790)	\$	1,162,284	\$	(0)	\$	(1,423,253)

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Minimum Reserve Calculation (including the cost of the proposed collective bargaining agreement). Year 1 Year 2 Year 3 19,668,230.62 19.889,228.26 20,207,509.26 a. Total Expenditures, Transfers Out, and other uses b. State standard minimum reserve percentage for this district (use drop down list) 3% 3% c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000: 1% ADA > 400,001 590,046.92 596.676.85 606,225,28 2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement) a. General Fund Combined Ending Balance 3.328.271.92 1.345.192.66 (1,013,807.60)b. Special Reserve Fund (17) Ending Balance COMPONENTS OF ENDING FUND BALANCE \$ c. Nonspendable (Revolving cash, prepaid, etc.) 2,500.00 2,500.00 \$ 2,500.00 S 406,945,17 d. Restricted 454,645.36 406,945.17 \$ e. Committed \$ \$ f. Assigned 529.064.81 \$ g. Reserve for Economic Uncertainty 1,179,778.00 935,747.58 \$ \$ (0.09)\$ h. Unassigned and Unappropriated 1,162,283.75 (1,423,252.77)2,871.126.56 935,747.49 (1,423.252.77)Subtotal Assigned, Unassigned & Unappropriated

3. Do unr	estricted reserv	es meet the stat	e standard	minimum	reserve	amount?
Line 21 >	Line 8 (will co	alculate)				

Assigned & Unassigned balances above the minimum reserve requirement

Yes	No	Yes	No	Yes	No
X	92	X			X

1.345,192.66

339,070.64

(1.013.807.60)

(2,029,478.05)

If "No", how do you plan to restore?

Total Components of Ending Fund Balance

The approved budget was based on the LCFF revenue proposed by the Governor in the May revision which included reductions in revenue across all three years. The final signed state budget does not include these reductions. The 45 day budget will include the revisions to the revenue projections which we anticipate to the be higher than in our approved budget. However, the state budget does include massive cash deferrals which will have a tremendous impact on the districts abilitiy to manage cash flows. If the updated budget and cash flow projections indicate a need for it, the district would have to consider expenditure reductions in order to meet obligations in year 2022/23.

\$

3,328,271.92

2,281,079.64

l. 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 the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.

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 Government Code sectin 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 this agreement:		
District Suuperintendent	Date		
District Chief Business Official (Signature)	1/14/2020 Date		
er public disclosure of the major provisions contained in this document, the governing board, at the fol prove the proposed Agreement with the	lowing meeting, took action to Bargaining Unit		
Date of Board meeting: 17-Jul-20			
President, Governing Board (Signature)	Date		

Ratified 7/8/2020 124 WTA per Tessa Fazd email

MASTER AGREEMENT

between

WILLITS UNIFIED SCHOOL DISTRICT

and

WILLITS TEACHERS' ASSOCIATION

July 1, 2020 through June 30, 2022

AGREEMENT

This is an Agreement made and entered into between the Willits Teachers' Association and the Willits Unified School District.

SIGNATURES

OR THE BOARD	FOR THE ASSOCIATION
Pate:	Date:

ARTICLE VII CONDITIONS OF EMPLOYMENT

7.1 <u>Teacher Orientation</u>

7.1.1 Teachers who have not previously been employed in the District (new teacher) may be invited by the administration to two days one day of orientation workshops and one uninterrupted day in their classroom paid at their per diem rate before the first in-service day of required certificated attendance. The Board shall supply the Association with a list of the names and addresses of all such teachers no later than August 15th or within ten (10) days of being hired.

EFFECTIVE 07/01/2019 BOARD APPROVED 06/27/2019

WILLITS UNIFIED SCHOOL DISTRICT TEACHER SALARY SCHEDULE 2020-21 186 WORK DAYS

	COLUMN	COLUMN	COLUMNI	COLUMNI	COLUBBI	COLVE		1				-
	COLUMN A	1	1M	2	2M	COLUMN	COLUMN					
	- 21	BA+30 &	BA+30+		BA+45+	3	3M	4	4M	5	5M	
	BA+CBEST	Interns	Masters	BA+45	Masters	BA+60	BA+60+ Masters	BA+75	BA+75+ Masters	BA+90	BA+90+	
For Embedded Credential		BA+CR		CR+15		CR+30	17/43(013	CR+45	Masters	CR+60	Masters	
Step 1	44,000	46,000	48,111	47,150	49,261	48,329	50,440		52,169	51,309	53,420	Ctom 1
Step 2	45,000	47,150	49,261	48,838	50,949	50,058	52,169			52,593	54,705	
Step 3		48,329	50,440	50,058	52,169	51,309	53,420		54,705	53,905	56,016	
Step 4		50,058	52,169	51,309	53,420	52,593	54,705		56,016	55,252	57,364	
Step 5		51,309	53,420	52,593	54,705	53,905	56,016		57,364	56,636	58,747	
Step 6		52,593	54,705	53,905	56,016		57,364		58,747	58,050	60,162	
Step 7		53,905	56,016	55,252	57,364	56,636	58,747	58,050	60,162	59,503	61,614	
Step 8	11	55,252	57,364	56,636	58,747	58,050	60,162	59,503	61,614	60,989	63,100	_
Step 9		56,601	58,712	58,050	60,162	59,503	61,614		63,100	62,515	64,626	
Step 10		57,948	60,059	59,503	61,614	60,989	63,100		64,626	64,077		Step 9
Step 11				60,955	63,067	62,477	64,588	63,201	65,313	64,783	66,895	
Step 12				61,870	63,981	64,002	66,113	64,249	66,360	65,496	67,608	
Step 13						64,514	66,625	64,915	67,027	66,540	68,651	
Step 14								65,631	67,742	67,272	69,383	
Step 15								66,353	68,465	68,012	70,123	
Step 16								67,083	69,195	68,760	70,123	
Step 17								67,820	69,932	69,518	71,629	
Step 18				(37)				68,566	70,678	70,281	72,393	
Step 19								69,321	71,432	71,054	73,165	
Step 20								70,083	72,195	71,835	73,946	
Step 21								70,854	72,966	72,624	74,736	
Step 22								71,634	73,746	73,425	75,536	
Step 23								72,422	74,534	74,232	76,343	
Step 24								73,219	75,330	75,048	77,160	
Step 25							W. T.	74,024	76,136	75,875	77,180	
Step 26			40					74,831	76,943	76,708	78,819	
Step 27								, ,,,,,,	, 0,545	77,554	79,665	
Step 28										78,404		
Step 29							- 11			79,268	80,516 81 380 8	
Step 28 30											81,380 S	
										83,317	85,428 S	τep <u>28</u>

EFFECTIVE 07/01/2019 BOARD APPROVED 06/27/2019

WILLITS UNIFIED SCHOOL DISTRICT SCHOOL PSYCHOLOGIST SPEECH AND LANGUAGE SPECIALIST PUBLIC SCHOOL NURSE SALARY SCHEDULE 2020-21 191 WORK DAYS

