

PLEASE POST

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PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB 2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE COMMUNICATION WORKERS OF AMERICA (CWA), AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



Diane Romo,
Senior Director, Fiscal Services

September 9, 2015

APPROVED BY: Mohammad Z. Islam

(Ref. D 1.1)

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Rialto Unified School District SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

**MAJOR PROVISIONS OF PROPOSED AGREEMENT
WITH THE**

**Communication Workers of America
Local 9588** BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **09/23/15**

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning **07/01/15**
and ending **06/30/16**
for the following fiscal years **2015-2016**

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current-Year Costs Before Agreement	\$2,531,777.93
2. Current-Year Costs After Agreement	\$2,658,366.82
3. Total Cost Change	\$126,588.89
4. Percentage Change	5.00%
5. Value of 1 % Change	25,318

C. PERCENTAGE SALARY CHANGE FOR AVERAGE REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average represented employee under this proposed agreement:

1. Salary Schedule change (% Change To Existing Salary Schedule) (% change for one time only bonus/stipend or salary reduction)	5.0%
2. Step & Column (Average % Change Over Prior-Year Salary Schedule)	1.7%
3. TOTAL PERCENTAGE CHANGE FOR THE AVERAGE REPRESENTED EMPLOYEE	5%
4. # Furlough or Non-Work Days associated with change	

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Rialto Unified School District

SCHOOL DISTRICT

5. Total # of Instructional Days to be provided in Fiscal Year (as applicable to Certificated BU agreements only) **180**

D.

PERCENTAGE BENEFIT CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1. Cost of Benefits Before Agreement	330,423.33
2. Cost of Benefits After Agreement	346,944.48
3. Percentage Change in Total Costs	5.00%

E.

IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1. Based On Total Expenditures and Other Uses in the General Fund of:	\$ 283,005,298.00
2. Percentage Reserve Level State Standard for District:	3.0%
3. Amount of State Minimum Reserve Standard:	\$ 8,490,158.94

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4. Reserve for Economic Uncertainties (Object 9789)	\$8,490,159.00
5. Unassigned/Unappropriated (Object 9790)	\$19,452,594.00
6. Total Reserves: (Object 9789 + 9790)	\$27,942,753.00

SPECIAL RESERVE FUND (Fund 17, as applicable)

7. Reserve for Economic Uncertainties (Object 9789)	
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8. General Fund & Special Reserve Fund:	\$27,942,753.00
9. Percentage of General Fund Expenditures/Uses	9.87%
Difference between District Reserves and Minimum State Requirement	\$19,452,594.06

F.

MULTIYEAR CONTRACT AGREEMENT PROVISIONS

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
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Rialto Unified School District

SCHOOL DISTRICT

Reopeners on salary, medical, and one (1) articles per party

- G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**
The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

See attached MYP to review financial impact in future years

- H. NARRATIVE OF AGREEMENT**

The District has agreed to increase the daily teacher substitute rate from \$121 to \$127, the long term sub rate from \$131 to \$137 and retired teacher substitutes will receive \$140/ day.

Article VI- Section 4 Health and Benefits had the following language added

A Qualified unit members will receive health care according to Covered California Law and the Affordable Health Care Act

B The District shall recognize and follow the Healthy Workplaces, Healthy Families Act of 2014

- I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

The following source(s) of funding have been identified to fund the proposed agreement

General Fund (LCFF and categorical programs) and Fund 12

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

District with a Qualified & Negative Status: Per Government Code 3540.2 signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for Review 10 days prior to board meeting ratifying agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB-1200, AB -2756 and GC 3547.5.

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

9/11/15
Date

FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

Rialto Unified School District

SCHOOL DISTRICT



9-9-15

Associate Superintendent, Business Services - signature

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on September 23, 2015 took action to approve the proposed Agreement

with the Communication Workers of America Local 9588 Bargaining Unit.



