

**SUMMARY OF TENTATIVE AGREEMENT WITH THE**

<u>Meadows Union School District</u>	<u>School District</u>	<u>and</u>	<u>Meadows Union Teacher Association &amp; Unrepresented Certificated and Classified</u>
The proposed agreement covers the period beginning		<u>7/1/2021</u>	and ending <u>6/30/2023</u>
Will be acted upon by the Governing Board at its meeting on		<u>6/8/2021</u>	
The agreement will affect the following funds budget		<u>General, Cafeteria</u>	
**Are copies of the changes to the agreement included?		<u>YES</u>	

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 :	<u>5/27/2021</u>
The agreement was [ posted at / advertised in ] :	<u>Administration Office/School Website</u>

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?	<u>NO</u>
**If you answered no to the question above, please do a separate Summary of Tentative Agreement for each bargaining unit.	
Management	<u>SETTLED</u>
Certificated	<u>SETTLED</u>
Classified	<u>PENDING</u>
	<u># of Employees Represented</u>
	<u>9</u>
	<u>20</u>
	<u>22</u>

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)
		2020-21	2021-22	2022-23	
1	Salary Schedule	\$ 2,305,821.25	\$ -	\$ 61,256.13	\$ 63,736.69
2	Step and Column	\$ -	\$ -	\$ 144,423.60	\$ 37,966.46
3	Other Compensation	\$ -	\$ -	\$ -	\$ -
4	Statutory Benefits	\$ 511,551.43	\$ -	\$ 78,966.35	\$ 81,546.22
5	Health/Welfare Plans	\$ 351,463.47	\$ -	\$ 17,363.83	\$ 17,857.11
6	<b>Total Compensation - Increase (Decrease)</b> (Total Lines 1-5)	\$ 3,168,836.15	\$ -	\$ 302,009.91	\$ 201,106.48
7	<b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	28.00			
8	<b>Total Compensation Average Cost per Employee</b>	\$ 113,172.72	\$ -	\$ 10,786.07	\$ 7,182.37
	<b>Average % Increase (Decrease) per Employee</b>		0.00%	9.53%	5.79%

**QUESTIONS REGARDING PROPOSAL**

**1 Salary Changes**

a	Did you give a salary increase or decrease?	Increase ( X )	Decrease ( )	None ( )
b	If you gave an increase/decrease was it on/off the salary schedule?	On-Salary Schedule ( X )	One Time Off Salary Schedule ( )	
c	If you gave an increase or decrease what percentage	2020-21 2.50% & 2021-22 2.50%		
d	Did the District have furlough days as part of decrease in salary?	Yes ( )	No ( X )	
e	How many furlough days?	0 days		
f	Are the furloughs permanent or temporary reductions in contract?	Permanent ( )	Temporary ( )	N/A ( x )
g	What date is this effective?	7/1/2021		
h	When does the district plan on implementing the agreement through payroll?	7/1/2021		

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

YES; HW Cap from District 80%/ Employee 20% to Employee Only (highest compensation rate) for Teachers hired on or after July 1st, 2021

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

YES; 13.5 sick leave and personal necesisty will be charged by the 1/4 hour starting at 15 minutes. 14.4 The school calelndar will be a consultation item between the Administration and the Association and mutually agreed upon by February of each calendar year.

**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.**

Postive: Teachers agreed to add extra 15 minute to their workday to further support student learning.

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

NO

**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)**

FY 20-21 & FY 21-22; GF, SPED, ASES, Migrant

**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?)**

N/A

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

LCFF, (unrestricted) & restricted, increases given based on COLA's for FY 21-22 & 22-23

