

**Orange County Department of Education
District Fiscal Services**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449**

Westminster Elementary School District - Westminster Teachers Association

School District - Bargaining Unit: (WTA) & Classified School Employee Association (CSEA) Chapter 34

Certificated, Classified, Other: Certificated & Classified

The proposed agreement covers the period beginning: July 1, 2022 and ending: June 30, 2023
(date) (date)

The Governing Board will act upon this agreement on: July 9, 2022
(date)

(date)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) 2022-23	Year 2 Increase/(Decrease) 2023-24	Year 3 Increase/(Decrease) 2024-25
1 Salary Schedule Increase (Decrease)				\$ -
		0.00%	0.00%	0.00%
2 Step and Column Increase (Decrease) Due to movement plus	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.) Description of other compensation	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
		\$ -	\$ -	\$ -
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ -			\$ -
		0.00%	0.00%	0.00%
5 Health/Welfare Plans	\$ 7,419,556	\$ 372,000		
		5.01%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 7,419,556.00	\$ 372,000	\$ -	\$ -
7 Total Number of Represented Employees	1,176.00	1176	540	0
8 Total Compensation <u>Average</u> Cost per Employee	\$ 6,309	\$ 316	\$ -	\$ -
		5.01%	0.00%	0.00%

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No additional steps or columns have been added.

11. Please include comments and explanations as necessary.

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No

If yes, please describe the cap amount.

District has agreed with both bargaining units to move from a 3 Tier Benefit system to a 4 Tier Benefit System. Health and welfare caps are as follows: Employee only is \$10,514, employee plus spouse is \$15,692 and Family is \$18,879. The new fourth tier is Employee + Child/Children and that cap is \$10,661
The district as also agreed to an increased cap contribution of \$600 per tier:
2023-24 \$372,000

B. Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

C. What are the specific impacts on instructional and support programs to accommodate the settlement?
Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

- D. What contingency language is included in the proposed agreement?** Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.
- E. Will this agreement create, increase or decrease deficit financing in the current or subsequent year(s)?** "Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.
- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

G. Source of Funding for Proposed Agreement

1. Current Year

The current year expenditures will come for general fund.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Ongoing years are funded through LCFF revenue.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: Westminster Teachers Association (WTA) & CSEA Chapter 34

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/31/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 101,367,099			\$ 101,367,099
Remaining Revenues (8100-8799)	\$ 2,544,804			\$ 2,544,804
TOTAL REVENUES	\$ 103,911,903	\$ -	\$ -	\$ 103,911,903
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 41,644,353			\$ 41,644,353
Classified Salaries (2000-2999)	\$ 10,471,932			\$ 10,471,932
Employee Benefits (3000-3999)	\$ 19,368,328	\$ 271,560		\$ 19,639,888
Books and Supplies (4000-4999)	\$ 3,272,181			\$ 3,272,181
Services, Other Operating Expenses (5000-5999)	\$ 7,295,623			\$ 7,295,623
Capital Outlay (6000-6599)	\$ 879,722			\$ 879,722
Other Outgo (7100-7299) (7400-7499)	\$ 159,560			\$ 159,560
Direct Support/Indirect Cost (7300-7399)	\$ (2,497,052)			\$ (2,497,052)
Other Adjustments				
TOTAL EXPENDITURES	\$ 80,594,647	\$ 271,560	\$ -	\$ 80,866,207
OPERATING SURPLUS (DEFICIT)	\$ 23,317,256	\$ (271,560)	\$ -	\$ 23,045,696
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -			\$ -
CONTRIBUTIONS (8980-8999)	\$ (21,493,908)			\$ (21,493,908)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,823,348	\$ (271,560)	\$ -	\$ 1,551,788
BEGINNING BALANCE	\$ 31,007,984			\$ 31,007,984
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 32,831,332	\$ (271,560)	\$ -	\$ 32,559,772
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000			\$ 120,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ 5,921,442			\$ 5,921,442
Other Assignments (9780)	\$ 15,168,674	\$ (271,560)		\$ 14,897,114
Reserve for Economic Uncertainties (9789)	\$ 11,621,216			\$ 11,621,216
Unassigned/Unappropriated (9790)	\$ -			\$ -