9/23/15

President, Governing Board
(signature)

Date

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE **SCHOOL DISTRICT**
WITH THE **BARGAINING UNIT (BU)**

To be acted upon by the Governing Board at its meeting on : (enter Date)
 Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

(This document is required at any time all or even part of an agreement is ratified or modified)

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(separate disclosures should be made for each bargaining unit agreement)

		# FTE Represented
Certificated:	<input type="text" value="Communication Workers of America Local 9588"/>	<input type="text" value="243"/>
Classified:	<input type="text"/>	<input type="text" value="0"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

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

Fiscal Years:			
	<input type="text" value="2015-2016"/>	<input type="text"/>	<input type="text"/>
Reopeners: Yes or NO ?	<input type="text" value="No"/>	<input type="text"/>	<input type="text"/>

if Yes, What Areas?

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above mentioned Bargaining unit:

Current-Year Salary Cost Before Settlement <i>(Based on Year to Date (YTD) Actuals Projected through 6/30):</i>	<input type="text" value="\$ 2,201,354.60"/>
Current-Year Salary Cost After Settlement <i>(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):</i>	<input type="text" value="\$ 2,311,422.33"/>
Total Cost Increase or (Decrease):	<input type="text" value="\$110,067.73"/>
Percentage Increase or (Decrease):	<input type="text" value="5.00%"/>

SALARY CHANGE FOR AN AVERAGE-REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase or (Decrease)

% increase or (decrease) to existing schedule per employee

% increase or (decrease) for one time only bonus/stipend or (salary reduction) per employee

Step & column

average % annual change over the prior-year schedule per employee

TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE per employee

Indicate # of Furlough/Non-Work Days associated with any Percentage Change:	<input type="text" value="0.00"/>
Indicate Total # of Instructional Days to be provided for Fiscal Year:	<input type="text" value="180.00"/>

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Rialto Unified School District

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory benefits: *(Object 3XXX less 34XX)*

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:	\$ 330,423.33
Proposed Costs:	\$ 346,944.49
Total Cost Increase or (decrease):	\$16,521.16
Percentage Change:	5.00%

District Health/Welfare Plans-Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:	\$ -
Proposed Costs:	\$ -
Total Cost Increase or (decrease):	\$0.00
Percentage Change:	#DIV/0!

Please indicate if Health/Welfare Benefit is Capped :

(Indicate any details such as different caps per health plans or any super composite rates. Also indicate if cap includes health benefit only or also other insurances)

Health benefits are capped at the Kaiser composite rate

Current Cap:	\$ -	
Proposed Cap:	\$ -	
Average Capped Amount increase or (decrease) per employee FTE	\$0.00	#DIV/0!

**TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES
(REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)**

Section 5: The "total cost increase or (decrease)" for salaries and employee benefits in the proposed agreement.

Current Year Combined Cost Before Settlement: *(data pulls from above)*

(Based on YTD Actuals Projected through 6/30 based on current agreement)

Salaries	\$ 2,201,354.60	
Benefits	\$ 330,423.33	
Total:		\$ 2,531,777.93

Current Year Cost After Settlement: *(data pulls from above)*

(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Salaries	\$ 2,311,422.33	
Benefits	\$ 346,944.49	
Total:		\$ 2,658,366.82

TOTAL COST INCREASE OR (DECREASE) <i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	\$126,588.89
PERCENTAGE CHANGE	5.00%
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	\$ 25,317.78

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Rialto Unified School District

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: 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)*

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc.(Amts, staff affected, total cost and/or savings)

Article VI- Section 4 Health and Benefits had the following language added:

A. Qualified unit members will receive health care according to Covered California Law and the Affordable Health Care Act.

B. The District shall recognize and follow the Healthy Workplaces, Healthy Families Act of 2014.

Section A will not have an added cost in 2015-2016 as the District is identified as an Applicable Large Employer under the Employer Mandate component of the Affordable Care Act and is not required to provide coverage until July 1, 2016.

Section B may be an additional expense of \$79,972 if certificated substitutes use all the sick leave earned under AB1522.