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)	\$ 4,991,882	\$ -	\$ -	\$ 4,991,882
Remaining Revenues (8100-8799)	\$ 2,396,616	\$ -	\$ -	\$ 2,396,616
<b>TOTAL REVENUES</b>	\$ 7,388,498	\$ -	\$ -	\$ 7,388,498
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 2,206,479	\$ -	\$ 71,404	\$ 2,277,883
Classified Salaries (2000-2999)	\$ 991,884	\$ -	\$ 25,258	\$ 1,017,142
Employee Benefits (3000-3999)	\$ 1,592,745	\$ -	\$ 23,238	\$ 1,615,983
Books and Supplies (4000-4999)	\$ 937,702	\$ -	\$ -	\$ 937,702
Services, Other Operating Expenses (5000-5999)	\$ 1,073,453	\$ -	\$ -	\$ 1,073,453
Capital Outlay (6000-6599)	\$ 200,000	\$ -	\$ (170,000)	\$ 30,000
Other (7000)	\$ 83,917	\$ -	\$ -	\$ 83,917
<b>TOTAL EXPENDITURES</b>	\$ 7,086,180	\$ -	\$ (50,100)	\$ 7,036,080
Operating Suplus (Deficit)	\$ 302,318	\$ -	\$ 50,100	\$ 352,418
Transfers In & Other Sources (8910-8979)	\$ 23,829	\$ -	\$ -	\$ 23,829
Transfers Out & Other Uses (7610-7699)	\$ 80,772	\$ -	\$ -	\$ 80,772
Contributions (8980-8999)	\$ -	\$ -	\$ (3,980)	\$ (3,980)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 245,375	\$ -	\$ 46,120	\$ 291,495
<b>BEGINNING BALANCE</b>				
Prior-Year Adjustments/Restatements (9793/9795)	\$ 1,844,654			\$ 1,844,654
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 2,090,029	\$ -	\$ 46,120	\$ 2,136,149
<b>Components of Ending Fund Balance</b>				
Nonspendable (9711-9719)	\$ -			\$ -
Restricted (9730-9749)	\$ 76,303			\$ 9,886
Committed				
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Assigned (9770-9788)	\$ 178,557			\$ -
Unassigned				
Reserve for Economic Uncertainties (9789)	\$ 290,000			\$ -
Unassigned/Unappropriated (9790)	\$ 1,545,169			\$ 2,126,263

IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES	
<b>State Reserve Standard</b>	
Total Expenditures, Transfers Out and Uses	\$ 7,116,852.00
State Standard Minimum Reserve Percentage	4%
State Standard Minimum Reserve Amount	\$ 284,674.08
<b>General Fund Budgeted Reserves</b>	
Reserve for Economic Uncertainties (9789)	\$ -
Unassigned/Unappropriated (9790)	\$ 2,126,263.00
Special Reserve Fund 170- Reserve for Economic Uncertainties	\$ 39,640.29
<b>Total District Budgeted Unrestricted Reserves ( sum lines 1 - 6 )</b>	\$ 2,165,903.29
<b>Do unrestricted reserves meet the state standard minimum reserve amount?</b>	
Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

IMPACT ON CURRENT YEAR BUDGET OTHER FUNDS (OMIT IF BLANK)

_____ 13 _____ 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)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 387,313	\$ -	\$ -	\$ 387,313
<b>TOTAL REVENUES</b>	\$ 387,313	\$ -	\$ -	\$ 387,313
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 163,008	\$ -	\$ 3,380	\$ 166,388
Employee Benefits (3000-3999)	\$ 74,631	\$ -	\$ 600	\$ 75,231
Books and Supplies (4000-4999)	\$ 267,416	\$ -	\$ -	\$ 267,416
Services, Other Operating Expenses (5000-5999)	\$ 29,591	\$ -	\$ -	\$ 29,591
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other (7000)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 534,646	\$ -	\$ 3,980	\$ 538,626
Operating Suplus (Deficit)	\$ (147,333)	\$ -	\$ (3,980)	\$ (151,313)
Transfers In & Other Sources (8910-8979)	\$ 80,772	\$ -	\$ -	\$ 80,772
Transfers Out & Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ 3,980	\$ 3,980
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (66,561)	\$ -	\$ -	\$ (74,521)
<b>BEGINNING BALANCE</b>	\$ 66,561			\$ 66,561
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ -	\$ -	\$ -	\$ -
<b>Components of Ending Fund Balance</b>				
Nonspendable (9711-9719)				
Restricted (9730-9749)	\$ -			\$ -
Committed				
Stabilization Arrangements (9750)				
Other Commitments (9760)				
Assigned (9770-9788)				
Unassigned				
Reserve for Economic Uncertainties (9789)				
Unassigned/Unappropriated (9790)				

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)



Date



District Chief Business Officer  
(Signature)



Date

After public disclosure of the major provisions contained in this Summary, the Governing District Board, at its meeting on 6/8/2021 took action to approve the proposed Agreement with Teacher Association & Unrepresented Certificated and (Bargaining Unit and adopted the new budget figures as calculated per the agreement.