	COLUMN	COLUMN	ก								
	1	11/1	2	2M	3	3M	4	4M	5	5M	4
For BA + Non- Embedded Credential For Embedded	250	BA+30+ Masters	BA+45	BA+45+ Masters	BA+60	BA+60+ Masters	BA+75	BA+75+ Masters	BA+90	BA+90+ Masters	-
Credential	BA+CR	BA+CR	CR+15		CR+30		CR+45	112000013	CR+60	IVIASICIS	1
Step 1	55,116	57,227	55,912	58,023	61,569	63,680	62,856	64,967	64,177	66 288	Step 1
Step 2	55,912	58,023	61,569	63,680	62,856	64,967	64,177	66,288	65,533		Step 2
Step 3	55,980	58,091	62,856	64,967	64,177	66,288	65,533	67,644	66,920		Step 3
Step 4	62,856	64,967	64,177	66,288	65,533	67,644	66,920	69,031	68,342		Step 4
Step 5	64,177	66,288	65,533	67,644	66,919	69,030	68,342	70,453	69,801		Step 5
Step 6	65,533	67,644	66,919	69,030	68,342	70,453	69,801	71,912	71,297		Step 6
Step 7	66,919	69,030	68,342	70,453	69,802	71,913	71,297	73,408	72,829	74,940	
Step 8	68,342	70,453	69,802	71,913	71,296	73,407	72,829	74,940	74,399	76,510	
Step 9	69,766	71,877	71,296	73,407	72,829	74,940	74,399	76,510	76,010	78,121	
Step 10			72,829	74,940	74,399	76,510	76,010	78,121	77,660		Step 10
Step 11			74,362	76,473	75,043	77,154	76,736	78,847	78,404		Step 10
Step 12					76,630	78,741	77,470	79,581	79,158		Step 12
Step 13							78,210	80,321	79,916		Step 13
Step 14							78,962	81,073	80,686		Step 14
Step 15							79,721	81,832	81,465		Step 15
Step 16							80,489	82,600	82,250		Step 16
Step 17							81,263	83,374	83,045	85,156	
Step 18							82,047	84,158	83,848	85,959	
Step 19							82,839	84,950	84,661	86,772	
Step 20							83,641	85,752	85,481	87,592	
Step 21							84,451	86,562	86,311	88,422	
Step 22							85,270	87,381	87,152	89,263	
Step 23							86,098	88,209	87,999	90,110	
Step 24							86,935	89,046	88,858	90,969	
Step 25							87,781	89,892	89,725	91,836	
Step 26									90,602	92,713	
Step 27									91,490	93,601	
Step 28				g					92,385	94,496	
Step 29									93,291	95,402	
Step <u>28</u> 30		9							97,974	100,085	

WILLITS UNIFIED SCHOOL DISTRICT DISTRICT LIBRARIAN SALARY SCHEDULE 2020-21

EFFECTIVE 07/01/2019 BOARD APPROVED 06/27/2019

193 WORK DAYS

	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLLIMA	COLUMN	COLLBO	ภ
	1	TIVI	2	2M	3	3M	4	4M	5		4
For BA + Non- Embedded	BA+30	BA+30+	BA+45	BA+45+	DALCO	BA+60+		BA+75+	-	5M BA+90+	4
Credential For Embedded		Masters		Masters	BA+60	Masters	BA+75	Masters	BA+90	Masters	
Credential	BA+CR	BA+CR	CR+15		CR+30		CR+45		CR+60	212401010	1
Step 1 Step 2	46,479	48,591	47,299		53,128	55,239	54,455	56,566	55,815	57,927	Step 1
Step 2	47,299	49,411	53,128	55,239	54,455	56,566	55,815	57,927			Step 2
Step 3	47,371	49,482	54,455	56,566	55,816	57,928	57,212	59,323			Step 3
	54,455	56,566	55,816	57,928	57,212	59,323	58,640	60,751	60,106		Step 4
Step 5	55,816	57,928	57,212	59,323	58,640	60,751	60,106	62,217			Step 5
Step 6	57,212	59,323	58,640	60,751	60,106	62,217	61,610	63,721	63,150		Step 6
Step 7	58,640	60,751	60,106	62,217	61,610	63,721	63,150	65,262	64,728	66,840	
Step 8	60,106	62,217	61,610	63,721	63,150	65,262	64,728	66,840	66,346	68,457	
Step 9	61,572	63,684	63,150	65,262	64,728	66,840	66,346	68,457	68,005	70,117	
Step 10			64,728	66,840	66,346	68,457	68,005	70,117	69,706		Step 10
Step 11			66,307	68,419	68,005	70,117	68,753	70,865	70,473		Step 11
Step 12					69,665	71,776	69,511	71,622	71,249		Step 12
Step 13							70,273	72,384	72,030		Step 13
Step 14			-				71,048	73,160	72,824		Step 14
Step 15							71,829	73,941	73,626		Step 15
Step 16							72,620	74,731	74,436		Step 16
Step 17							73,418	75,529	75,254	77,365	
Step 18							74,226	76,338	76,082	78,193	
Step 19							75,041	77,153	76,919	79,031	
Step 20							75,868	77,979	77,764	79,875	
Step 21							76,703	78,814	78,618	80,729	
Step 22							77,547	79,658	79,486	81,597	
Step 23							78,399	80,511	80,358	82,469	
Step 24							79,261	81,373	81,243	83,354	
Step 25							80,133	82,245	82,136	84,247	
Step 26									83,039	85,151	
Step 27									83,954	86,066	
Step 28					3				84,876	86,988	
Step 29					8				85,810	87,921 S	
Step <u>28</u>									90,634	92,746	

