

CERTIFICATION

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

The certification is based on the most recent available information on state apportionments, property taxes and other sources of ongoing revenue as well as the most recent reasonable projections of ongoing expense.

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 in accordance with the requirements of AB1200, AB2756 and Government Code 3547.5.

The Superintendent and Chief Business Official of the district certify that, based on the best of their knowledge as of the date of this certification, the district will be able to meet the costs incurred under the proposed agreement over the term of the agreement. Furthermore, all necessary adjustments to the current budget have been or will be made in order to provide the funding for the settlement that is outlined in this statement of disclosure.

DISTRICT: West Contra Costa Unified School District

District Superintendent

Date

Chief Business Official

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on March 21, 2018, took action to approve the proposed agreement.

President, Governing Board

Date



SUMMARY OF TENTATIVE AGREEMENT

WITH UTR BARGAINING UNIT
OF THE West Contra Costa Unified SCHOOL DISTRICT

To be acted upon by the Governing Board at its meeting on March 21, 2018.

GENERAL:

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

Certificated Settled Classified Settled

The proposed agreement covers the following period: 3/1/2018

COMPENSATION:

Proposed percentage increase in proposed agreement: 5%

Current year total cost increase for: Salaries: 1,984,666.65

Statutory Benefits: 459,203.13

Health & Welfare: 162,630

OTHER PROVISIONS:

Other Compensation: (off schedule stipends, bonuses, etc.)

Non-Compensation: (Class Size Reduction, Teacher Prep Time, etc.)

TOTAL COST OF COMPENSATION INCREASE \$ 2,606,500

WAS THIS COST INCLUDED IN THE LATEST PROJECTIONS PROVIDED TO THE COUNTY OFFICE?

Yes No



**Summary of Tentative Agreement
Page 2**

SOURCE FUNDING:

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

Unrestricted General Fund Balance

Effective March 1, 2018 the district will make a five percent (5%) salary increase to all salary schedules for UTR bargaining unit members. Also, 80/20 split with Bay Area Kaiser Rate for 2018.

FISCAL IMPACT IN CURRENT YEAR: Complete attached worksheet

FISCAL IMPACT IN FUTURE YEARS:

The following assumptions were used to determine that resources would be available to fund these obligations in future fiscal years:

Growing / Maintaining Enrollment Districts:

Declining Enrollment Districts:



PRINT

RESET

10/15/2012

Tentative Offer including the District rationale on Section 1.1

DATE: 2/14/18

TIME: _____

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
AND
UNITED TEACHERS OF RICHMOND**

**ARTICLE 23
SALARY**

Section 1.

1. Effective March 1, 2018 the district will make a five percent (5%) salary increase to all salary schedules for UTR bargaining unit members. Effective February 1, 2016 the district will make a six percent (6%) salary increase to the following salary schedules: UTR8, UHD8, UCAM, Schedule 6, UHD6, CPS6.

Rationale: The District received a proposal from UTR on February 12, 2018. The District shares the interest of addressing recruitment and retention for upcoming years. The District at the February 6, 2018 negotiation session presented a long term plan to address Article 23, Salary, through June of 2021.

In presenting this offer, the District clearly stated to the UTR negotiation team the above proposed salary increase would use up dollars that had been identified for this article for 2018-19 negotiations. The district agrees to the proposal in an effort to provide the most dollars to members as quickly as possible. This does not take away from the district's proposals that add to UTR8 schedules from other articles.

- ~~1.2~~ Effective February 1, 2016 the district will make a six percent (6%) salary increase to the following salary schedules: UTR8, UHD8, UCAM, Schedule 6, UHD6, CPS6.
- ~~2.3~~ Effective February 1, 2016 the School Nurse schedule shall be as modified in Appendix A (listed as UTRN).
- ~~3.4~~ Effective February 1, 2016 all Psychologists and Speech Therapists will be placed on the School Psychologist/Speech Therapist schedule created in Appendix B labeled UTR S&P.
- ~~4.5~~ Effective July 1, 2016 the district will make a three percent (3%) salary increase to all UTR salary schedules.
- ~~5.6~~ Effective January 1, 2017 the district will make a three percent (3%) salary increase to all UTR salary schedules. This 3% increase comes from the following areas: the removal of independent study and travel sabbaticals, the removal of bonus sick days, and additional professional development requirements.