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: Westminster Teachers Association (WTA) & CSEA Chapter 34

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/31/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ -			\$ -
Remaining Revenues (8100-8799)	\$ 55,647,430			\$ 55,647,430
TOTAL REVENUES	\$ 55,647,430	\$ -	\$ -	\$ 55,647,430
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 14,158,560			\$ 14,158,560
Classified Salaries (2000-2999)	\$ 8,593,298			\$ 8,593,298
Employee Benefits (3000-3999)	\$ 10,989,471	\$ 100,440		\$ 11,089,911
Books and Supplies (4000-4999)	\$ 41,667,563			\$ 41,667,563
Services, Other Operating Expenses (5000-5999)	\$ 5,757,380			\$ 5,757,380
Capital Outlay (6000-6599)	\$ 638,000			\$ 638,000
Other Outgo (7100-7299) (7400-7499)	\$ 996,000			\$ 996,000
Direct Support/Indirect Cost (7300-7399)	\$ 1,756,580			\$ 1,756,580
Other Adjustments				
TOTAL EXPENDITURES	\$ 84,556,852	\$ 100,440	\$ -	\$ 84,657,292
OPERATING SURPLUS (DEFICIT)	\$ (28,909,422)	\$ (100,440)	\$ -	\$ (29,009,862)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872			\$ 493,872
CONTRIBUTIONS (8980-8999)	\$ 21,493,908			\$ 21,493,908
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (7,909,386)	\$ (100,440)	\$ -	\$ (8,009,826)
BEGINNING BALANCE	\$ 17,003,550			\$ 17,003,550
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 9,094,164	\$ (100,440)	\$ -	\$ 8,993,724
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ -			\$ -
Restricted Reserves (9740)	\$ 9,094,164	\$ (100,440)		\$ 8,993,724
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Other Assignments (9780)	\$ -			\$ -
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unassigned/Unappropriated (9790)	\$ -			\$ -

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund				
Enter Bargaining Unit: Westminster Teachers Association (WTA) & CSEA Chapter 34				
	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/31/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 101,367,099	\$ -	\$ -	\$ 101,367,099
Remaining Revenues (8100-8799)	\$ 58,192,234	\$ -	\$ -	\$ 58,192,234
TOTAL REVENUES	\$ 159,559,333	\$ -	\$ -	\$ 159,559,333
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 55,802,913	\$ -	\$ -	\$ 55,802,913
Classified Salaries (2000-2999)	\$ 19,065,230	\$ -	\$ -	\$ 19,065,230
Employee Benefits (3000-3999)	\$ 30,357,799	\$ 372,000	\$ -	\$ 30,729,799
Books and Supplies (4000-4999)	\$ 44,939,744	\$ -	\$ -	\$ 44,939,744
Services, Other Operating Expenses (5000-5999)	\$ 13,053,003	\$ -	\$ -	\$ 13,053,003
Capital Outlay (6000-6599)	\$ 1,517,722	\$ -	\$ -	\$ 1,517,722
Other Outgo (7100-7299) (7400-7499)	\$ 1,155,560	\$ -	\$ -	\$ 1,155,560
Direct Support/Indirect Cost (7300-7399)	\$ (740,472)	\$ -	\$ -	\$ (740,472)
Other Adjustments				
TOTAL EXPENDITURES	\$ 165,151,499	\$ 372,000	\$ -	\$ 165,523,499
OPERATING SURPLUS (DEFICIT)	\$ (5,592,166)	\$ (372,000)	\$ -	\$ (5,964,166)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872	\$ -	\$ -	\$ 493,872
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,086,038)	\$ (372,000)	\$ -	\$ (6,458,038)
BEGINNING BALANCE	\$ 48,011,534			\$ 48,011,534
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 41,925,496	\$ (372,000)	\$ -	\$ 41,553,496
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ -	\$ -	\$ 120,000
Restricted Reserves (9740)	\$ 9,094,164	\$ (100,440)	\$ -	\$ 8,993,724
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ 5,921,442	\$ -	\$ -	\$ 5,921,442
Other Assignments (9780)	\$ 15,168,674	\$ (271,560)	\$ -	\$ 14,897,114
Reserve for Economic Uncertainties (9789)	\$ 11,621,216	\$ -	\$ -	\$ 11,621,216
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: **Westminster Teachers Association (WTA) & CSEA Chapter 34**

