

COMPENSATION PROVISIONS

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

COMPENSATION		Fiscal Impact of Proposed Agreement			
		Current Year	Year 2	Year 3	
		2016-2017	2017-2018	2018-2019	
1a.	Salary cost before agreement (latest board approved budget and multi-year projection)	\$ 8,841,824	\$ 8,841,824	\$ 8,841,824	
1b.	Step & Column Increase (Decrease) included in total salary cost	0.00%	0.00%	0.00%	
1c.	Statutory benefits cost before agreement (latest board approved budget)	\$ 1,440,869 16.30%	\$ 1,440,869 16.30%	\$ 1,440,869 16.30%	
1d.	CY Health & Welfare Benefits cost before agreement	\$ 877,350	\$ 877,350	\$ 877,350	
2.	Step & Column - Increase (Decrease) due to settlement	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
3.	Salary Schedule - Increase (Decrease) due to settlement	Cost (=/-)	\$ 176,302	\$ 176,302	\$ 176,302
		Percent	1.99%	1.99%	1.99%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-)	\$ -		
		Percent	0.00%	0.00%	0.00%
		Description	0%	0%	0%
5.	Other Salary changes - increase (decrease) FTE	Cost (=/-)	\$ -	-	\$ -
		FTE	-		
6.	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, OASDI, Medicare etc.	Cost (=/-)	\$ 28,172	\$ 28,172	\$ 28,172
		Percent	1.96%	1.96%	1.96%
		Description			
7.	Health & Welfare Benefits - Increase (Decrease) (Medical, Dental, Vision, Life Insurance, etc.	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
		Description			
8a.	Total Salary - Increase (Decrease) (total Lines 2 - 5)	Cost (=/-)	\$ 176,302	\$ 176,302	\$ 176,302
		Percent	1.99%	1.99%	1.99%
8b.	Total Salary Increase including step (lines 1b + 8)	1.99%	1.99%	1.99%	
8c.	Total Salary after settlement	\$ 9,018,126	\$ 9,018,126	\$ 9,018,126	
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-)	\$ 204,474	\$ 204,474	\$ 204,474
		Percent	1.83%	1.83%	1.83%
9b.	Total compensation after settlement	\$ 11,364,517	\$ 11,364,517	\$ 11,364,517	
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE	108.77	108.77	108.77
		Pre-Settlement	\$ 102,602	\$ 102,602	\$ 102,602
		Post Settlement	\$ 104,482	\$ 104,482	\$ 104,482
		Percent	1.83%	1.83%	1.83%
11.	Cost of 1% after above compensation (salary and statutory benefits)	\$ 104,872	\$ 104,872	\$ 104,872	
12.	Please indicate if Health/Welfare Benefit Capped : <i>(Indicate details such as different caps per health plans or any super composite rates)</i>				
	District has a hard cap				
	Current Cap:	\$	8,038.00		
	Proposed Cap:	\$	8,038.00		
Average Capped Amount increase per employee		\$	-	0.0%	

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

The following are additional compensation and non-compensation provisions contained in the proposed agreement:
(Please indicate, in detail, the terms of the agreement covered in each section)

13.	OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost) N/A
14.	CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affected, total savings) None
15.	NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc. Be specific. N/A
16.	Please include any additional comments and explanations as necessary to explain the settlement, including. 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:
17.	What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations None
18.	CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language. N/A

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

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

Dixie School District

BARGAINING UNIT:

Confidential, Mangement, Certificated and Classified Administration (Unit 10)

PERIOD OF AGREEMENT

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

7/1/2016

6/30/2017

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

Fiscal Years:

2016-17

2017-18

Reopeners: Yes or NO ?

NO

NO

if Yes, What Areas?

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

3/14/2017

Date of governing board approval of budget revisions

4/25/2017

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

5/16/2017

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments
provide a detailed report upon approval of the district governing board.

GENERAL

STATUS OF ALL BARGAINING UNIT AGREEMENTS

	Unit	Status	# FTE Represented
Certificated:	20	Not Settled	108.7
Classified:	30, 40	Settled	66.07
Other:	10	Not Settled	13.5

NARRATIVE OF AGREEMENT:

Provide a brief narrative of the proposed changes in compensation and attach a copy of the Tentative Agreement.