- 6-7. Effective July 1, 2016, an annual stipend of Two Thousand Five Hundred Dollars (\$2500) Dollars will be provided for each language other than English (which is needed to serve the student population of the District) in which the speech therapist is fluent under guidelines issued by the American Speech, Language & Hearing Association.
- 7-8. Effective July 1, 2016 an annual stipend of Two Thousand Five Hundred Dollars (\$2500) will be provided for each language other than English (which is needed to serve the student population of the District) in which the school psychologist is fluent under provisions set forth by the National Association of School Psychologists.
- 8-9. Effective July 1, 2016 an annual stipend of Two Thousand Five Hundred Dollars (\$2500) will be provided to the School Psychologist which holds any of the following Clinical Counseling Licenses (LCSW, LPCC, MFT, BCBA and Licensed Clinical Psychologist).
- 9-10. Effective July 1, 2016 an annual stipend of Two Thousand Dollars (\$2000) will be provided to any bargaining unit member who holds a doctorate degree from an accredited university.
- ~~10-11~~ 11. Effective July 1, 2016, any bargaining unit member with National Board certification shall receive an annual stipend of Three Thousand Dollars (\$3000).
- ~~11. Effective July 1, 2016 the district will make a three percent (3%) salary increase to all UTR salary schedules.~~
12. Effective July 1, 2016, the School Nurses shall be placed on the same salary schedule as Speech and Language Pathologist and Psychologist. (Exhibit A1 -Proposed Schedule; Exhibit A2 -Current Schedule; A3 Calculations)
13. Effective July 1, 2017. the district will make the following adjustments to the UTR Salary Schedule 8, UCAM. UTR6. and CPS6:
- Range A is eliminated. The new range will be BA 0-29 units.
 - Step 1 is eliminated and all members on the above salary schedules will advance one step. (I.e.: on July 1, 2017, all members on the above salary schedules will advance one step in their range as per contract. After this is complete. all members on the above schedules will advance another
 - All members who will be on the new step 27 will receive a one-time \$1,500 off-schedule payout.
 - UTR Speech Language Pathologists, Psychologists & Nurses will

receive a one-time \$1,500 off schedule payout.

14. The district has an interest in discussing the issue of placing CTE teachers on the salary schedule with UTR with the intent of resolution.
15. ~~The District would like to discuss re-opener language with UTR for 2017-2018 negotiations to continue work started with this agreement. (See attached joint statement of intent.)~~
- ~~16.~~ 15. Beginning July 1, 2017, the following positions will be selected by the manager of the department and given a stipend of three-thousand (\$3,000) to perform duties in the role of:
 - a. Lead Counselor
 - b. Lead Psychologist
 - c. Lead Speech and Language Pathologist
 - d. Lead Nurse

Section 2.

Effective February 1, 2016 the hourly rate shall be \$32.00 per hour.

Effective July 1, 2016 the hourly rate shall be \$33.00 per hour.

A secondary teacher substitute teaching during their assigned preparation period shall be compensated \$45.00 for one period covered per day. When a school has a block period, which requires the certificated employee to cover the equivalent of two periods the amount shall be \$90.00 per block period covered.

An elementary teacher taking students from other classes when no substitute teacher is available shall be compensated at ~~\$30.00~~ \$45.00 per day. A maximum of 10 extra students will be placed in any one class.

Rationale: This change equalizes pay between elementary and secondary teachers. In order to complete negotiations on the reopeners for 2017-18 and move on to the successor agreement for 2018-21, UTR has decided to drop the proposal to lower the maximum number of extra students at this time.