EFFECTIVE 07/01/2019 BOARD APPROVED 06/27/2019

WILLITS UNIFIED SCHOOL DISTRICT COUNSELOR SALARY SCHEDULE 2020-21 196 WORK DAYS

	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUBBI	lact the s	1
	A	*	1M	2	2M	3	3M	4	4M	5		5
	DA : ODEGo	BA+30 &	BA+30+	BA+45	BA+45+		BA+60+	·	BA+75+		5M BA+90+	
For Embedded	BA+CBES7	Interns	Masters		Masters	BA+60	Masters	BA+75	Masters	BA+90	Masters	
Credential	40.60	BA+CR		CR+15	7.	CR+30		CR+45		CR+60	172451015	
Step 1	48,697	50,911	53,022	52,184	54,295	53,488	55,600	55,401	57,513	56,787	58,898	Step 1
Step 2	49,804		54,295	54,051	56,163	55,401	57,513	56,787	58,898	58,208	60,319	
Step 3		53,488	55,600	55,401	57,513	56,787	58,898	58,208	60,319	59,660	61,771	
Step 4		55,401	57,513	56,787	58,898	58,208	60,319	59,660	61,771	61,151	63,262	
Step 5		56,787	58,898	58,208	60,319	59,660	61,771	61,151	63,262	62,682	64,793	
Step 6		58,208	60,319	59,660	61,771	61,151	63,262	62,682	64,793	64,247	66,359	
Step 7		59,660	61,771	61,151	63,262	62,682	64,793	64,247	66,359	65,855	67,966	
Step 8		61,151	63,262	62,682	64,793	64,247	66,359	65,855	67,966	67,500	69,611	
Step 9		62,643	64,755	64,247	66,359	65,855	67,966	67,500	69,611	69,189	71,300	
Step 10		64,134	66,246	65,855	67,966	67,500	69,611	69,189	71,300	70,918	73,030	Step 10
Step 11				67,463	69,574	69,147	71,258	69,948	72,060	71,699	73,811	Step 11
Step 12				68,475	70,586	70,835	72,946	71,108	73,219	72,488	74,600	
Step 13						71,401	73,513	71,495	73,606	73,284	75,396	
Step 14								72,283	74,394	74,090	76,202	
Step 15								73,079	75,190	74,905	77,017	
Step 16								73,883	75,994	75,729	77,841	
Step 17								74,694	76,806	76,564	78,675	
Step 18								75,516	77,627	77,405	79,516	
Step 19					05			76,347	78,458	78,256	80,367	
Step 20								77,187	79,298	79,116	81,228	
Step 21								78,036	80,147	79,985	82,097	
Step 22								78,895	81,006	80,867	82,978	
Step 23								79,763	81,874	81,755	83,867	
Step 24								80,640	82,752	82,655	84,767 S	
Step 25								81,527	83,639	83,565	85,676 S	
Step 26								82,416	84,527	84,483	86,594 S	
Step 27									-,,,	85,414	87,526 S	ten 27
Step 28										86,351	88,463 S	top 27
Step 29										87,303	89,414 S	
Step <u>28</u>										92,211	94,323 S	

Appendix A-1 Extra-Duty Extra-Pay Schedule 2020/21 School Year

2020/21 School Year			
Position Title	Positions	Salamı	
Head Coach-WHS	16	Salary 2,500	
Baseball, Basketball (Boys/Girls), Football, Pep Squad	10	2,500	
Soccer (Boys/Girls), Softball, Swimming, Track, Volleyball, Wrestling			
Cross Country, Golf, Tennis			
Junior Versity III 10			
Junior Varsity Head Coach - WHS	10	2,100	
Baseball, Basketball (Boys/Girls), Football, Soccer (Boys/Girls), Softball, Volleyball, wrestling			
Conbail, Volleybail, Wrestling			
Assistant Coach - WHS			
Football (3 positions/4 positions if 71+ students)	3	4.000	
Swimming (if 25+ swimmers)	1	1,900	
Track Coach (3 if 43+ students)	1 2	1,900	
Wrestling Coach (if 25+ wrestler-add assistant)	2	1,900 1,900	
	 	1,900	
Coach - Other			
Freshman Basketball Coach - WHS (Boys/Girls) *position filled	2	1,500	
when league schedule exists and with site administrator approval		1,000	
Baechtel Grove Coach	15	1,500	
Athletic Director Dictrict MANUS + Aud			
Athletic Director - District/WHS * (w/no period)	1	7,500	
As determined by Site Administration/District, if a teaching period is			
available, a certificated employee hired as AD will use the available period and not receive an additional \$5528. If no period is available, a salary will be			
iven. Non-certificated personnel hired as AD will be paid a salary.			
Athletic Director - Baechtel Grove**			
Other Positions	1	4,000	
Drama Director	1	4 400	***
Ausical Director	2	1,400	
ournalism - WHS (*salary if given 1 period)	1	2,000 2,000	/*40
Annual (Yearbook) - WHS (*salary if given 1 period)	1 1	2,000	(*10 (*10
FA Advisor	2	2,500	(10
cademic Competition Director - WHS (*salary if given 1 period)	1 1	2,000	(*10
earbook - Baechtel Grove	1 1	1,200	\ 10
earbook - Sanhedrin	1 1	1,200	
eadership Class (*salary if given 1 period) - WHS	1	2,000	(*10
eadership - Sanhedrin	1	600	
LP Site Coordinator	4	700	
ead ELP District Coordinator /EB Coordinator	1	1,000	·
	1	1,200	
lub Advisor (10 Students/10 Meetings/Principal Approved) TIP Coordinator	1	500	
TIP Mentor Positions/PIP, STIP, Intern Support Provider	1 *	*	
ual Enrollment Teachers WTA Unit Members		*	
rt Under 20 Coordinator	N/A	200 per co	llege u
ot Winters Night Coordinator	1	1,900	
Appendix A-2		1,900	
Department Grade-Level Chairpersons			
Teacher	2	400	
Teachers	2	700	
Teachers	2	1,000	
Teachers	2	1,200	
or more Teachers strict-wide Librarian	2	1,500	
STEEDT LANGUE I NE DE DE DE DE		,	

*NTIP Coordinator and mentor Positions are paid stipends in accordance with STSA relevant job descriptions and/or operating terms provided by the county cooperative.

ARTICLE 1 AGREEMENT

- 1.1 The Articles and provisions contained herein constitute a bilateral and binding agreement (Agreement) by and between the Governing Board of the Willits Unified School District (Board) and the Willits Teachers' Association-California Teachers' Association-National Education Association (Association), an employee organization.
- 1.2 This Agreement is entered into pursuant to chapter 10.7, Section 3540-3549 of the Government Code (Act).
- 1.3 This Agreement shall remain in full force and effect from date of ratification until **June 30, 2022**.

ARTICLE XVIII REOPENERS

- 18.1 The Master Contract expires <u>June 30, 2022</u>.
- 18.2 For 2020/21 and 2021/2022 negotiations are closed.
- 18.3 Negotiations on a successor contract shall begin in February 2022.

ARTICLE IX HEALTH AND WELFARE BENEFITS

9.2.3

The District shall pay \$11,500 toward the cost of all health benefit premiums (health, dental, vision) for full time active employees. Any subsequent increase shall be subject to negotiations between the parties. For the 2019/20 Academic Year, the District shall pay an additional \$1,000 towards the employee contribution. Sunsets 6/2020. For the 2020/2021 and 2021/2022 academic years, the District will pay an additional \$1,000 towards the employee contribution for health benefits. Sunsets June 30, 2022.

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Agreement Between the Classified Confidential and the Willits Unified School District 6/19/2020

1. For the 2020/21 and 2021/22 academic years only, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.

This represents the full and final agreement of the parties, dated June 19, 2020.

District

Lynda Walker

Trina Cardillo

Agreement Between the Classified Management and Willits Unified School District 6/19/2020

1. For the 2020/2021 and 2021/2022 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.

This represents the full and final agreement of the parties, dated June 19, 2020

District

aura Sleener

Terky McEntee

Jennifer Maples

Christy Wisdom

Nikki Agenbroad

Agreement Between the Administration and Willits Unified School District 6/19/2020

1. For the 2020/21 and 2021/22 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.

This represents the full and final agreement of the parties, dated June 11, 2020.

District

Machen M. Shills

Mackenzie Erickson

Michael Colvig

Kathleen Crossman

Nancy Runbers

Marian Lohne

Jeff Ritchley

Maria Munguia

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Agreement Between the Administration and Willits Unified School District 6/19/2020

1. For the 2020/21 and 2021/22 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.

This represents the full and final agreement of the parties, dated June 11, 2020.