Governing Board President  
(Signature)

Date



## MEADOWS UNION SCHOOL DISTRICT (MUSD)

### Tentative Agreement

### FISCAL YEARS 2021-22 & 2022-23

Date: 05/27/2021

## CHAPTER VIII

### ARTICLE 17- COMPENSATION

#### AGREED

- 2.5% increase on certificated salary schedule for FY 2021-22, salary cost \$44,139/benefits cost \$9,828=total cost of increase \$53,967
- 2.5% increase on certificated salary schedule for FY 2022-23, salary cost \$60,357/benefits cost \$14,755=total cost \$75,112

**Total District Cost of Proposed Compensation \$129,079**

## CHAPTER IX

### ARTICLE 18- EMPLOYEE BENEFITS

#### AGREED

#### 18.1

#### **EMPLOYEE BENEFITS HIRED ON OR AFTER JULY 1<sup>ST</sup>, 2021:**

Effective July 1<sup>st</sup>, 2021, for members hired on or after July 1<sup>st</sup>, 2021, the District will contribute no more than "Employee Only: Comprehensive Medical and Premier Dental/Vision and Life" (Equivalent to the Highest Coverage Level offered by the District) coverage per employee towards the purchase of such insurance.

#### **EMPLOYEE BENEFITS HIRED BEFORE JULY 1<sup>ST</sup>, 2021:**

#### **HEALTH INSURANCE**

**18.1.1** The District will pay for family, double, or single health insurance coverage on a health insurance plan mutually agreed upon by the parties of this contract at the following rates:

**18.1.1.1** A percentage basis of 100% (EE only; 80% (EE+spouse/family);

80%(EE+children) Of comprehensive annual costs. Cap at SIMNSA employee+fam

#### 18.2

#### **VISION AND DENTAL CARE INSURANCE**

**18.2.1** The District will pay 100% of vision and dental insurance premiums. The plans are to be mutually agreed upon by the parties of this contract.

#### 18.3

#### **EMPLOYEE ASSISTANCE PROGRAM**

**18.3.1** The District will pay 100% of the employee assistance program.

### Governing Board

Roberto  
Garcia

Margo  
Lamoreaux

Ernesto  
Pinedo

Beatriz  
Rodriguez

Rochelle  
Rolfe



## CHAPTER II

### ARTICLE 8- EVALUATION PROCEDURE

AGREED

#### 8.6.4

The first observations shall be after October 1<sup>st</sup>. The yearly evaluation will occur prior to April 15<sup>th</sup>.

## CHAPTER V

### ARTICLE 13-WORKING HOURS

AGREED

#### 13.1

All teachers will be assigned appropriate working hours provided that their total workday will be no longer than 7 hours. The workday for certificated teachers shall be from 8:00am to 3:15pm (on site) on regular days and 8:00am to 12:45pm on minimum days. On the advance scheduled PD staff days teachers shall not be required to remain past 4:15pm. On staff days designated for teacher preparation, teachers shall not be required to remain past 3:15pm. Teachers shall be provided a duty-free lunch period of at least 45 minutes.

#### 13.5

Sick leave and personal necessity leave will be charged by the ¼ hour starting at 15 minutes.

#### 13.6

Teachers who are absent from duty will complete an absence form specifying reason for leave, to properly deduct their time.

### ARTICLE 14-CONTRACT DAYS

AGREED

#### 14.2

There will be at least five (5) minimum days to include the first day of school, the teaching days before Winter and Spring breaks, Fall Dress-up day, and the last teaching day of school.

#### 14.4

The school calendar will be a consultation item between the Administration and the Association and mutually agreed upon by February of each calendar year.

  
MUSD

5/27/21  
Date

  
MUTA

5/27/21  
Date

### Governing Board

Roberto  
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Lamoreaux

Ernesto  
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