Section 3. Secondary School Counselors and elementary and secondary Project Assistants shall be paid according to Appendix C.

Section 4. Salary Schedule Policies.

1. Evaluation and verification of training and experience.
 - a. All credited semester hours must have been earned at institutions recognized by the Commission on Teacher Credentialing in the issuance of credentials.

- b. The basis of the professional schedule is the Bachelor's Degree or its recognized equivalent. Only units earned after securing the degree, in upper division or graduate courses, at an institution recognized by the Commission on Teacher Credentialing will be recognized for initial placement on the salary schedule. Units recognized by the college as post baccalaureate are acceptable for salary credit. (This may be verified by a statement from the Registrar's Office or appropriate Department Head, or official transcript.) No lower division units earned after securing the Bachelor's degree will be acceptable for advancement on the schedule except by permission of the Personnel Committee.
- c. Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant held a valid teaching credential or teaching license during such time of service. A maximum of fifteen (15) years may be so credited beginning with teachers hired for the 2016-17 school year.
- d. For initial placement, the minimum credited school year shall be seventy-five (75) percent of the number of days school is maintained. Service in not more than two (2) school districts in one (1) school year may be counted to make up the requisite seventy-five (75) percent.
- e. For a teacher currently employed in the West Contra Costa Schools, the minimum credited school year for all purposes, including attainment of salary increments based on a year of experience, shall be three-fourths of the teaching days of the preceding year.
- f. All credited training and experience must be verified within thirty (30) days after the signing of the individual contract.
- g. Teachers who resign or secure leave of absence to accept a scholarship grant for one year's study, or who accept exchange teacher's positions, or who accept an overseas teaching position with the Armed Services of the United States, and who are reemployed after not more than one (1) year of absence, shall be placed on the salary schedule on the same experience step that they would have attained had they remained in the continuous employment of the District.

Section 5 Professional Growth.

- 1. There shall be no limit on the number of units acquired for professional growth annually.

2. After an individual has earned six (6) equivalent units (workshops, in-service), an equal number of college or university credits must be earned before continuing work on additional equivalent credits.
3. Upon approval of the Personnel Committee, one (1) unit per year and a maximum of six (6) units of credit for work in lieu of college course work will be granted for salary advancement. Requests for in lieu credit must be submitted to the Personnel Committee prior to participation in any activity for credit, and must include data or material showing relationship to professional assignment.
4. Advancement on the salary schedule from one range to another will be permitted if the total number of units earned is within one-half unit of the total number of units required to make a change in range. Lack of evidence of the successful completion of the fractional unit when due will result in overpayment, and the employee either will be invoiced for the amount due, or an adjustment will be made to reflect proper salary placement. Notification to the Human Resources Office should be made prior to April 1, if this requirement cannot be met.
5. Advance credit for a fractional unit will be authorized one time only for each certificated employee.
6. Employees contemplating a change in salary placement must file Work-in-Progress forms with the Human Resources Office on or before May 1 in the school year preceding eligibility.
7. Transcripts verifying the successful completion of acceptable training must be filed with the Human Resources Office on or before November 1, 2016 ~~all transcripts must be filed prior to June 30 for inclusion in the next year's salary schedule.~~ Movement on the salary schedule based on the successful completion of training or units will be implemented for January payroll.

Rationale: Most of our members complete their units over the summer. This change allows them to benefit from the change as soon as possible.

Section 6. Graduation Ceremonies. Teachers who work the Graduation Ceremonies are guaranteed five (5) hours at the hourly rate. Assignment and selection procedures shall be as mutually agreed upon by the Union and District.

Section 7. When the District makes an error resulting in underpayment of salary or payment for additional activities, the District shall, within not more than five (5) workdays following such determination, correct the error and provide supplemental payment.

Whenever it is determined that the District has made an overpayment error, arrangement for the repayment shall be mutually determined by the District and the employee.