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Agreement Between the Administration and Willits Unified School District 6/19/2020

1. For the 2020/21 and 2021/22 academic years, the District will contribute \$1,500 of the employee contribution per 1.0 FTE, over the \$11,000 cap on medical. This agreement ends June 30, 2022.

This represents the full and final agreement of the parties, dated June 11, 2020.

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WILLITS UNIFIED SCHOOL DISTRICT SUPERINTENDENT'S OFFICE

TO: Board of Trustees

FROM: Mark Westerburg, Superintendent

DATE: July 17, 2020

RE: Approval of administrative salary schedule

Priority: Communication

Objective:

Background:

The district is committed to growing our own teachers and administrators. As part of that commitment, Dean positions have been put in place while individuals complete the administrative requirements and will serve now at the middle school as an Assistant Principal.

Recommendation:

Administration recommends the board

WILLITS UNIFIED SCHOOL DISTRICT Administrative Salary Schedule 2020-21

Board Approved / / /
\$2111.00 Masters Stipend

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2 96,375	2 80,981	Director of Alternative Prog 1 2 3 62,118 63,671 65,26 Special Education Director	2 62,050	2 73,867	87,771 89,965	Middle School Dean 1 2 57,655 59,097	70,889	2 86,450	Elementary School Principal
1 2 3 4 94,024 96,375 98,784 101,25	3 83,006	Director of Alternative Programs 1 2 3 62,118 63,671 65,263 Special Education Director	3 63,602	High School Assistant Principal 1 2 3 72,065 73,867 75,713	3 92,214	3 60,574	Middle School Assistant Principal 2 3	3 88,611	Elementary School Principal 3 3 3 85,731 87,874 90,071
4 101,254	4 85,081	ms 4 66,894	4 65,192	9 <u>4</u> 77,606	4 94,520	4 62,088	1cipal 4 74,478	4 90,827	4 92,323
5 103,785	5 87,208	5 68,567	5 66,822	5 79,546	5 96,883	5 63,640	5 76,340	5 93,097	5 94,631
6 106,380	6 89,388	6 70,281	6 68,492	6 81,535	6 99,305	6 65,232	6 78,248	6 95,425	6 96,997
7 109,039	7 91,623	7 72,038	7 70,204	7 83,573	7 101,787	7 66, 86 2	7 80,204	7 97,810	7 99,422
8 111,765	8 93,913	8 73,839	8 71,959	8 85,663	8 104,332	8 68,534	8 82,210	8 100,255	8 101,907
9 114,559	96,261	9 75,685	9 73,758	9 87,804	9 106,940	9 70,247	9 84,265	9 102,762	9
10 117,423	215 days 10 98,668	210 days 10 77,577	210 days 10 75,602	210 days 10 89,999	215 Days 10 109,614	200 Days 10 72,003	205 Days 10 86,371	210 Days 10 105,331	210 Days 10 107,067
11 118,598	11 99,654	11 78,353	11 76,358	11 90,899	11 110,710	11 72,723	11 87,235	11 106,384	11 108,137
12 119,784	12 100,651	12 79,136	12 77,122	12 91,808	12 111,817	12 73,451	12 88,108	12 107,448	12 109,219
13 120,982	13 101,657	13 79,928	13 77,893	13 92,726	13 112,935	13 74,185	13	13 108,523	13 110,311
14 122,191	14 102,674	14 80,727	14 78,672	14 93,654	14 14 114,065	14 74,927	14 89,878	14 109,608	14
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17 125,894	17 105,785		17 81,056	6 17 96,491	% 17 117,521	% 17 77,197	% 17 92,602	% 17 112,929	% 17 114,790
18 127,153	18 106,843	18 84,005	18 81,867	18 97,456	18 118,696	18 77,969	18	18 114,058	18 115,938
19 128,424	19 107,911	19 84,845	19 82,685	19 98,431	19 119,883		19	19 115,199	19 117,097
20 129,709	20 108,991	20 85,693	20 83,512	20 99,415	20 121,082			20 116,351	20 118,268



TIME SENSITIVE, REQUIRES BOARD ACTION DEADLINE TUESDAY, AUGUST 11, 2020

June 5, 2020

MEMORANDUM

To: All Board Presidents and Superintendents

CSBA Member Boards of Education in Region 1B

From: Xilonin Cruz-Gonzalez, CSBA President

Re: 2020 CSBA Delegate Assembly Run-off Elections, Region 1B

U.S. Postmark Deadline - Tuesday, August 11, 2020

The members of the Delegate Assembly Election Committee met on March 24, 2020 to count and certify the ballots for membership on the CSBA Delegate Assembly. A tie vote resulted in a run-off election in your Region. You are receiving the run-off ballot now because in response to the closure of the CSBA office, the Board of Directors on March 28, 2020, postponed the runoff election until it became practicable for staff to mail out the ballots.

Enclosed is the run-off ballot material for election of a representative to CSBA Delegate Assembly from your Region. The material consists of the ballot (on turquoise paper) and a list of all current members of the Delegate Assembly from Region 1B effective April 1, 2020. In addition, the candidates' required biographical sketch form and optional resume is provided, along with a "copy" of the run-off ballot on white paper so that it may be included in your board agenda packet, if you choose to do so. Only the run-off ballot on turquoise paper is to be completed and returned.

The board, as a whole, votes using the turquoise ballot. The ballot must be completely filled out, signed by the Superintendent or the Board Clerk, and returned in the enclosed envelope. If the envelope is misplaced, you may use your district's stationery, please write DELEGATE ELECTION – RUN-OFF BALLOT REGION 1B on the envelope. Run-off ballots must be postmarked by the U.S. Post Office on or before Tuesday, August 11, 2020. No exceptions are allowed.

The ballots will be counted during the week of August 17th and the candidates will be notified of the results immediately. Should a second tie occur, the Regional Director will cast the tie-breaking vote.

All newly elected Delegates will serve terms that will expire on March 31, 2022. The next meeting of the **Delegate** Assembly is on Wednesday, December 2 – Thursday, December 3 at the Anaheim Marriott in Anaheim, CA. Please do not hesitate to contact Jamille Peters at (800) 266-3382 should you have any questions. Thank you.

REQUIRES BOARD ACTION

This completed **ORIGINAL RUN-OFF BALLOT** must be **SIGNED** by the Superintendent or Board Clerk, returned in the enclosed envelope, and be postmarked by the U.S. Postal Service no later than **TUESDAY**, **AUGUST 11, 2020**. Only ONE Ballot per Board. Be sure to mark your vote "X" in the box.

A PARTIAL, UNSIGNED, PHOTOCOPIED, OR A LATE BALLOT THAT IS NOT POSTMARKED ON OR BEFORE AUGUST 11 WILL NOT BE VALID.