	2022-23	2023-24	2024-25
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Local Control Funding Formula Sources (8010-8099)	\$ 101,367,099	\$ 102,247,852	\$ 98,954,679
Remaining Revenues (8100-8799)	\$ 58,192,234	\$ 21,810,537	\$ 21,810,537
TOTAL REVENUES	\$ 159,559,333	\$ 124,058,389	\$ 120,765,216
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 55,802,913	\$ 56,665,316	\$ 57,540,644
Classified Salaries (2000-2999)	\$ 19,065,230	\$ 19,445,186	\$ 19,772,072
Employee Benefits (3000-3999)	\$ 30,729,799	\$ 30,816,891	\$ 30,809,381
Books and Supplies (4000-4999)	\$ 44,939,744	\$ 8,147,822	\$ 8,643,429
Services, Other Operating Expenses (5000-5999)	\$ 13,053,003	\$ 7,467,810	\$ 7,328,874
Capital Outlay (6000-6999)	\$ 1,517,722	\$ 1,517,722	\$ 1,517,722
Other Outgo (7100-7299) (7400-7499)	\$ 1,155,560	\$ 1,155,560	\$ 1,155,560
Direct Support/Indirect Cost (7300-7399)	\$ (740,472)	\$ (822,772)	\$ (823,344)
Other Adjustments			
TOTAL EXPENDITURES	\$ 165,523,499	\$ 124,393,535	\$ 125,944,338
OPERATING SURPLUS (DEFICIT)	\$ (5,964,166)	\$ (335,146)	\$ (5,179,122)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872	\$ 493,872	\$ 493,872
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,458,038)	\$ (829,018)	\$ (5,672,994)
BEGINNING BALANCE	\$ 48,011,534	\$ 41,553,496	\$ 40,724,478
CURRENT-YEAR ENDING BALANCE	\$ 41,553,496	\$ 40,724,478	\$ 35,051,484
COMPONENTS OF ENDING BALANCE:			
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ 120,000	\$ 120,000
Restricted Reserves (9740)	\$ 8,993,724	\$ 8,908,505	\$ 8,003,382
Stabilization Arrangements (9750)	\$ -		
Other Commitments (9760)	\$ 5,921,442		
Other Assignments (9780)	\$ 14,897,114	\$ 22,953,855	\$ 18,077,427
Reserve for Economic Uncertainties (9789)	\$ 11,621,216	\$ 8,742,118	\$ 8,850,675
Unassigned/Unappropriated (9790)	\$ -		

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2022-23	2023-24	2024-25
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 166,017,371	\$ 124,887,407	\$ 126,438,210
b.	State Standard Minimum Reserve Percentage for this District <u>enter</u> percentage:	3.00%	3.00%	3.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. OR \$50,000	\$ 4,980,521	\$ 3,746,622	\$ 3,793,146

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 11,621,216	\$ 8,742,118	\$ 8,850,675
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
g.	Total Available Reserves	\$ 11,621,216	\$ 8,742,118	\$ 8,850,675
h.	Reserve for Economic Uncertainties Percentage	7.00%	7.00%	7.00%

3. Do unrestricted reserves meet the state minimum reserve amount?

2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

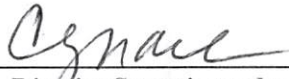
5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanations of Page 4 as necessary:

L. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

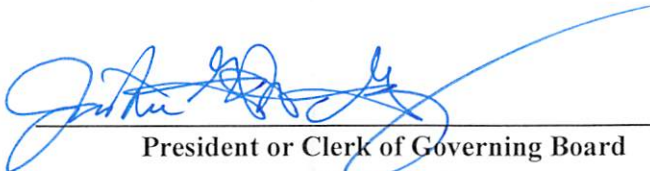
The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



District Superintendent (or Designee)
(Signature)

6/9/2022

Date



President or Clerk of Governing Board
(Signature)

6/9/2022

Date

Brett Heinbuch, Executive Director, Business Services

Contact Person

714-894-7311 x1014

Phone