The District and the Union shall meet to discuss methods to reduce or eliminate payroll errors.

Section 8. All salary agreements are applied to all schedules, rates, and stipends, unless specifically noted otherwise.

Section 9.

1. UTR bargaining unit members shall have the choice to receive annual compensation in either eleven (11) or twelve (12) payments. If the choice is twelve (12) payments, unit members will receive the July check at the end of June.
2. UTR bargaining unit members currently on 11 or 12-advance pay, stay on advance pay.

Any UTR bargaining unit member who works eleven (11) months per year (e.g. counselors, psychologists, project assistants) will continue to be paid as all eleven month employees are paid, and they may opt for 12 month pay as described in section 9.1.



Bargaining Chair, UTR

Date: February 14, 2018



Asst. Superintendent, Human Resources

Date: February 14, 2018

Counter-offer from United Teachers of Richmond to WCCUSD.

DATE: 1/24/18

TIME: 3:00 PM

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
AND
UNITED TEACHERS OF RICHMOND**

**ARTICLE 22
SCHOOL CALENDAR**

Status Quo. (No Change.)

Mark Mora

Bargaining Chair, UTR

Date: January 24, 2018

Ken W. Patterson

Asst. Superintendent, Human Resources

Date: January 24, 2018

Counter-offer from United Teachers of Richmond to WCCUSD.

DATE: 2/12/18

TIME: _____

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
AND
UNITED TEACHERS OF RICHMOND**

ARTICLE 12

CLASS SIZE

Section 1.

1. The District shall not exceed the maximum elementary school class sizes as listed below.

Grades K-3	(see section 1.2)
Grades 4-5	33
Grade 6	33* except where departmentalized
Grades 6-8 in a K-8 school	33

2. ~~The District shall not exceed the maximum elementary school class sizes as listed below. Where class size reduction is implemented and funded in grades K-3, the District shall follow applicable State Class Size Reduction legislation, subject to the modification set forth in Paragraph 3:~~

~~* Grades K-3—As per CSR, subject to Paragraph 3, or 31 if CSR not implemented and funded for the school year 2013-2014~~

~~As per CSR, subject to Paragraph 3, class size maximum shall be 29 for the 2014-2015 school year.~~

~~As per CSR, subject to Paragraph 3, class size maximum shall be 28 for the 2015-2016 school year.~~

~~As per LCFF K-3 class size adjustment (CSA), grades K-3 class size maximum shall be 24:1 for 2018-2019 and thereafter.~~

~~CSR legislation has been replaced by the LCFF K-3 class size adjustment (CSA). Classroom balancing shall take place prior to Back to School Night. The class size adjustments (maximum) shall be completed by September 30 of each year. In the event the District is in a position to exceed the agreed to number, the parties agree to immediately meet and negotiate a solution.~~

Grades 4-5	33
Grade 6	33* except where departmentalized

~~Grades 6-8 in a K-8 school 33~~

The parties acknowledge that as a condition of receiving the additional funding grant for K-3 Class Size reduction under the Local Control Funding Formula (LCFF) the District is required to make progress toward maintaining an average class enrollment of not more than 24 pupils for each school site in kindergarten and grades 1 to 3 upon full implementation of the LCFF, as such progress is defined in Education Code section 42238.02. The parties intend for the District to be in compliance with this law as interpreted by subsequent guidelines and regulations of the California Department of Education (CDE) upon full implementation of the LCFF (currently 2020) as set forth in Education Code section 42238.02(d)(3)(D).

However, effective 2013-2014 and continue for all subsequent school year until full implementation of the LCFF, the parties agree to an "alternative annual average class size enrollment for each school site" within the meaning of Education Code section 42238.02(d)(3)(B). Under this alternative, the District shall make annual progress at each school site toward the 24:1 goal by full implementation of the LCFF, but that the amount of progress at each school sites shall be flexible and shall not be tied to the formula set forth in Education Code section 42238.02(d)(3)(B)(i)-(v).