OFFICIAL 2020 DELEGATE ASSEMBLY RUN-OFF BALLOT SUBREGION 1-B (Lake, Mendocino Counties)

(Vote for no more than 1 candidate)

`	
Delegates will serve two-	year terms that will end March 31, 2022
*denotes incumbent	
Tyler Nelson (Ukiah USD)	
Misha Grothe (Middletown USD)	
Signature of Superintendent or Board Clerk	Title
School District	Date of Board Action



Delegate Assembly Biographical Sketch Form for 2020 election DUE: Tuesday, January 7, 2020 – no late submissions accepted

Please complete, sign, and date this required biographical sketch form. An optional, ONE-page, single-sided, résumé may also be submitted. Please do not state "see résumé" and do not re-type this form. It is the candidate's responsibility to confirm that all nomination materials have been received by the CSBA Executive Office, call 800.266.3382 or email at nominations@csba.org.

A SE
Your signature indicates your consent to have your name placed on the ballot and to serve as a Delegate, if elected. Signature: Date: 5 3 20
Name: MICHA GROTHE District or COE: MIDDLETOWN UCD Profession: BLICINESS OWNER contact Number (please V Cell Home Bus.): 925) 260-7695 *Primary E-mail: MICHA. ATOHAE & MILDLETOWN US d. OFG (*Communications from CSBA will be sent to primary emptil) Are you an incumbent Delegate? Yes No If yes, year you became Delegate:
Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly. I WOULD THE TO REPRESENT OUT TUTAL COUNTY and ITS districts.
Please describe your activities and involvement on your local board, community, and/or CSBA. I AM CURRENTLY the CLERK FOR MUSD'S board. I have completed CSBA MASTORS in GOVERNANCE training and participated in legislative action day with CSBA as well as the Call to action.
What do you see as the biggest challenge facing governing boards and how can CSBA help address it?
trying to navigate through scenarios of how schools will operate when back in session, all while having to make themendous budget cuts. Ithink we need a call to action immediately to not only prevent budget submit biographical sketch form only once, do not send multiple times. E-mail: nominations@csba.org. or fax to (916) 371-3407, or crops fiver. Office) Attn: DA Elections 3251 Beacon Blud., West Sacto. CA 95691 by the deadline.
what do you see as the biggest challenge facing governing boards and how can CSBA help address it? In our ourrent landscape, the biggest challenges are trying to navigate through scenarios of how schools will operate when back in session, all while having to make tremendous budget cuts. It wink we need a call to action immediately to hot only prevent budget call to sketch form only once, do not send multiple times. E-mail: nominations@csba arg or four to serve



Delegate Assembly Biographical Sketch Form for 2020 election DUE: Tuesday, January 7, 2020 – no late submissions accepted

Please complete, sign, and date this required biographical sketch form. An optional, ONE-page, single-sided, résumé may also be submitted. Please do not state "see résumé" and do not re-type this form. It is the candidate's responsibility to confirm that all nomination materials have been received by the CSBA Executive Office, call 800.266.3382 or email at nominations@csba.org.

Signature:	d on the ballot and to serve as a Delegate, if elected. Date: 6/3/2020		
Name: Tyler Nelson	CSBA Region & subregion #:		
District or COE: Ukiah Unified School District	Years on board: 7		
Profession: Farmer and Winery Contact Number (pl			
*Primary E-mail: tyler@nelsonvineyards.com			
(*Communications from CSBA will be sent to primary email) Are you an incumbent Delegate? Yes No If yes, year you be	ecame Delegate:		

Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly.

Serving as a school board member has been exciting and eye-opening. I am passionate about public education. I own and manage a family farm and winery in Hopland that employs 25 people. There are unique challenges we face as rural school districts. Our experiences must be heard at the state level. I am capable of sharing the challenges we face as rural school districts at the California School Board Association.

Please describe your activities and involvement on your local board, community, and/or CSBA.

I was elected to the Ukiah Unified School Board in 2013. I have served in all board leadership positions on numerous committees. Most recently, I helped lead our team in the successful passing of Measure A, one of just a few successful bond measures in California. I served on the boards of Mendocino County Resource Conservation District(2009-2012) and the Mendocino County Farm Bureau(1998-2009). During my tenure as a Farm Bureau director, I participated in the legislative process promoting issues that were important to our county at the state level.

What do you see as the biggest challenge facing governing boards and how can CSBA help address it?

Our area has been heavily impacted by fires, power outages, and now Covid-19. With the legalization of cannabis, we have seen dramatic increases in suspensions and expulsions. Thus far there has been little support from our legislators at the state and county levels to help with enforcement and drug education. Our schools are old and bursting at the seams with young scholars. We need CSBA to focus on deferred maintenance and rebuilding in rural districts. Finally, not every student is bound for college. We need a continued commitment to our CTE programs. We need CSBA to lead the conversation with our state and federal leaders.

Submit biographical sketch form only once, do not send multiple times. E-mail: <u>nominations@csba.org,</u> or fax to (916) 371-3407, or US Mail to: CSBA Exec. Office Attn: DA Elections | 3251 Beacon Blvd., West Sacto, CA 95691 by the deadline: Tues. Jan. 7, 2020.

AMENDMENT NO. 1 SONOMA STATE UNIVERSITY STUDENT TEACHING AGREEMENT

This certain Agreement, entered into between the Trustees of the California State University, on behalf of the State of California, through Sonoma State University. Hereinafter called University and Willits Unified School District, hereinafter called the District is hereby amended as follows:

New clause, #11 shall be Added under General Terms and Conditions:

The District is aware and informed about the hazards currently known to be associated with the novel coronavirus referred to as "COVID-19". District is familiar with and informed about the Centers for Disease Control and Prevention ("CDC") current guidelines regarding COVID-19 as well as applicable federal and state, and local government directives regarding COVID-19. District, to the best of its knowledge and belief, is in compliance with those current CDC guidelines and applicable governmental directives. If the current CDC guidelines and applicable governmental directives are modified, changed or updated, District will take steps to comply with the modified, changed or updated guidelines or directives. If at any time District becomes aware that it is not in compliance with CDC guidelines or a applicable government directive, it will notify University of the fact.

EXCEPT AS AMENDED HEREIN all terms and conditions of the original Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, this amendment has been executed by the parties hereto, upon the date first above written.

STATE OF CALIFORNIA TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY SONOMA STATE UNIVERSITY 1801 East Cotati Avenue Rohnert Park, CA 94928

BY:	
Carolyn Faulconer Administration and Finance	
and	
Willits Unified School District 1277 Blosser Lane Willits, CA. 95490	
BY:	
TITLE:	
CERTIFICATION	
the duly appointed and acting Clerk or Secretary of the Governing Board of the School District listed elow, do hereby certify that the following is a true and exact copy of a portion of the Minutes of the equilar meeting of said Board held on	t
egular meeting of said Board held on (month/day/year)	
"It was moved, seconded and carried that the attached contract with Sonoma State University, whereby the University may assign students to the schools in the School District for practice teaching, be approved; and the is hereby authorized to execute the same."	
(DISTRICT)	
(COUNTY)	
Ву:	
Clerk, Secretary (strike one) of the Governing Board of the School District	

California Department of Education (Due Date: To be received in Regional Supervisor's Office by June 30, 2020)

Willits High School	Willits Unified School District
School Site	District
Please include the following items with your ap Eligibility Determination Sheet Variance Request Form (if applicable) Quality Criterion 12 Form (if applicable) Award Estimator and Budget Sheet List of Agriculture Teachers	
Certification: I hereby certify that all applicable will be observed; that to the best of my knowled application is correct and complete; and that the basic conditions of the operations in this prassistance.	dge, the information contained in this are attached assurances are accepted as
Signature of Authorized Agent	Authorized Agent Title
Signature of Agriculture Teacher Responsible for the Program	Signature of Principal
Contact Phone Number: (707) 459-7700 Date of Local Agency Board Approval:	

California Department of Education (Due Date: To be received in Regional Supervisor's Office by June 30, 2020)

Please check each Quality Criteria you meet:

Eligibility Determination Sheet

IN ORDER TO APPLY FOR FUNDING, YOU MUST MEET ALL THE QUALITY CRITERIA LISTED BELOW.

