

**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**

School District - Bargaining Unit: Irvine Unified School District - Irvine Teachers Association (ITA)

Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
(date) (date)

The Governing Board will act upon this agreement on: November 15, 2016
(date)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 16/17	Year 2 Increase/(Decrease) FY 17/18	Year 3 Increase/(Decrease) FY 18/19
1 Salary Schedule Increase (Decrease)		\$ 5,000,916		\$ -
		3.70%	0.00%	0.00%
2 Step and Column Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.) Description of other compensation	\$ -	\$ 1,621,919	\$ (1,621,919)	\$ -
		1.20%	-1.20%	0.00%
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.		\$ 1,131,181	\$ (277,024)	\$ -
		4.90%	-1.20%	0.00%
5 Health/Welfare Plans		\$ 300,000	\$ (300,000)	\$ -
		0.00%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ -	\$ 8,054,016	\$ (2,198,943.00)	\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	1,508.00	0	0	0
8 Total Compensation Average Cost per Employee	\$ -	\$ -	\$ -	\$ -
		0.00%	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"?

Effective July 1, 2016, all elements of the current salary schedules shall be increased by 3.7%. In addition, bargaining unit members who are employed by the District on February 1, 2017 shall receive a one-time 1.2% off-schedule payment calculated on the unit member's placement on the newly ratified 2016/17 salary schedule, to be paid in one (1) increment no later than the February 28, 2017 pay warrant. In addition, the district will make a one-time contribution of \$300,000 to the reserve fund of the Benefit Management Board for the 2016/17 school year.

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

No

11. Please include comments and explanations as necessary.

Enhancements to stipends, summer school program rates, the share rate and the hourly rate shall be effective upon ratification by both parties and shall not be retroactive.

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

If yes, please describe the cap amount.

The District's contribution for health and welfare benefits for the 2016/17 school year will remain at \$10,143.

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

Please see attached Tentative Agreement for changes to working conditions and allocation of base shares for athletic stipends.

- 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.)

N/A

D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

N/A

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.

The agreement will result in a planned deficit spending though 2017/18.

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

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

Increase in revenues due to LCFF for the on-going expenditures. The District will utilize reserves for the one-time expenditures.

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)?

Increase in revenues due to LCFF for the on-going expenditures. The District will utilize reserves for the one-time expenditures.

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.)

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **Irvine Teachers Association (ITA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 7/1/16)	Adjustments as a Result of Settlement	Other Revisions CSEA Adj	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 260,024,853	\$ -	\$ -	\$ 260,024,853
Remaining Revenues (8100-8799)	\$ 23,107,366	\$ -	\$ -	\$ 23,107,366
TOTAL REVENUES	\$ 283,132,219	\$ -	\$ -	\$ 283,132,219
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 122,787,408	\$ 5,412,087	\$ -	\$ 128,199,495
Classified Salaries (2000-2999)	\$ 33,994,255	\$ -	\$ 1,351,988	\$ 35,346,243
Employee Benefits (3000-3999)	\$ 47,225,081	\$ 1,224,384	\$ 332,427	\$ 48,781,892
Books and Supplies (4000-4999)	\$ 13,953,278	\$ -	\$ -	\$ 13,953,278
Services, Other Operating Expenses (5000-5999)	\$ 15,171,795	\$ -	\$ -	\$ 15,171,795
Capital Outlay (6000-6599)	\$ 143,652	\$ -	\$ -	\$ 143,652
Other Outgo (7100-7299) (7400-7499)	\$ 1,941,848	\$ -	\$ -	\$ 1,941,848
Direct Support/Indirect Cost (7300-7399)	\$ (1,872,133)	\$ -	\$ -	\$ (1,872,133)
Other Adjustments				
TOTAL EXPENDITURES	\$ 233,345,184	\$ 6,636,471	\$ 1,684,415	\$ 241,666,070
OPERATING SURPLUS (DEFICIT)	\$ 49,787,035	\$ (6,636,471)	\$ (1,684,415)	\$ 41,466,149
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 227,073	\$ -	\$ -	\$ 227,073
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 2,709,965	\$ -	\$ -	\$ 2,709,965
CONTRIBUTIONS (8980-8999)	\$ (42,834,723)	\$ -	\$ -	\$ (42,834,723)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 4,469,420	\$ (6,636,471)	\$ (1,684,415)	\$ (3,851,466)
BEGINNING BALANCE	\$ 49,258,496			\$ 49,258,496
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 53,727,916	\$ 47,091,445	\$ 45,407,030	\$ 45,407,030
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 525,000	\$ -	\$ -	\$ 525,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 27,270,932	\$ (6,736,471)	\$ (1,684,415)	\$ 18,850,046
Reserve for Economic Uncertainties (9789)	\$ 6,463,000	\$ 100,000	\$ -	\$ 6,563,000
Unassigned/Unappropriated (9790)	\$ 19,468,984	\$ -	\$ -	\$ 19,468,984