2% salary increase applied to Certificated and Classified Administration, Classified Management and Confidential salary schedules, retroactive to July 1, 2016

COMPENSATION PROVISIONS

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

COMPENSATION		Fiscal Impact of Proposed Agreement		
		Current Year	Year 2	Year 3
		2016-2017	2017-2018	2018-2019
1a.	Salary cost before agreement (latest board approved budget and multi-year projection)	\$ 1,422,681	\$ 1,422,681	\$ 1,422,681
1b.	Step & Column Increase (Decrease) included in total salary cost	0.00%	0.00%	0.00%
1c.	Statutory benefits cost before agreement (latest board approved budget)	\$ 270,323	\$ 270,323	\$ 270,323
		19.00%	19.00%	19.00%
1d.	CY Health & Welfare Benefits cost before agreement	\$ 123,854	\$ 123,854	\$ 123,854
2.	Step & Column - Increase (Decrease) due to settlement	Cost (=/-) \$ -	\$ -	\$ -
		Percent 0.00%	0.00%	0.00%
3.	Salary Schedule - Increase (Decrease) due to settlement	Cost (=/-) \$ 28,830	\$ 28,830	\$ 28,830
		Percent 2.03%	2.03%	2.03%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-) \$ -		
		Percent 0.00%	0.00%	0.00%
		Description 0%	0%	0%
5.	Other Salary changes - increase (decrease) FTE	Cost (=/-) \$ -	\$ -	\$ -
		FTE -		
6.	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, OASDI, Medicare etc.	Cost (=/-) \$ 5,252	\$ 5,252	\$ 5,252
		Percent 1.94%	1.94%	1.94%
		Description		
7.	Health & Welfare Benefits - Increase (Decrease) (Medical, Dental, Vision, Life Insurance, etc.	Cost (=/-) \$ -	\$ -	\$ -
		Percent 0.00%	0.00%	0.00%
		Description		
8a.	Total Salary - Increase (Decrease) (total Lines 2 - 5)	Cost (=/-) \$ 28,830	\$ 28,830	\$ 28,830
		Percent 2.03%	2.03%	2.03%
8b.	Total Salary Increase including step (lines 1b + 8)	2.03%	2.03%	2.03%
8c.	Total Salary after settlement	\$ 1,451,511	\$ 1,451,511	\$ 1,451,511
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-) \$ 34,082	\$ 34,082	\$ 34,082
		Percent 1.88%	1.88%	1.88%
9b.	Total compensation after settlement	\$ 1,850,940	\$ 1,850,940	\$ 1,850,940
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE 13.50	13.50	13.50
		Pre-Settlement \$ 134,582	\$ 134,582	\$ 134,582
		Post Settlement \$ 137,107	\$ 137,107	\$ 137,107
		Percent 1.88%	1.88%	1.88%
11.	Cost of 1% after above compensation (salary and statutory benefits)	\$ 17,271	\$ 17,271	\$ 17,271
12.	Please indicate if Health/Welfare Benefit Capped : (Indicate details such as different caps per health plans or any super composite rates)			
	District has a hard cap			
	Current Cap:	\$	8,038.00	
	Proposed Cap:	\$	8,038.00	
	Average Capped Amount increase per employee	\$	-	0.0%

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

The following are additional compensation and non-compensation provisions contained in the proposed agreement:
(Please indicate, in detail, the terms of the agreement covered in each section)

13.	OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost) N/A
14.	CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affected, total savings) None
15.	NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc. Be specific. N/A
16.	Please include any additional comments and explanations as necessary to explain the settlement, including. 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:
17.	What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations None
18.	CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language. N/A

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

Dixie School District

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

SOURCE OF FUNDING FOR PROPOSED AGREEMENT

General Fund Reduction in Special Reserve Other (Please Explain)

19. **Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement:**

General fund reserves and additional transfer for next 3 years of \$135,000 from Fund 40

Explanation:

District has adequate reserve to fund salary increase

General Fund Reduction in Special Reserve Other (Please Explain)

20. **How will the ongoing cost of the proposed agreement be funded in future years?**

General fund reserves and additional transfer for next 3 years of \$135,000 from Fund 40

Explanation:

District has adequate reserve to fund salary increase

General Fund Reduction in Special Reserve Other (Please Explain)

21. **If multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?**

Please identify which years this agreement will cover: _____
(Remember to include compounding effects in meeting obligations)

Assumptions:

N/A

22. **What is the impact of the agreement on deficit spending in the current or future year(s)?**

Explanation:

The agreement will increase deficit spending in all three years

23. **State Minimum Reserve Calculation (inclusive of cost of settlement):**

Total Expenditures and Other Uses:	\$	22,861,063.00
Minimum State Reserve Percentage		3%
Minimum State Reserve Requirement (\$64,000 minimum)	\$	685,831.89

24. **Budgeted Unrestricted Reserve (After Impact of Proposed Agreement in Year 3 of the MYP)**

General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties	\$	704,847
General Fund - Budgeted Unrestricted Unappropriated Amount	\$	(175)
Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-
Total District Budgeted Unrestricted Reserves	\$	704,672

Meets reserve requirement Met

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Dixie School District

General Fund Combined

Current Fiscal Year 2016-2017

		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement as of: 12/6/2016	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
		P2 ADA= 1,941			P2 ADA= 1,941
		LCFF ADA= 1,959			LCFF ADA= 1,959
A. Revenues and Other Financing Sources					
1. LCFF/Revenue Limit Sources	8010-8099	\$ 15,029,537	\$ -		\$ 15,029,537
2. Federal Revenue	8100-8299	561,968	-		561,968
3. Other State Revenues	8300-8599	1,785,189	-		1,785,189
4. Other Local Revenues	8600-8799	4,061,493	-		4,061,493
5. Other Financing Sources	8900-8999	998,449	135,000		1,133,449
6. Total (sum lines A1 thru A5)		22,436,636	135,000	-	22,571,636
B. Expenditures and Other Financing Uses					
1. Certificated Salaries	1000-1999	\$ 10,342,575	\$ 193,968		\$ 10,536,543
2. Classified Salaries	2000-2999	3,691,594	11,164		3,702,758
3. Employee Benefits	3000-3999	4,723,999	33,424		4,757,423
4. Books and Supplies	4000-4999	1,052,617	-		1,052,617
5. Services & Other Operating Expd.	5000-5999	2,151,521	-		2,151,521
6. Capital Outlay	6000-6999	12,925	-		12,925
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	480,130	-		480,130
8. Other Outgo - Indirect	7300-7399	-	-		-
9. Other Financing Uses	7600-7699	167,146	-		167,146
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		22,622,507	238,556	-	22,861,063
C. NET INCREASE (DECREASE) IN FUND					
BALANCE (line A6 minus line B11)		\$ (185,871)	\$ (103,556)	\$ -	\$ (289,427)
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 2,119,619			\$ 2,119,619
2. Ending Fund Balance		\$ 1,933,748	\$ (103,556)	\$ -	\$ 1,830,192
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 3,000	\$ -		\$ 3,000
b. Restricted	9740	377,815	(66,919)		310,896
c. Committed	9750,9760	425,830	-		425,830
d. Assigned	9780	-	-		-
e. Unassigned/Unappropriated	9789	1,127,103	(36,637)		1,090,466
2. Unassigned/Unappropriated	9790	-	-	-	-
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		4.98%		Meets	4.77%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	238,556	Disclosure Tab #9a	238,556	Variance	-
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		First Subsequent Year 2017-2018			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved MYP Before Settlement - as of: 12/6/2016	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
		P2 ADA= 1,908			P2 ADA= 1,908
		LCFF ADA= 1,941			LCFF ADA= 1,941
A. Revenues and Other Financing Sources					
1. LCFF/Revenue Limit Sources	8010-8099	\$ 15,082,755			\$ 15,082,755
2. Federal Revenue	8100-8299	504,145			504,145
3. Other State Revenues	8300-8599	1,452,673			1,452,673
4. Other Local Revenues	8600-8799	4,061,493			4,061,493
5. Other Financing Sources	8900-8999	998,449	135,000		1,133,449
6. Total (sum lines A1 thru A5)		22,099,515	135,000	-	22,234,515
B. Expenditures and Other Financing Uses					
1. Certificated Salaries	1000-1999	\$ 10,357,545	\$ 193,698		\$ 10,551,243
2. Classified Salaries	2000-2999	3,702,357	11,164		3,713,521
3. Employee Benefits	3000-3999	4,982,764	33,424		5,016,188
4. Books and Supplies	4000-4999	577,138			577,138
5. Services & Other Operating Expd.	5000-5999	2,143,911			2,143,911
6. Capital Outlay	6000-6999	-			-
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	480,130			480,130
8. Other Outgo - Indirect	7300-7399	-			-
9. Other Financing Uses	7600-7699	167,146			167,146
10. Other Adjustments		-	325		325
11. Total (sum lines B1 thru B10)		22,410,991	238,611	-	22,649,602
C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)					
		\$ (311,476)	\$ (103,611)	\$ -	\$ (415,087)
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 1,933,748			\$ 1,830,192
2. Ending Fund Balance		\$ 1,622,272	\$ (103,611)	\$ -	\$ 1,415,105
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 3,000	\$ -		\$ 3,000
b. Restricted	9740	256,062	(133,983)		122,079
c. Committed	9750,9760	-	-		-
d. Assigned	9780	-	-		-
e. Unassigned/Unappropriated	9789	1,112,192	11,931		1,124,123
2. Unassigned/Unappropriated	9790	251,018	(85,115)	-	165,903
FUND 17 RESERVES	9789,9790	-			
% of State Required Reserves		6.08%		Meets	5.70%
If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:					
Column 2	238,611	Disclosure Tab #9a	238,556	Variance	55
Assumptions used (LCFF Gap funding, COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):					
Assumptions include: LCFF revenues GAP 23.67%, Decline P-2 ADA-33, Step/column increases (Cert \$87,662 + benefits and Classified \$10,763 + benefits), 1.2 Cert FTE, increase to STRS costs of \$199,866, CPI increase 2.72% for all Books/Supplies and Services.					