X 1.	Curriculum and Instruction				
X 2. Leadership and Citizenship Development					
X 3. Practical Application of Occupational Skills					
	Qualified and Competent Personnel				
	Facilities, Equipment, and Materials				
	Community, Business, and Industry Involvement				
	Career Guidance				
X 8.	Program Promotion				
9.	Program Accountability and Planning				
	CHECKED ALL THE REQUIRED QUALITY CRITERIA, PLEASE INTINUE TO THE NEXT PAGE OF YOUR APPLICATION.				
	meet one or more of the criteria listed above, you may submit a Variance for each unmet criterion.				
	A variance is a proposed plan to bring your program into compliance with all the quality criteria listed above, prior to the following year's application.				
All variances must be approved with this application in order to be eligible for funding. Non-compliance with the terms of the approved variance will result in a loss of funds.					
Will you be including a formal Variance Request Form for each unmet criterion?					
☐ Yes ✓ No					
IF YOU ARE REQUESTING ONE OR MORE VARIANCES, PLEASE COMPLETE A VARIANCE REQUEST FORM FOR EACH AND CONTINUE TO THE NEXT PAGE OF YOUR APPLICATION.					
IF YOU DO NOT MEET ALL REQUIRED QUALITY CRITERIA LISTED ABOVE, AND YOU ARE NOT SUBMITTING A VARIANCE REQUEST FORM					

YOU ARE NOT ELIGIBLE TO APPLY FOR FUNDING THROUGH THE AGRICULTURAL CAREER TECHNICAL EDUCATION INCENTIVE GRANT.

STOP

California Department of Education (Due Date: To be received in Regional Supervisor's Office by June 30, 2020)

AWARD ESTIMATOR

DATES OF PROJECT DURATION: JULY 1, 2020 TO JUNE 30, 2021

Applicant Information (please fill in the underlined fields)

Number of Different Agriculture Teachers at Site (Please attach a separate list of Agriculture teachers' names):	2
Total Number of Students from the prior fiscal year R-2 Report:	147
Number of teachers meeting Criterion 10 (Class size - See instructions):	2
Number of teachers meeting Criterion 11a (Year round employment - See instructions):	1
Number of teachers meeting Criterion 11b (Project supervision period - See instructions):	0
Do you meet all criteria on the attached Quality Criterion 12 Form (Y/N)?	Y
Award Calculations	

Part 1: Based on your number of agriculture teachers at the site: (Please attach a separate list of Agriculture teachers' names):	\$ 4,500.00
Part 2: Based on \$8.00 per member listed on the R-2 Report:	\$ 1,176.00
Part 3a: Based on number of teachers meeting Criterion 10:	\$ 4,000.00
Part 3b: Based on number of teachers meeting Criterion 11a:	\$ 2,000.00
Part 3c: Based on number of teachers meeting Criterion 11b:	\$ 0.00
Part 4: Based on meeting all criteria on the Quality Criterion 12 Form:	\$ 7,500.00
Total Estimated Award:	\$ 19,176.00

California Department of Education

(Due Date: To be received in Regional Supervisor's Office by June 30, 2020)

Budget Sheet

Incentive grant awards must be matched for each Account Number below (4000, 5000, and 6000). Account Number 4000 requires only the subtotal be matched, but Account Numbers 5000 and 6000 must be matched by line item. A waiver of matching must be approved for any instances where matching funds do not meet or exceed Incentive Grant funds.

Amount left to Allocate: \$ 0.00

4000: Books & Supplies

Items	Description of Items of Funds Being Used	Incentive Grant Funds	Matching Funds
1.	Classroom Supplies & books	\$ 3,676.00	\$ 3,676.00
Subtotal	N/A	\$ 3,676.00	\$ 3,676.00

5000 Services and Operating Expenses, including services of consultants, staff travel, conferences, rentals, leases, repairs, and bus transportation

Items	Description of Items of Funds	Incentive	Matching Funds		
	Being Used	Grant	_		
	_	Funds			
1.	Student Conference	\$ 3,500.00	\$ 3,500.00		
2.	CATA Conference	\$ 2,000.00	\$ 2,000.00		
3.	Ag Truck	\$ 2,500.00	\$ 2,500.00		
4.	Shop Expenses	\$ 3,500.00	\$ 3,500.00		
5.	Greenhouse Expenses	\$ 1,500.00	\$ 1,500.00		
6.	Farm expenses	\$ 2,500.00	\$ 2,500.00		
7.					
8.					
9.					
10.					
Subtotal	N/A	\$ 15,500.00	\$ 15,500.00		

6000 Capital Outlay, including sites, buildings, improvement of buildings, and equipment

Items	Description of Items of Funds Being Used	Incentive Grant Funds	Matching Funds
1.			
2.			
3.			
4.			
5.			
Subtotal	N/A	\$ 0.00	\$ 0.00

\$ 19,176.00	\$ 19,176.00
	\$ 19,176.00

California Department of Education (Due Date: To be received in Regional Supervisor's Office by June 30, 2020)

VARIANCE REQUEST FORM

PLEASE NOTE: EACH CRITERION FOR WHICH A VARIANCE IS REQUESTED MUST BE COMPLETED ON A SEPARATE FORM

Variance Request for Funding Year: Willits High School Willits Unified School District School Site District 1. Standard and criterion for which variance is requested: Standard Number: Criterion Number: Reasons why the criterion is not being met at this time (use additional pages if needed): 2. 3. Steps to be taken in order to meet this criterion (use additional pages if needed): Signature of Agriculture Name of Agriculture Teacher Teacher Responsible for the Program Responsible for the Program Name of Principal Signature of Principal Name of Regional Supervisor Signature of Regional Supervisor

California Department of Education

(Due Date: To be received in Regional Supervisor's Office by June 30, 2020)

QUALITY CRITERION 12 FORM

Agricultural programs meeting all of the required Quality Criteria (Criteria 1 – 9) may qualify for an additional \$7,500 by also meeting Criterion 12.

Please check each qualifying condition you meet below.

This form, along with the appropriate verification, must be submitted with the Agricultural Career Technical Education Incentive Grant Application by the application deadline.