In the event that the District receives information that compliance with this contractual provision may result in penalties which would reduce or eliminate the additional funding grant for K-3 class size reduction, the parties agree to allow the district to vary from the average annual progress by no more than a 1.50 average.

*Note: CSR legislation has been replaced by the LCFF K-3 class size adjustment (CSA).

2. In accordance with Education Code 42238.02, grades kindergarten through third grade shall be a class average of 24 students per site.

Rationale: This proposal falls in line with state laws and regulations as outlines in Educational Code upon the full funding of LCFF. In their proposal, the district expressed their full intent to have all K-3 classes at 24 to 1. The flexibility afforded by the site average is intended solely to accommodate an extra student arriving at their home school. In order to complete negotiations on the reopeners for 2017-18 and move on to the successor agreement for 2018-21, UTR has decided to accept the site average rather than a class maximum at this time.

- 4.1 The District will make a reasonable effort (within budgetary constraints and the best interests of the students) to reduce the number of combination classes and/or to reduce them to less than maximum class size.
 - a. There shall be no bilingual combination classes, unless mutually agreed upon by the teacher and site administrator.

- b. If needed based on student need and geographic constraints. The District will confer with UTR and explore options prior to implementation of class.

~~5-4.~~ In addition, regarding K-1 combination the following alternatives shall be explored and implemented if at all possible:

- a. Freezing of class size at in accordance with Section 1 and transferring other kindergarten students.
- b. Notwithstanding the provisions of this Section, no K-1 class shall be formed unless at least six students from each grade level are assigned.

Section 2. Secondary Class Size Grades 6 (where departmentalized)-12

~~1.~~ Middle School (grades 6-8) shall be budgeted and assigned at a minimum of one FTE for every thirty-two (32) students. The per teacher maximum class size average shall be 38 in Math, Social Science, Science, English and ELD.

~~2.1.~~ High School (grades 9-12) ~~Secondary schools (6-12)~~ shall be budgeted and assigned at a minimum of one FTE for every thirty-two (32) students. The per teacher maximum class size average shall be 38 in Math, Social Science, Science, English and ELD. ~~The maximum size for Physical Education classes shall be 55. Physical Education teacher maximum contacts shall be an average of 300 per week. In alternative schedules where more than five periods are taught by the teacher, the maximum number of student contacts per week shall be an average of 350 per week.~~

Class size maximums may shall be waived at an individual teacher's discretion subject to the following limitations:

- a. Only permanent teachers may waive a maximum class size limit
- b. The waiver must not increase the total number of student contacts (i.e., the per teacher average class size will not exceed the class size maximum.)
- c. The relevant department chair shall be consulted.
- d. A form will be jointly created between the parties which will be signed off by the Principal, Teacher, and Site Union Representative.

Rationale: Both parties agree with the necessity to re-establish maximum class size caps now that education funding has been restored to 2008 levels. Our shared goal is to continue to work to incrementally reduce class size going forward. Both sides recognize that a permanent teacher may choose to waive a class size maximum for a given section, but that waiver should not increase their overall workload. Also, steps must be taken that members are never pressured in any way to agree to a waiver.

- 3. Sylvester Greenwood Academy shall be budgeted and assigned for a minimum of one FTE for every 25 students. The per teacher class size average shall be 25 for alternative education.
- 4. Grade 6, 7, and 8 teachers in a departmentalized program in a K-8 school shall be assigned a maximum number of student contacts equivalent to four classes.

5. There shall be a committee at each secondary school site, consisting of two (2) district representatives and a minimum of two (2) association representatives selected by site members to study the entire class size issue at that site. The committee will be convened by the site principal prior to April 15 to review class size for the following school year, and prior to December 15 to review class size for the beginning of the spring semester.

The Class Size Staffing Committee is charged and empowered to review all projections, programs, student enrollment, and relevant information for the following school semester to ensure that the staffing of the school site and the master schedule for the following semester is in compliance with the bargaining unit agreement.