Second Subsequent Year 2018-2019

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved MYP Before Settlement - as of: 12/6/2016		Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
P2 ADA= 1,945				P2 ADA= 1,945
LCFF ADA= 1,945				LCFF ADA= 1,945

A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 15,621,213	\$ -		\$ 15,621,213
2. Federal Revenue	8100-8299	504,145	-		504,145
3. Other State Revenues	8300-8599	1,358,495	-		1,358,495
4. Other Local Revenues	8600-8799	4,061,493	-		4,061,493
5. Other Financing Sources	8900-8999	948,449	135,000		1,083,449
6. Total (sum lines A1 thru A5)		22,493,795	135,000	-	22,628,795

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 10,458,261	\$ 193,698		\$ 10,651,959
2. Classified Salaries	2000-2999	3,713,120	11,164		3,724,284
3. Employee Benefits	3000-3999	5,278,431	33,424		5,311,855
4. Books and Supplies	4000-4999	793,991	-		793,991
5. Services & Other Operating Expd.	5000-5999	2,206,513	-		2,206,513
6. Capital Outlay	6000-6999	-	-		-
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	480,130	-		480,130
8. Other Outgo - Indirect	7300-7399	-	-		-
9. Other Financing Uses	7600-7699	167,146	-		167,146
10. Other Adjustments		-	-	175	175
11. Total (sum lines B1 thru B10)		23,097,592	238,286	175	23,336,053

**C. NET INCREASE (DECREASE) IN FUND
BALANCE (line A6 minus line B11)**

	\$ (603,797)	\$ (103,286)	\$ (175)	\$ (707,258)
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D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 1,622,272			\$ 1,415,105
2. Ending Fund Balance		\$ 1,018,475	\$ (103,286)	\$ (175)	\$ 707,847
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 3,000	\$ -		\$ 3,000
b. Restricted	9740	73,493	(73,493)		-
c. Committed	9750,9760	-	-		-
d. Assigned	9780	-	-		-
e. Unassigned/Unappropriated	9789	941,982	237,135		704,847
2. Unassigned/Unappropriated	9790	-	-	(175)	(175)
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		4.08%		Meets	3.02%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	238,286	Disclosure Tab #9a	238,556	Variance	(270)
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Assumptions used (LCFF Gap Funding, COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):

Assumptions include: LCFF revenues GAP 53.85%, Growth in ADA +33. Step/column increases (Cert \$87,662 + benefits and Classified \$10,763 + benefits), increase to STRS costs of \$196,631, CPI increase 2.92 for all Books/Supplies and Services.

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

CERTIFICATION

DixieSchool District

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB-1200, AB-2756 and GC 3547.5.

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

Signatures of District Superintendent and Chief Business Official must accompany copy of disclosure sent to the County _____

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent
(signature)

3/10/17
Date



Chief Business Official
(signature)

3/10/17
Date

After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on

March 14, 2017, took action to approve the proposed Agreement with the

Dixie Teacher Assoc (DTA) Unit 20 ; Confidential, Mangement, Administration Unit 10 Bargaining Units.

President, Governing Board
(signature)

Date