

# SUMMARY OF TENTATIVE AGREEMENT WITH THE

**Brawley Elementary School District**

**School District**

**and**

**BETA**

The proposed agreement covers the period beginning

7/1/2015

and ending

6/30/2016

Will be acted upon by the Governing Board at its meeting on

7/12/2016

The agreement will affect the following funds budget

General

\*\*Are copies of the changes to the agreement included?

yes

## PUBLIC DISCLOSURE

TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS: In compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

The agreement was publicly disclosed on :

7/5/2016

The agreement was [ posted at / advertised in ] :

District Office

## STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status.

Is the percentage increase on the salary schedule the same for all bargaining units?

No

\*\*If you answered no to the question above, please do a separate Summary of Tentative Agreement for each bargaining unit.

# of Employees Represented

Management

Settled

21

Certificated

Settled

185

Classified

Pending

201

## PROPOSED CHANGE IN COMPENSATION

Compensation		Costs Prior to the agreement for only those employees covered by this agreement.	Fiscal Impact of Proposed Agreement		
			Year 1	Year 2	Year 3
			Increase/(Decrease)	Increase/(Decrease)	Increase/(Decrease)
		2015-2016	2015-2016	2016-2017	2017-2018
1	Salary Schedule	\$ 14,500,000.00	\$ 1,015,000.00	\$ 1,015,000.00	\$ 1,015,000.00
2	Step and Column	\$ -	\$ -	\$ -	\$ -
3	Other Compensation	\$ -	\$ -	\$ -	\$ -
4	Statutory Benefits	\$ 2,092,350.00	\$ 146,465.00	\$ 169,610.00	\$ 188,400.00
5	Health/Welfare Plans	\$ -	\$ -	\$ -	\$ -
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 16,592,350.00	\$ 1,161,465.00	\$ 1,184,610.00	\$ 1,203,400.00
7	Total Number of Represented Employees (Use FTEs if appropriate)	170.00			
8	Total Compensation Average Cost per Employee	\$ 97,602.06	\$ 6,832.15	\$ 6,968.29	\$ 7,078.82
	Average % Increase (Decrease) per Employee		7.00%	6.67%	6.35%

## QUESTIONS REGARDING PROPOSAL

### 1 Salary Changes

- |  |   |
|--|---|
| <p>a Did you give a salary increase or decrease?</p> <p>b If you gave an increase/decrease was it on/off the salary schedule?</p> <p>c If you gave an increase or decrease what percentage?</p> <p>d Did the District have furlough days as part of decrease in salary?</p> <p>e How many furlough days?</p> <p>f Are the furloughs permanent or temporary reductions in contract?</p> <p>g What date is this effective?</p> <p>h When does the district plan on implementing the agreement through payroll?</p> | <p style="text-align: center;">Increase ( X )      Decrease (   )      None (   )</p> <p style="text-align: center;">On-Salary Schedule ( X )      One Time Off Salary Schedule (   )</p> <p style="text-align: center;">7.00%</p> <p style="text-align: center;">Yes (   )      No (   )</p> <p style="text-align: center;">0 days</p> <p style="text-align: center;">Permanent (   )      Temporary (   )      N/A ( x )</p> <p style="text-align: center;">7/1/2015</p> <p style="text-align: center;">7/28/2016</p> |
|--|---|

### 2 Were any additional steps, columns, or ranges added, deleted or adjusted to the schedules? (If yes, explain)

None

### 3 Proposed Negotiated Changes in Non-Compensation Items ( class size adjustments, staff development days, teacher prep time, etc).

Seventeen (17) Teacher Preparation days and Sixteen (16) Site/District days on minimum days. First four days of school minimum days, with two (2) Site days and two (2) Teacher days. Maximum special day class size K-3 = 18 + 1 paraed and 4-6 = 20 +1 paraed.

### 4 What are the specific impacts (positive or negative) 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.

None

### 5 What contingency language is included in the proposed agreement?

None

### 6 Identify other major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.

None

### 7 Where is this being funded from in the Current Year? (Funding Source)

General Fund

### 8 Is this a single year agreement, how will the ongoing cost of the proposed agreement be funded in future years (What will allow the district to afford this contract?)