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **Irvine Teachers Association (ITA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 7/1/16)	Adjustments as a Result of Settlement	Other Revisions CSEA Adj	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 44,691,682	\$ -	\$ -	\$ 44,691,682
TOTAL REVENUES	\$ 44,691,682	\$ -	\$ -	\$ 44,691,682
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 30,482,472	\$ 1,210,750	\$ -	\$ 31,693,222
Classified Salaries (2000-2999)	\$ 19,286,067	\$ -	\$ 879,493	\$ 20,165,560
Employee Benefits (3000-3999)	\$ 20,935,828	\$ 206,795	\$ 216,250	\$ 21,358,873
Books and Supplies (4000-4999)	\$ 3,398,272	\$ -	\$ -	\$ 3,398,272
Services, Other Operating Expenses (5000-5999)	\$ 7,739,922	\$ -	\$ -	\$ 7,739,922
Capital Outlay (6000-6599)	\$ 645,221	\$ -	\$ -	\$ 645,221
Other Outgo (7100-7299) (7400-7499)	\$ 1,345,019	\$ -	\$ -	\$ 1,345,019
Direct Support/Indirect Cost (7300-7399)	\$ 1,657,721	\$ -	\$ -	\$ 1,657,721
Other Adjustments				
TOTAL EXPENDITURES	\$ 85,490,522	\$ 1,417,545	\$ 1,095,743	\$ 88,003,810
OPERATING SURPLUS (DEFICIT)	\$ (40,798,840)	\$ (1,417,545)	\$ (1,095,743)	\$ (43,312,128)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,565,000	\$ -	\$ -	\$ 1,565,000
CONTRIBUTIONS (8980-8999)	\$ 42,834,723	\$ -	\$ -	\$ 42,834,723
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 470,883	\$ (1,417,545)	\$ (1,095,743)	\$ (2,042,405)
BEGINNING BALANCE	\$ 15,114,115			\$ 15,114,115
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 15,584,998	\$ 14,167,453	\$ 13,071,710	\$ 13,071,710
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted Reserves (9740)	\$ 15,584,998	\$ (1,417,545)	\$ (1,095,743)	\$ 13,071,710
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: **Irvine Teachers Association (ITA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 7/1/16)	Adjustments as a Result of Settlement	Other Revisions CSEA Adj	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 260,024,853	\$ -	\$ -	\$ 260,024,853
Remaining Revenues (8100-8799)	\$ 67,799,048	\$ -	\$ -	\$ 67,799,048
TOTAL REVENUES	\$ 327,823,901	\$ -	\$ -	\$ 327,823,901
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 153,269,880	\$ 6,622,837	\$ -	\$ 159,892,717
Classified Salaries (2000-2999)	\$ 53,280,322	\$ -	\$ 2,231,481	\$ 55,511,803
Employee Benefits (3000-3999)	\$ 68,160,909	\$ 1,431,179	\$ 548,677	\$ 70,140,765
Books and Supplies (4000-4999)	\$ 17,351,550	\$ -	\$ -	\$ 17,351,550
Services, Other Operating Expenses (5000-5999)	\$ 22,911,717	\$ -	\$ -	\$ 22,911,717
Capital Outlay (6000-6599)	\$ 788,873	\$ -	\$ -	\$ 788,873
Other Outgo (7100-7299) (7400-7499)	\$ 3,286,867	\$ -	\$ -	\$ 3,286,867
Direct Support/Indirect Cost (7300-7399)	\$ (214,412)	\$ -	\$ -	\$ (214,412)
Other Adjustments				
TOTAL EXPENDITURES	\$ 318,835,706	\$ 8,054,016	\$ 2,780,158	\$ 329,669,880
OPERATING SURPLUS (DEFICIT)	\$ 8,988,195	\$ (8,054,016)	\$ (2,780,158)	\$ (1,845,979)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 227,073	\$ -	\$ -	\$ 227,073
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 4,274,965	\$ -	\$ -	\$ 4,274,965
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 4,940,303	\$ (8,054,016)	\$ (2,780,158)	\$ (5,893,871)
BEGINNING BALANCE	\$ 64,372,611			\$ 64,372,611
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 69,312,914	\$ 61,258,898	\$ 58,478,740	\$ 58,478,740
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 525,000	\$ -	\$ -	\$ 525,000
Restricted Reserves (9740)	\$ 15,584,998	\$ (1,417,545)	\$ (1,095,743)	\$ 13,071,710
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 27,270,932	\$ (6,736,471)	\$ (1,684,415)	\$ 18,850,046
Reserve for Economic Uncertainties (9789)	\$ 6,463,000	\$ 100,000	\$ -	\$ 6,563,000
Unassigned/Unappropriated (9790)	\$ 19,468,984	\$ -	\$ -	\$ 19,468,984