Section 3. Class size census to determine compliance with these Sections shall begin during the first week of school. The process of assigning personnel shall be completed for elementary schools by the end of fifteen (15) school days. For secondary schools the process shall be essentially completed by fifteen (15) school days and fully completed at the end of twenty-three (23) school days. However, the District shall assign day-to-day substitutes as necessary to maintain class size maximums during the adjustment period.

- a. The Union and District agree that in many cases, compliance with the maximum class size provision of this Article can and will be achieved within the fifteen (15) school day period specified in Article 12, Section 3.
- b. In those cases when it is not readily apparent if a school will need additional staff or when the actual number of necessary staff additions is uncertain, the District may wait for actual enrollment to materialize during the first school month.
- c. Therefore, in such cases, compliance will not be achieved until the end of the first school month. ~~the 23rd day of school.~~

Rationale: This change makes the language consistent with the main paragraph of Section 3.

Section 4. Counselors shall be assigned on the basis of the estimated enrollment divided by 338 at the junior high/middle school level and by ~~800~~ 700 at the senior high level. Additional counselor time shall be allocated when this ratio is exceeded. This section shall remain in effect for as long as Measure D ~~the community parcel tax~~ is in effect or if the WCCUSD decides to repurpose the funding. ~~If the WCCUSD decides to repurpose the funding the parties agree to negotiate the impact of that decision.~~

Both sides agree to lower the student:counselor ratio for high school. The parcel tax language is updated so that it is consistent with current and future parcel taxes enacted to support counselors at secondary schools.

Section 5. One (1) secondary music teacher will be allocated for each 150 music students, i.e., one period (0.2 teachers) allocated for each thirty (30) music students.

Section 6. Elementary music teachers will be allocated considering the following factors:

1. Size of school.
2. Percentage of students who participate in the music program.
3. Number of groups; i.e., Beginning Band, Advanced Band, Glee Club, etc.
4. Teaching assignment of the teacher; i.e., instrumental, vocal or a combination of the two.
5. All reasonable effort will be made to equalize each teacher's load.

Section 7. Each middle school shall have one (1) half-time librarian, and each high school shall have one (1) full-time librarian. (Regardless of staffing levels, each librarian will be paired with an instructional literacy assistant). This section shall remain in effect for as long as parcel tax measures are in effect or if the WCCUSD decides to repurpose the funding. If the WCCUSD decides to repurpose the funding the parties agree to negotiate the impact of that decision.

Section 8. A half-time credentialed librarian and six (6) library assistants will be assigned to the elementary schools. This section shall remain in effect for as long as parcel tax measures are in effect or if the WCCUSD decides to repurpose the funding. If the WCCUSD decides to repurpose the funding the parties agree to negotiate the impact of that decision.

~~**Section 9.** The District shall maintain middle school opportunity classes in accordance with student needs.~~

***Rationale:** Our research showed that these classes have not been offered in the district for many years. Rather than maintain anachronistic language, UTR will work with the district to assess the options currently offered for students who had been served by these classes in the past and to explore other options for the future.*

Section 10. The District shall not implement new programs at any school if such implementation will displace a unit member from his/her work space unless such displacement will result in similar work space. This provision shall also apply to teachers' lounges/work rooms and school libraries.

Section 11. The District shall make every effort to assign students to grade level classes and subjects in such a way as to equalize the sizes of like classes.

~~**Section 12.** When article 12 is opened for negotiations, Article 52, Section 3 (SPECIAL EDUCATION, Class size) will also be opened for negotiations.~~

***Rationale:** Language on Special Education classes was collected in Article 52. That action should not preclude addressing Special Education class sizes whenever the Class Size article is opened for negotiation.*

***Rationale:** This contractual language will go into effect on June 30, 2018.*

Mark Mera
Bargaining Chair, UTR

February 14, 2018

Kenneth D. Patterson
Asst. Superintendent, Human Resources

February 14, 2018

Date:

Date:

Counter-offer from United Teachers of Richmond to WCCUSD.