Restricted, Unrestricted and LCAP

### 9 If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?

N/A

IMPACT ON CURRENT YEAR BUDGET				
GENERAL FUND	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement	Adjustments as a Result of Settlement	Any Other Revisions that were not part of your last adopted Budget	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 33,375,583	\$ -	\$ -	\$ 33,375,583
Remaining Revenues (8100-8799)	\$ 9,516,284	\$ -	\$ -	\$ 9,516,284
<b>TOTAL REVENUES</b>	\$ 42,891,868	\$ -	\$ -	\$ 42,891,868
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 19,737,580	\$ -	\$ -	\$ 19,737,580
Classified Salaries (2000-2999)	\$ 6,837,604	\$ -	\$ -	\$ 6,837,604
Employee Benefits (3000-3999)	\$ 7,418,463	\$ -	\$ -	\$ 7,418,463
Books and Supplies (4000-4999)	\$ 3,042,636	\$ -	\$ -	\$ 3,042,636
Services, Other Operating Expenses (5000-5999)	\$ 3,979,836	\$ -	\$ -	\$ 3,979,836
Capital Outlay (6000-6599)	\$ 1,372,200	\$ -	\$ -	\$ 1,372,200
Other (7000)	\$ 655,140	\$ -	\$ -	\$ 655,140
<b>TOTAL EXPENDITURES</b>	\$ 43,043,259	\$ -	\$ -	\$ 43,043,259
Operating Suplus (Deficit)	\$ (151,392)	\$ -	\$ -	\$ (151,392)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (151,392)	\$ -	\$ -	\$ (151,392)
<b>BEGINNING BALANCE</b>	\$ 7,489,419			\$ 7,489,419
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 7,338,027	\$ -	\$ -	\$ 7,338,027
<b>Components of Ending Fund Balance</b>				
Nonspendable (9711-9719)	\$ 6,000			\$ 6,000
Restricted (9730-9749)	\$ 899,295			\$ 899,295
Committed				
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Assigned (9770-9788)	\$ -			\$ -
Unassigned				
Reserve for Economic Uncertainties (9789)	\$ 6,432,732			\$ 6,432,732
Unassigned/Unappropriated (9790)	\$ -			\$ -

IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES	
<b>State Reserve Standard</b>	
Total Expenditures, Transfers Out and Uses	\$ 43,043,259.30
State Standard Minimum Reserve Percentage	3%
State Standard Minimum Reserve Amount	\$ 1,291,297.78
<b>General Fund Budgeted Reserves</b>	
Reserve for Economic Uncertainties (9789)	\$ 6,432,732.09
Unassigned/Unappropriated (9790)	\$ -
Special Reserve Fund 170- Reserve for Economic Uncertainties	\$ -
Total District Budgeted Unrestricted Reserves ( sum lines 1 - 6 )	\$ 6,432,732.09
<b>Do unrestricted reserves meet the state standard minimum reserve amount?</b>	
Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

CERTIFICATION PAGE

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement.



District Superintendent  
(Signature)

7/5/16  
Date



District Chief Business Officer  
(Signature)

7/5/16  
Date

After public disclosure of the major provisions contained in this Summary, the Governing District Board, at its meeting on 7/12/2016  
took action to approve the proposed Agreement with BETA Bargaining Unit and adopted the new  
budget figures as calculated per the agreement.

Governing Board President  
(Signature)

                      
Date

**Brawley Elementary School District**  
**Proposal dated June 24, 2016**

**Chapter II, Article A**

7% ON Schedule retroactive to July 1, 2015 for employees in Unit upon ratification. This option only settles 2015-2016 year.

**Chapter III, Article A-Working Hours – Agreed with BETA on 5-11-16**

Minimum days effective with the start of the school in school year 2016-17, there shall be a minimum day each Friday that students are in attendance. Effective with the 2016-17 school year, there shall be seventeen (17) Teacher Preparation days and sixteen (16) Site/District days. The first four (4) days of school will be minimum days, with the two (2) days being Site Days and two (2) days of Teacher Days.

Parent Conference week will be all minimum days. The last week of school are minimum days, with the last two (2) days as Teacher Days.

No Early Release on minimum days for teachers

**Chapter III, Article B – Agreed with BETA on 5-11-16**

District holds position to maintain current contract language except for:

**Maximum Special Day Class Size**

K-3 = 18 + 1 Paraeducator

4-6 = 20 + 1 Paraeducator

District maintains current position to implement combination classes and adhere to contractual guidelines regarding class sizes.

The District and BETA agree that if during the life of this agreement, if any other represented employee group receives an increase in salary/compensation larger than that agreed to herein, BETA shall receive a commensurate increase.

**District:**



César Guzmán, Board President

Date: June 24, 2016

**BETA:**



Date: 7-1-16