

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)
Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2021 and ending: June 30, 2024
(date) (date)

The Governing Board will act upon this agreement on: January 19, 2023
(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)	\$ 54,098,254.00	\$ 4,063,920		\$ -
		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 1% off salary schedule		\$ 540,982	\$ -	\$ -
		0.00%	0.00%	0.00%
			\$ -	\$ -
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 13,142,089	\$ 1,009,217		\$ -
		7.68%	0.00%	0.00%
5 Health/Welfare Plans	\$ -			
		0.00%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 67,240,343.00	\$ 5,614,119.00	\$ -	\$ -
7 Total Number of Represented Employees	516.00	516	0	0
8 Total Compensation Average Cost per Employee	\$ 130,311	\$ 10,880	\$ -	\$ -
		8.35%	0.00%	0.00%

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

School District - Bargaining Unit: Westminster School District Management & Confidential
Certificated, Classified, Other: Classified & Certificated

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: January 19, 2023

(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)	\$ 6,143,370.00	\$ 460,747 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 1% off salary schedule		\$ 61,433 0.00%	\$ - 0.00%	\$ - 0.00%
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 1,492,409	\$ 138,398 9.27%	\$ - 0.00%	\$ - 0.00%
5 Health/Welfare Plans	\$ -	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 7,635,779.00	\$ 660,578.00	\$ -	\$ -
7 Total Number of Represented Employees	47.00	47	0	0
8 Total Compensation Average Cost per Employee	\$ 162,463	\$ 14,055 8.65%	\$ - 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"?

WTA and the District have agreed to a 7.5% on salary schedule increase and a 1% off salary schedule increase.

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

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.

4-Tier System

- 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.

The District and WTA recognize that budget contingencies will be necessary for the future

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: **WTA and Management/Confidential**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (First Interim)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 108,324,646			\$ 108,324,646
Remaining Revenues (8100-8799)	\$ 2,980,276			\$ 2,980,276
TOTAL REVENUES	\$ 111,304,922	\$ -	\$ -	\$ 111,304,922
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 44,434,095	\$ 3,706,453		\$ 48,140,548
Classified Salaries (2000-2999)	\$ 10,487,059	\$ 92,887		\$ 10,579,946
Employee Benefits (3000-3999)	\$ 20,400,993	\$ 934,197		\$ 21,335,190
Books and Supplies (4000-4999)	\$ 4,409,923			\$ 4,409,923
Services, Other Operating Expenses (5000-5999)	\$ 7,319,198			\$ 7,319,198
Capital Outlay (6000-6599)	\$ 1,079,722			\$ 1,079,722
Other Outgo (7100-7299) (7400-7499)	\$ 159,560			\$ 159,560
Direct Support/Indirect Cost (7300-7399)	\$ (2,479,047)			\$ (2,479,047)
Other Adjustments				
TOTAL EXPENDITURES	\$ 85,811,503	\$ 4,733,536	\$ -	\$ 90,545,039
OPERATING SURPLUS (DEFICIT)	\$ 25,493,419	\$ (4,733,536)	\$ -	\$ 20,759,883
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	\$ 3,999,511	\$ (4,733,536)	\$ -	\$ (734,025)
BEGINNING BALANCE	\$ 36,354,075			\$ 36,354,075
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 40,353,586	\$ (4,733,536)	\$ -	\$ 35,620,050
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000			\$ 120,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)				\$ -
Other Assignments (9780)	\$ 16,000,000			\$ 16,000,000
Reserve for Economic Uncertainties (9789)	\$ 13,043,330	\$ 439,204		\$ 13,482,534
Unassigned/Unappropriated (9790)	\$ 11,190,256	\$ (5,172,740)		\$ 6,017,516