Number of Students on Previous Year's R-2Report: 147 12A: Leadership and Citizenship Development Number of activities on the approved FFA Activity list in which the local chapter participated (Must participate in at least 80 percent of the activities) 12B: Practical Application of Occupational Skills Number of students who received the State FFA Degree (Must be at least 5 percent of the R2 number) 12C: Qualified and Professional Activities Number of teachers who attended a minimum of five professional in-service activities (Must attach approved In-service Activities Verification Page) 12D: Community, Business, and Industry Involvement Number of meetings held by the local Agriculture Advisory 3 Committee (Must be at least three, with minutes attached) Name of Agriculture Advisory Committee Chair: Andrew Hosford Phone Number of Agriculture Advisory Committee Chair: (707) 354-1218 12E: Retention Number of students from the 2016 freshman cohort who completed 3 or 4 years of Agriculture Education courses. Must be at least 30% of the 2016 freshman cohort 12F: Graduate Follow-Up Number of program completers graduating last year 18 Number of those who graduated who are employed in agriculture, in the military, 13 or continuing their education (must be at least 75 percent of the program completers). Attach graduate follow-up report.

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20		20	23	50	31		September 7 Labor Day	31							
Λ I I	GIL	S T	202	2.0	77 S. S.		November 11 Veteran's Day	FEE	FEBRUARY 2021						
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۳	141	-	VV				December 21 - January 1 Winter Break		1	2m	3	4	5	6	
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9	10	11	12	13	14		January 18 Martin Luther King Jr. Birthday	14	15	16m	17	18	19	20	
16	17	18	19	20	21		February 12 and 15 President's Days	21	22	23mM	24	25	26	27	
23	24	25	26	27	28		April 5 - 9 Spring Break	28							
30	31	29	20				May 31 Memorial Day								
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6	7	8mM	9	10	11	12	TRIMESTER DATES	7	8	9mM	10	11	12	13	
13		15m	16	17	18	19	1ST TRIMESTER 08/31/20 - 11/20/20	14	15	16m	17	18	19	20	
20	21	22m	23	24	25	26	2ND TRIMESTER 11/30/20 - 03/05/21	21	22	23mM	24	25	26	27	
27	28	29mM					3RD TRIMESTER 03/08/21 - 06/11/21	28	29	30m	31				
															