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/Grades affected; and if CDE waiver (attach copy) applied for), Staff Development Days, Teacher Prep Time,etc. Be specific.

None

C. CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific Contingency and/or Restoration language (submit details to COE, including when would occur)

None

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*

Minimum State Reserve Percentage **(input %)**

Minimum State Reserve Requirement: *(formula included Total Exp/Uses x Minimum Reserve %)*

\$	283,005,298.00
	3%
\$	8,490,158.94

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5: (pulls from above Governing Board Date plus 45 days)

11/7/2015

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT Batch #'s:

Batch #'s:	mm/dd/yy
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If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Rialto Unified School District

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT FISCAL YEARS.(Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over any previous Form MYP filed with this office. - See attached MYP.

Assumptions used for LCFF gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc, explain below

	15-16	16-17	17-18
COLA Projection %	1.02%	1.60%	2.48%
LCFF Implementation %	51.52%	12.62%	18.24%
Unduplicated Count %	83.30%	82.85%	82.74%

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows : Submit copies of all provisions to COE. (text pulls into disclosure)

Reopeners on salary, medical, and one (1) articles per party.

Section 11: FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract): (text pulls into disclosure)

See attached MYP to review financial impact in future years.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. (Text pulls into disclosure)

The District has agreed to increase the daily teacher substitute rate from \$121 to \$127, the long term sub rate from \$131 to \$137 and retired teacher substitutes will receive \$140/ day.

Article VI- Section 4 Health and Benefits had the following language added:

A. Qualified unit members will receive health care according to Covered California Law and the Affordable Health Care Act.

B. The District shall recognize and follow the Healthy Workplaces, Healthy Families Act of 2014.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. (Pulls into disclosure):

General Fund (LCFF and categorical programs) and Fund 12

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5.

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5. which asks: Has the district entered into a bargaining agreement where any of the budget or subsequent years of the

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Rialto Unified School District

SCHOOL DISTRICT

agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING

Section 14: FORMULA LCFF

(a) Current-year (CY) LCFF Average Rate per ADA: (CY LCFF BASC Calculator, Line J88)	Estimated	
		\$9,127.84
(b) Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF, BASC Calculator Line H88)		\$7,746.97
(c) = Amount of Current-Year Increase or (decrease): (a) minus (b)		1,380.87
(d) = Percentage Increase or (decrease) in LCFF per ADA: (c) divided by (b)		17.82%
(e) ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA(greater of PY guarantee or current year)		(1.32%)
Prior Year P-2 LCFF funded ADA(greater of PY guarantee or current year)	25,299.79	
	25,637.06	
(f) Total LCFF % increase or (decrease) plus ADA % change		16.51%
(g) Indicate Total Settlement Percentage Change from Section 5		5.00%

If proposed agreement % on Line g is greater than Line f, please provide explanation below

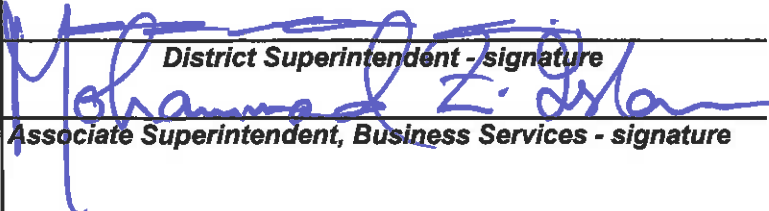
CERTIFICATION

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.

District with a Qualified & Negative Status: Per Government Code 3540.2 signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for Review 10 days prior to board meeting ratifying 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 Collective Bargaining Agreement") in accordance with the requirements of AB-1200, AB-2756, GC 3547.5, and GC 3540.2

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
 Associate Superintendent, Business Services - signature

9/11/15
 Date
 9-9-15
 Date

Wednesday, September 23, 2015

took action to approve the proposed Agreement with

the

Communication Workers of America Local 9588

Bargaining Unit.


 President, Governing Board signature

9/23/15
 Date