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **WTA and Management/Confidential**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (First Interim)	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)	\$ 82,305,276			\$ 82,305,276
TOTAL REVENUES	\$ 82,305,276	\$ -	\$ -	\$ 82,305,276
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 16,586,308	\$ 689,206	\$ 585,214	\$ 17,860,728
Classified Salaries (2000-2999)	\$ 9,150,074	\$ 36,123	\$ 17,201	\$ 9,203,398
Employee Benefits (3000-3999)	\$ 11,865,109	\$ 180,708	\$ 32,349	\$ 12,078,166
Books and Supplies (4000-4999)	\$ 47,211,029			\$ 47,211,029
Services, Other Operating Expenses (5000-5999)	\$ 11,842,810			\$ 11,842,810
Capital Outlay (6000-6599)	\$ 638,000			\$ 638,000
Other Outgo (7100-7299) (7400-7499)	\$ 996,000			\$ 996,000
Direct Support/Indirect Cost (7300-7399)	\$ 1,738,575			\$ 1,738,575
Other Adjustments				
TOTAL EXPENDITURES	\$ 100,027,905	\$ 906,037	\$ 634,764	\$ 101,568,706
OPERATING SURPLUS (DEFICIT)	\$ (17,722,629)	\$ (906,037)	\$ (634,764)	\$ (19,263,430)
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	\$ 3,277,407	\$ (906,037)	\$ (634,764)	\$ 1,736,606
BEGINNING BALANCE	\$ 20,976,500			\$ 20,976,500
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 24,253,907	\$ (906,037)	\$ (634,764)	\$ 22,713,106
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ -			\$ -
Restricted Reserves (9740)	\$ 24,253,907	\$ (906,037)	\$ (634,764)	\$ 22,713,106
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: **WTA and Management/Confidential**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (First Interim)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 108,324,646	\$ -	\$ -	\$ 108,324,646
Remaining Revenues (8100-8799)	\$ 85,285,552	\$ -	\$ -	\$ 85,285,552
TOTAL REVENUES	\$ 193,610,198	\$ -	\$ -	\$ 193,610,198
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 61,020,403	\$ 4,395,659	\$ 585,214	\$ 66,001,276
Classified Salaries (2000-2999)	\$ 19,637,133	\$ 129,009	\$ 17,201	\$ 19,783,343
Employee Benefits (3000-3999)	\$ 32,266,102	\$ 1,114,905	\$ 32,349	\$ 33,413,356
Books and Supplies (4000-4999)	\$ 51,620,952	\$ -	\$ -	\$ 51,620,952
Services, Other Operating Expenses (5000-5999)	\$ 19,162,008	\$ -	\$ -	\$ 19,162,008
Capital Outlay (6000-6599)	\$ 1,717,722	\$ -	\$ -	\$ 1,717,722
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	\$ 185,839,408	\$ 5,639,573	\$ 634,764	\$ 192,113,745
OPERATING SURPLUS (DEFICIT)	\$ 7,770,790	\$ (5,639,573)	\$ (634,764)	\$ 1,496,453
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	\$ 7,276,918	\$ (5,639,573)	\$ (634,764)	\$ 1,002,581
BEGINNING BALANCE	\$ 57,330,575			\$ 57,330,575
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 64,607,493	\$ (5,639,573)	\$ (634,764)	\$ 58,333,156
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ -	\$ -	\$ 120,000
Restricted Reserves (9740)	\$ 24,253,907	\$ (906,037)	\$ (634,764)	\$ 22,713,106
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 16,000,000	\$ -	\$ -	\$ 16,000,000
Reserve for Economic Uncertainties (9789)	\$ 13,043,330	\$ 439,204	\$ -	\$ 13,482,534
Unassigned/Unappropriated (9790)	\$ 11,190,256	\$ (5,172,740)	\$ -	\$ 6,017,516

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: **WTA and Management/Confidential**

	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)	\$ 108,324,646	\$ 109,512,784	\$ 105,888,665
Remaining Revenues (8100-8799)	\$ 85,285,552	\$ 61,160,258	\$ 39,140,572
TOTAL REVENUES	\$ 193,610,198	\$ 170,673,042	\$ 145,029,237
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 66,001,276	\$ 65,796,329	\$ 66,579,627
Classified Salaries (2000-2999)	\$ 19,783,343	\$ 19,714,537	\$ 20,012,740
Employee Benefits (3000-3999)	\$ 33,413,356	\$ 33,994,008	\$ 34,807,878
Books and Supplies (4000-4999)	\$ 51,620,952	\$ 63,999,797	\$ 17,511,520
Services, Other Operating Expenses (5000-5999)	\$ 19,162,008	\$ 7,194,840	\$ 7,075,904
Capital Outlay (6000-6999)	\$ 1,717,722	\$ 17,517,722	\$ 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)	\$ (798,277)	\$ (798,277)
Other Adjustments			
TOTAL EXPENDITURES	\$ 192,113,745	\$ 208,574,516	\$ 147,862,674
OPERATING SURPLUS (DEFICIT)	\$ 1,496,453	\$ (37,901,474)	\$ (2,833,437)
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	\$ 1,002,581	\$ (38,395,346)	\$ (3,327,309)
BEGINNING BALANCE	\$ 57,330,575	\$ 58,333,156	\$ 19,937,810
CURRENT-YEAR ENDING BALANCE	\$ 58,333,156	\$ 19,937,810	\$ 16,610,501
COMPONENTS OF ENDING BALANCE:			
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ 120,000	\$ 120,000
Restricted Reserves (9740)	\$ 22,713,106	\$ 53,162	\$ 1,647,125
Stabilization Arrangements (9750)	\$ -		
Other Commitments (9760)	\$ -		
Other Assignments (9780)	\$ 16,000,000		
Reserve for Economic Uncertainties (9789)	\$ 13,482,534	\$ 14,634,787	\$ 10,384,958
Unassigned/Unappropriated (9790)	\$ 6,017,516	\$ 5,129,861	\$ 4,458,418

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)	\$ 192,607,617	\$ 209,068,388	\$ 148,356,546
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	\$ 5,778,229	\$ 6,272,052	\$ 4,450,696

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 13,482,534	\$ 14,634,787	\$ 10,384,958
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 6,017,516	\$ 5,129,861	\$ 4,458,418
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	\$ 19,500,050	\$ 19,764,648	\$ 14,843,376
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)

1/19/2023

Date

President or Clerk of Governing Board
(Signature)

1/19/2023

Date

Brett Heinbuch, Executive Director, Business Services

Contact Person

714-894-7311 x1014

Phone

**Tentative Agreement
between
Westminster School District
and
Westminster Teachers Association (WTA)**

2022-2023

ARTICLE XIII - WAGES

Section 1 - Salary

1.4 As part of a three-year contract from July 1, 2021 – June 30, 2024, compensation shall consist of the following elements:

2022-2023*: 7.5% on the salary schedule and 1% off schedule retro to July 1, 2022.

The District and WTA will continue the discussion on the following items:

Member Trainers: Rate of pay and work hours

Stipend Rates: Review stipend language.

Saturday School: Rate of pay for Saturday School assignment.

*The District and WTA recognize that budget contingencies will be necessary for the future.

 12/16/22
Dr. Victor M. Torres Date
Assistant Superintendent, HR

Greg Branch 12/16/22
Negotiation Chair, WTA Date

Kim Bui 12/16/22
President, WTA Date