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	ΙМ	ΙT	W	TH	F	S	Teacher Work Day August 31	S	M	Т	W	TH	F	S	
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	M 5	T 6m	W 7	-	F 2 9		Remote Learning Day November 23	\$ 4	M 5	Т 6	W 7		9	3 10	
4	5		7	1	2	3	Remote Learning Day November 23				7	1	2	3	
4	5 12	6m 13mM	7 14	1 8 15	9 16	3 10	Remote Learning Day November 23 Teacher Work Day June 14	4	5	6	7	1 8	9	3 10	
4 11 18	5 12 19	6m 13mM 20m	7 14 21	1 8 15 22	9 16 23	3 10 17 24	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days	4	5 12 19	6 13mM	7 14 21	1 8 15	9 16	3 10 17	
4 11 18	5 12 19	6m 13mM 20m	7 14 21	1 8 15 22	9 16	3 10 17 24	Remote Learning Day November 23 Teacher Work Day June 14	4 11 18 25	5 12 19 26	6 13mM 20m 27mM	7 14 21 28	1 8 15 22	9 16 23	3 10 17	
4 11 18 25	5 12 19 26m	6m 13mM 20m 27mM	7 14 21 28m	1 8 15 22 29m	2 9 16 23 30m	3 10 17 24	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days	4 11 18 25 M A	5 12 19 26	6 13mM 20m 27mM	7 14 21 28	1 8 15 22 29	9 16 23 30	3 10 17 24	
4 11 18 25	5 12 19 26m	6m 13mM 20m	7 14 21 28m	1 8 15 22 29m	2 9 16 23 30m	3 10 17 24	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days will result in Remote Learning Days	4 11 18 25	5 12 19 26	6 13mM 20m 27mM	7 14 21 28	1 8 15 22	9 16 23	3 10 17 24 S	
4 11 18 25 N O	5 12 19 26m	6m 13mM 20m 27mM	7 14 21 28m	1 8 15 22 29m	2 9 16 23 30m	3 10 17 24 31	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days will result in Remote Learning Days Certificated Professional Development Days	4 11 18 25 M A	5 12 19 26 Y 2	6 13mM 20m 27mM	7 14 21 28	1 8 15 22 29 TH	2 9 16 23 30	3 10 17 24 S 1	
4 11 18 25 N O	5 12 19 26m	6m 13mM 20m 27mM	7 14 21 28m ER W	1 8 15 22 29m 2 0 TH	2 9 16 23 30m 2 0 F	3 10 17 24 31	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days will result in Remote Learning Days Certificated Professional Development Days	4 11 18 25 M A	5 12 19 26	6 13mM 20m 27mM	7 14 21 28 1 W	1 8 15 22 29 TH	2 9 16 23 30 F	3 10 17 24 S 1 8	
4 11 18 25 N O S	5 12 19 26m V E M	6m 13mM 20m 27mM M B T 3m	7 14 21 28m E R W 4	1 8 15 22 29m 2 0 TH 5 12	2 9 16 23 30m 2 0 F	3 10 17 24 31 S 7	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA	4 11 18 25 M A	5 12 19 26 Y 2 M	6 13mM 20m 27mM 2 O 2 T 4m 11mM	7 14 21 28 1 W	1 8 15 22 29 TH 6 13	2 9 16 23 30 F	3 10 17 24 S 1 8	
4 11 18 25 N O S 1 8	5 12 19 26m V E M 2 9	6m 13mM 20m 27mM T 3m 10mM	7 14 21 28m E R W 4	1 8 15 22 29m 2 0 TH 5 12	2 9 16 23 30m 2 0 F 6 13	3 10 17 24 31 S 7	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION	4 11 18 25 M A S	5 12 19 26 Y 2 M 3 10	6 13mM 20m 27mM 2 0 2 T 4m 11mM 18m	7 14 21 28 1 W 5 12 19	1 8 15 22 29 TH 6 13 20	2 9 16 23 30 F 7 14 21	3 10 17 24 S 1 8 15 22	
4 11 18 25 N O S 1 8 15	5 12 19 26m V E M 2 9	6m 13mM 20m 27mM M B T 3m 10mM	7 14 21 28m E R W 4 11	1 8 15 22 29m 2 0 TH 5 12	2 9 16 23 30m 2 0 F 6 13	3 10 17 24 31 \$ 7 14 21	Remote Learning Day November 23 Teacher Work Day June 14 School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417	4 11 18 25 M A S	5 12 19 26 M 3 10 17 24	6 13mM 20m 27mM 2 O 2 T 4m 11mM	7 14 21 28 1 W 5 12 19	1 8 15 22 29 TH 6 13	2 9 16 23 30 F	3 10 17 24 S 1 8	
4 11 18 25 N O S 1 8 15 22	5 12 19 26m V E M 2 9 16 23	6m 13mM 20m 27mM M B T 3m 10mM	7 14 21 28m E R W 4 11	1 8 15 22 29m 2 0 TH 5 12	2 9 16 23 30m 2 0 F 6 13	3 10 17 24 31 \$ 7 14 21	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232	4 11 18 25 M A S 2 9 16 23 30	5 12 19 26 M 3 10 17 24 31	6 13mM 20m 27mM 2 O 2 T 4m 11mM 18m 25mM	7 14 21 28 1 W 5 12 19 26	1 8 15 22 29 TH 6 13 20	2 9 16 23 30 F 7 14 21	3 10 17 24 S 1 8 15 22	
4 11 18 25 N O S 1 8 15 22 29	5 12 19 26m V E M 2 9 16 23 30	6m 13mM 20m 27mM M B T 3m 10mM 17m	7 14 21 28m E R W 4 11 18	1 8 15 22 29m 7H 5 12 19M 26	2 9 16 23 30m 2 0 F 6 13 20M 27	3 10 17 24 31 \$ 7 14 21	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232 Brookside Elementary School 459-5385	4 11 18 25 M A S 2 9 16 23 30 J U	5 12 19 26 M 3 10 17 24 31 N E	6 13mM 20m 27mM 2 0 2 T 4m 11mM 18m 25mM	7 14 21 28 1 W 5 12 19 26	1 8 15 22 29 TH 6 13 20 27	2 9 16 23 30 F 7 14 21 28	3 10 17 24 S 1 8 15 22 29	
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4 11 18 25 N O S 1 8 15 22 29	5 12 19 26m V E M 2 9 16 23 30	6m 13mM 20m 27mM M B T 3m 10mM 17m 24	7 14 21 28m E R W 4 11 18 25	1 8 15 22 29m 2 0 TH 5 12 19M 26	2 9 16 23 30m 20 F 6 13 20M 27	3 10 17 24 31 8 7 14 21 28	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232 Brookside Elementary School 459-5385 District Office 459-5314 Sanhedrin High School 459-4801	4 11 18 25 M A S 2 9 16 23 30 J U S	5 12 19 26 M 3 10 17 24 31 N E	6 13mM 20m 27mM 2 0 2 T 4m 11mM 18m 25mM 2 0 T 1m	7 14 21 28 1 W 5 12 19 26	1 8 15 22 29 TH 6 13 20 27	2 9 16 23 30 F 7 14 21 28	3 10 17 24 S 1 8 15 22 29	
4 11 18 25 N O S 1 8 15 22 29	5 12 19 26m V E M 2 9 16 23 30	6m 13mM 20m 27mM M B T 3m 10mM 17m 24	7 14 21 28m E R W 4 11 18 25 E R W	1 8 15 22 29m 2 0 TH 5 12 19M 26	2 9 16 23 30m 2 0 F 6 13 20M 27	3 10 17 24 31 8 7 14 21 28	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232 Brookside Elementary School 459-5385 District Office 459-5314 Sanhedrin High School 459-4801 Sherwood School 984-6769	4 11 18 25 M A S 9 16 23 30 J U S	5 12 19 26 M 3 10 17 24 31 N E M	6 13mM 20m 27mM 2 0 2 T 4m 11mM 18m 25mM 2 0 1 T 1m	7 14 21 28 1 W 5 12 19 26 21 W 2	1 8 15 22 29 TH 6 13 20 27 TH 3	2 9 16 23 30 F 7 14 21 28 F 4	3 10 17 24 S 1 8 15 22 29 S 5 12	
4 11 18 25 N O S 1 8 15 22 29 D E S	5 12 19 26m V E M 2 9 16 23 30	6m 13mM 20m 27mM M B T 3m 10mM 17m 24 M B T	7 14 21 28m E R W 4 11 18 25 E R W	1 8 15 22 29m 2 0 TH 5 12 19M 26 2 0 TH 3 10	2 9 16 23 30m 2 0 F 6 13 20M 27	3 10 17 24 31 S 7 14 21 28 S 5 12	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232 Brookside Elementary School 459-5385 District Office 459-5314 Sanhedrin High School 459-4801 Sherwood School 984-6769 Transportation Department 459-5111	4 11 18 25 M A S 9 16 23 30 J U S	5 12 19 26 M 3 10 17 24 31 N E M	6 13mM 20m 27mM 2 0 2 T 4m 11mM 18m 25mM 2 0 T 1m 8 15	7 14 21 28 1 W 5 12 19 26 21 W 2 9	1 8 15 22 29 TH 6 13 20 27 TH 3 10M	2 9 16 23 30 F 7 14 21 28 F 4 11mM 18	3 10 17 24 S 1 8 15 22 29 S 5 12	
4 11 18 25 N O S 1 8 15 22 29 D E S	5 12 19 26m VE M 2 9 16 23 30 CE M	6m 13mM 20m 27mM T 3m 10mM 17m 24 M B T 1m 8mM	7 14 21 28m 4 11 18 25 E R W 2	1 8 15 22 29m 2 0 TH 5 12 19M 26 2 0 TH 3 10	2 9 16 23 30m 20 F 6 13 20M 27 20 F 4 11 18mh	3 10 17 24 31 8 7 14 21 28 5 5	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232 Brookside Elementary School 459-5385 District Office 459-5314 Sanhedrin High School 459-4801 Sherwood School 984-6769 Transportation Department 459-5111	4 11 18 25 M A S 9 16 23 30 J U S 6 13 20	5 12 19 26 M 3 10 17 24 31 N E M	6 13mM 20m 27mM 2 0 2 T 4m 11mM 25mM 2 0 T 1m 8 15 22	7 14 21 28 1 W 5 12 19 26 21 W 2 9 16 23	1 8 15 22 29 TH 6 13 20 27 TH 3	2 9 16 23 30 F 7 14 21 28 F 4	3 10 17 24 S 1 8 15 22 29 S 5 12	
4 11 18 25 N O S 1 8 15 22 29 D E S	5 12 19 26m VE M 2 9 16 23 30 CE M	6m 13mM 20m 27mM M B T 3m 10mM 17m 24 M B T 1m 8mM 15	7 14 21 28m E R W 4 11 18 25 E R W 2 9 16	1 8 15 22 29m 2 0 TH 5 12 19M 26 TH 3 10 17 24	2 9 16 23 30m 2 0 F 6 13 20M 27 2 0 F 4 11 18mh 25	3 10 17 24 31 8 7 14 21 28 5 5 12 19	Remote Learning Day Teacher Work Day School Closure Days will result in Remote Learning Days Certificated Professional Development Days August TBA SCHOOL INFORMATION Baechtel Grove Middle School 459-2417 Blosser Lane Elementary School 459-3232 Brookside Elementary School 459-5385 District Office 459-5314 Sanhedrin High School 459-4801 Sherwood School 984-6769 Transportation Department 459-5111 Willits High School 459-7700	4 11 18 25 M A S 9 16 23 30 J U S	5 12 19 26 M 3 10 17 24 31 N E M	6 13mM 20m 27mM 2 0 2 T 4m 11mM 18m 25mM 2 0 T 1m 8 15	7 14 21 28 1 W 5 12 19 26 21 W 2 9	1 8 15 22 29 TH 6 13 20 27 TH 3 10M	2 9 16 23 30 F 7 14 21 28 F 4 11mM 18	3 10 17 24 S 1 8 15 22 29 S 5 12	
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