DATE: 1/24/18

TIME: 2:48 PM

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
AND
UNITED TEACHERS OF RICHMOND**

**ARTICLE 10
HOURS OF EMPLOYMENT AND DUTY ASSIGNMENT**

Status Quo. (No Change.)

Section 1. "Teacher Instructional Day" shall mean the student instructional day and teacher preparation period.

1. Elementary and middle school teachers are to report to duty fifteen (15) minutes before their instructional day begins, and remain on duty twenty-two (22) and thirty (30) minutes respectively after their instructional day ends, with the exception of faculty meetings or adjunct duty assignments as per this Agreement. District-approved class scheduling exceptions may modify this requirement within the total of the above time constraints.
2. High school teachers are to report to duty five (5) minutes before their instructional day begins and remain on duty five (5) minutes after their instructional day ends. The same exceptions which apply to the elementary and middle school requirements shall apply to high school schedules.

Mark Mna

Bargaining Chair, UTR

Date: 2/14/18

James D. Patterson

Asst. Superintendent, Human Resources

Date: 2/14/18

Memorandum of Understanding (MOU)

West Contra Costa Unified School District (WCCUSD)

and

United Teachers of Richmond (UTR)

Agreement between the United Teachers of Richmond (UTR) and the West Contra Costa Unified School District in regards to District and employee health benefit contributions. Specifically, the parties agreed to raise the contribution rate from 80% of the Bay Area Kaiser rate for 2016 to 80% of the 2018 Bay Area Kaiser rate. These contributions will stay in effect until June 30th, 2018.

Signed this day of March 6th, 2018



Demetrio Gonzalez

President

United Teachers of Richmond CTA/NEA



Kenneth Whittemore

Associate Superintendent

West Contra Costa Unified School District

FISCAL IMPACT IN CURRENT YEAR

West Contra Costa USD For Board Agenda 3/21/2018	Board Approved Budget after 1/31/2018	Adjustments Due To UTR 5% Agreements*	Adjustments Due To SSA 2% Agreements**	Adjustments Due To WCCAA 2% Agreements***	Revised Budget After Agreements
BEGINNING BALANCE					
REVENUES					
RL Sources (8010 - 8099)	266,418,841				266,418,841
All Other Sources (8100-8799)	11,390,231				11,390,231
TOTAL REVENUES	277,809,072				277,809,072
EXPENDITURES					
1000 - Certificated Salaries	94,980,819	1,984,667		306,109	97,271,594
2000 - Classified Salaries	32,374,199	-	240,185		32,614,384
3000 - Benefits	58,163,659	621,833	76,135	75,405	58,937,032
4000 - Materials/Supplies	6,255,540				6,255,540
5000 - Other Services	33,494,197				33,494,197
6000 - Capital Outlay	828,360				828,360
7000 - Other Outgo	(1,881,202)				(1,881,202)
TOTAL EXPENDITURES	224,215,572	2,606,500	316,320	381,514	227,519,906
Other Sources/Transfers In					-
Other Uses/ Transfers Out	(55,076,664)				(55,076,664)
ENDING FUND BALANCE	47,721,517				44,417,183
COMPONENTS OF ENDING FUND BALANCE					
Economic Uncertainties	11,226,928				11,226,928
Revolving Cash	300,000				300,000
Board Designated	1,287,850				1,287,850
Unappropriated	34,906,739				31,602,405

NOTE: A revised 3-year Multi-Year projection must also be submitted with the district's Summary and Certification pages.