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: **Irvine Teachers Association (ITA)**

	2016-17	2017-18	2018-19
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Local Control Funding Formula Sources (8010-8099)	\$ 260,024,853	\$ 279,947,205	\$ 292,571,517
Remaining Revenues (8100-8799)	\$ 67,799,048	\$ 59,062,981	\$ 58,171,294
TOTAL REVENUES	\$ 327,823,901	\$ 339,010,187	\$ 350,742,811
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 159,892,717	\$ 170,543,483	\$ 166,259,049
Classified Salaries (2000-2999)	\$ 55,511,803	\$ 56,513,504	\$ 55,874,867
Employee Benefits (3000-3999)	\$ 70,140,765	\$ 75,311,402	\$ 79,894,906
Books and Supplies (4000-4999)	\$ 17,351,550	\$ 16,355,869	\$ 13,422,843
Services, Other Operating Expenses (5000-5999)	\$ 22,911,717	\$ 23,560,655	\$ 23,891,353
Capital Outlay (6000-6999)	\$ 788,873	\$ 2,137,764	\$ 805,899
Other Outgo (7100-7299) (7400-7499)	\$ 3,286,867	\$ 2,928,391	\$ 2,928,391
Direct Support/Indirect Cost (7300-7399)	\$ (214,412)	\$ (214,412)	\$ (214,412)
Other Adjustments		\$	\$
TOTAL EXPENDITURES	\$ 329,669,880	\$ 347,136,656	\$ 342,862,896
OPERATING SURPLUS (DEFICIT)	\$ (1,845,979)	\$ (8,126,470)	\$ 7,879,915
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 227,073	\$ 227,073	\$ 227,073
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 4,274,965	\$ 3,909,965	\$ 3,909,965
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (5,893,871)	\$ (11,809,362)	\$ 4,197,023
BEGINNING BALANCE	\$ 64,372,611	\$ 58,478,740	\$ 46,669,379
CURRENT-YEAR ENDING BALANCE	\$ 58,478,740	\$ 46,669,379	\$ 50,866,402
COMPONENTS OF ENDING BALANCE:			
Nonspendable Reserves (9711-9719)	\$ 525,000	\$ 525,000	\$ 525,000
Restricted Reserves (9740)	\$ 13,071,710	\$ 8,307,042	\$ 8,912,819
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 18,850,046	\$ 30,858,266	\$ 34,651,829
Reserve for Economic Uncertainties (9789)	\$ 6,563,000	\$ 6,979,071	\$ 6,776,754
Unassigned/Unappropriated (9790)	\$ 19,468,984	\$ -	\$ -

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2016-17	2017-18	2018-19
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 333,944,845	\$ 351,046,621	\$ 346,772,861
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	0.00%	0.00%	0.00%
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	\$ -	\$ -	\$ -

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 6,563,000	\$ 6,979,071	\$ 6,776,754
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 19,468,984	\$ -	\$ -
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	\$ 26,031,984	\$ 6,979,071	\$ 6,776,754
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.0%	2.0%

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

2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	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:

Budget adjustments will be incorporated with the 1st Interim budget report.

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)

Date

President or Clerk of Governing Board
(Signature)

Date

Susana Lopez, Director of Fiscal Services

Contact Person

949-936-5023

Phone