Template provided by Contra Costa County Office of Education

* UTR includes 80/20 split of Health costs through 6/30/2018

** SSA includes 80/20 split of Health costs through 6/30/2018

*** WCCAA includes 80/20 split of Health costs through 6/30/2018 and increase of Doctorate stipends to \$3,000

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
2017-18 Five Year Outlook Projection

For AB1200: UTR, SSA, and WCCAA BOE: 3/21/2017	AB1200 Revised Budget 2017-18	Projected Budget 2018-19	Projected Budget 2019-20	Projected Budget 2020-21	Projected Budget 2021-22
DESCRIPTION					

REVENUES					
LCFF SOURCES	\$266,418,841	280,315,931	286,571,790	293,845,557	304,031,682
Federal Revenue	-	0	0	0	0
Other State Revenue	\$9,650,809	13,251,628	\$5,618,471	5,775,788	5,958,880
Other Local Revenue	\$1,739,422	\$1,739,422	\$1,739,422	1,739,422	1,739,422
					-
REVENUE TOTALS	277,809,072	295,306,981	\$293,929,683	\$301,360,767	\$311,729,984

EXPENDITURES					
Certificated Salaries	\$97,271,595	95,384,731	96,687,209	97,514,629	98,698,953
Classified Salaries	\$32,614,384	32,928,350	33,257,634	33,590,210	33,926,112
Benefits	\$58,937,032	60,251,767	63,149,602	65,018,734	67,120,596
Books & Supplies	\$6,255,540	6,456,968	6,583,376	6,763,102	6,947,735
Contracts & Services	\$33,494,197	34,572,710	35,561,490	35,561,490	35,561,490
Capital Outlay	\$828,360	322,982	322,982	331,800	340,858
Other Outgo	\$1,250,202	1,445,629	1,445,629	1,445,629	1,445,629
Indirect Support Costs	(\$3,131,404)	(3,131,404)	(3,131,404)	(3,131,404)	(3,131,404)
TOTAL EXPENDITURES	\$227,519,906	228,231,735	233,876,518	237,094,190	240,909,969
Excess (Deficiency) of Revenues over Expenditures	50,289,166	\$67,075,246	\$60,053,165	\$64,266,577	\$70,820,015

OTHER SOURCES & USES					
Transfers Statutory and Other (3 & 1a)	(\$55,076,664)	(55,187,654)	(55,283,938)	(55,440,369)	(55,600,536)
Other Uses (2b)	\$0	\$0	\$0	\$0	\$0
Other Sources (2a)	\$0	\$0	\$0	\$0	\$0
Transfers In					
Transfers Out (1b)	\$0	-	-	-	-
Total Expenditures & Uses	\$282,596,570	\$283,419,389	289,160,456	\$292,534,559	\$296,510,505

NET INCREASE (DECREASE) IN FUND BALANCE	(4,787,498)	11,887,592	\$4,769,227	\$8,826,208	\$15,219,479
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FUND BALANCE, RESERVES					
Beginning Balance	\$49,204,682	\$44,417,183	\$56,304,776	\$61,074,003	\$69,900,211
Ending Balance	\$44,417,183	\$56,304,776	\$61,074,003	\$69,900,211	\$85,119,690

Reserve Amounts:					
Revolving Cash	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
Stores	\$230,000	\$230,000	\$230,000	\$230,000	\$230,000
Pre-paid Expenses	\$0	\$0	\$0	\$0	\$0
Additional Reserves to EQUAL 6%	\$170,222	\$0	\$0	\$0	\$0
Designated for Economic Uncert.	\$11,056,706	\$10,901,158	\$11,043,791	\$11,165,545	\$11,337,528
	\$0	\$0	\$0	\$0	\$0
ERATE Technology	\$0	\$0	\$0	\$0	\$0
Middle College ADA Audit Reserve	\$1,287,850	\$0	\$0	\$0	\$0
	\$0	\$0	\$0	\$0	\$0.00
One time Estimated Pay Out if negotiated	\$0	\$0	\$0	\$0	\$0
Undesignated Amount	\$31,602,405	\$45,103,618	\$49,730,212	\$58,434,665	\$73,482,161
Remaining Fund Balance	\$31,602,405	\$45,103,618	\$49,730,212	\$58,434,665	\$73,482,161