

## **SUMMARY OF TENTATIVE AGREEMENT**

**WITH** Teamsters Union Local 856 **BARGAINING UNIT**  
**OF THE** West Contra Costa Unified **SCHOOL DISTRICT**

To be acted upon by the Governing Board at its meeting on June 13, 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: 7/1/2018 - 6/30/2019

### **COMPENSATION:**

Proposed percentage increase in proposed agreement: 3%

Current year total cost increase for: **Salaries:** \$1,564,993

**Statutory Benefits:** \$455,037

**Health & Welfare:** \$297,648

### **OTHER PROVISIONS:**

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

The Health & Welfare portion has been negotiated to the new 2018 Kaiser Bay Area rate with 80/20 split for the 2018-19 FY, then at Teamsters Kaiser Rate 90% for duration of the three-year contract.

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

**TOTAL COST OF COMPENSATION INCREASE** \$ 2,317,678

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

Yes ☐ No ☒



10/15/2012

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Certificated Settled Classified Settled

The proposed agreement covers the following period: 7/1/2019 - 6/30/2020

### COMPENSATION:

Proposed percentage increase in proposed agreement: 3%

Current year total cost increase for: Salaries: \$1,611,943

Statutory Benefits: \$468,688

Health & Welfare: \$297,698

### OTHER PROVISIONS:

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

The Health & Welfare portion has been negotiated to the new 2018 Kaiser Bay Area rate with 80/20 split for the 2018-19 FY, then at Teamsters Kaiser Rate 90% for duration of the three-year contract.

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

**TOTAL COST OF COMPENSATION INCREASE** \$ 2,378,329

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

Yes ☐ No ☒



10/15/2012

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### **GENERAL:**

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Certificated Settled Classified Settled

The proposed agreement covers the following period: 7/1/2020 - 6/30/2021

### **COMPENSATION:**

Proposed percentage increase in proposed agreement: 2%

Current year total cost increase for: Salaries: \$1,106,867

Statutory Benefits: \$321,833

Health & Welfare: \$297,698

### **OTHER PROVISIONS:**

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

The Health & Welfare portion has been negotiated to the new 2018 Kaiser Bay Area rate with 80/20 split for the 2018-19 FY, then at Teamsters Kaiser Rate 90% for duration of the three-year contract.

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

**TOTAL COST OF COMPENSATION INCREASE** \$ 1,726,398

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

Yes ☐ No ☒



10/15/2012

**Summary of Tentative Agreement**  
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**SOURCE FUNDING:**

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

Unrestricted General Fund Balance:

Effective July 1, 2018 the district will make a 3% salary increase to salary schedule for Teamsters members.

Effective July 1, 2019 the district will make a 3% salary increase to salary schedule for \$1,611,943+\$468,688

Effective July 1, 2020 the district will make a 2% salary increase to salary schedule for \$1,106,867+\$321,833

Health cost at 2018 Bay Area Kaiser Rate 80%/20% split = \$297,648 for 2018-19 year

Health cost at Teamsters only Kaiser 90% (dental & vision over 20 hours option prorated) = \$297,698

**FISCAL IMPACT IN CURRENT YEAR: Complete attached worksheet**

2018-19 = \$1,564,993 | \$455,037 | \$297,648

2019-20 = \$1,611,943 | \$468,688 | \$297,698

2020-21 = \$1,106,867 | \$321,833 | \$297,698

**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:**

The district has sufficient one-time fund balance and worked on current year cuts. The district will need to make additional cuts in upcoming fiscal years to maintain the ongoing expenses of the three-year bargaining unit contract.

**Declining Enrollment Districts:**



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10/15/2012

### **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 June 13, 2018, took action to approve the proposed agreement.

\_\_\_\_\_  
President, Governing Board

\_\_\_\_\_  
Date



Summary of Tentative Agreements  
WCCUSD and Teamsters 856  
Term July 1, 2018 – June 30, 2021

- Healthcare:
  - For remainder of 2018 calendar year active employees stay in CALPERS Medical and District continues to pay 80% of 2018 Bay Area Kaiser rate.
  - Beginning January 2019 Teamster Unit actives move to Teamsters Kaiser only plan (current non-Kaiser actives grandfathered into non-Kaiser Teamster plans, i.e Anthem PPO or Anthem HMO).
  - Beginning January 1, 2019 District contributes the below amounts toward the Teamster Plan for employees that work a total of 37.5 hours or more per week (calculated at 90% of the 2019 Teamster Kaiser Only rate):
    - EE ONLY \$633
    - PLUS ONE \$1214
    - FAMILY \$1678
    - Reopeners on healthcare in September 2019 for 2020 calendar year healthcare and in September 2020 for 2021 calendar year healthcare
    - Sliding scale prorated District benefit subsidy for employees under 37.5 total hours per week: 20-24.99 total hours = 55%, 25-29.99 total hours = 67% & 30-37.4 total hours = 80%
    - District fully paid vision and dental for 20 total hours a week or more
    - No cash in lieu for employees that work less than 37.5
    - Current and future retirees into Teamster plan with District subsidy based contractual obligations according to age, hire date, retirement date and years of service.
    - Delete obsolete CalPERS language due to transition to Teamsters Health Plan.
    - Pre-Medicare retirees offered the tiered Teamster Select Plan with it's associated rates that includes Kaiser, Anthem HMO and Anthem PPO (not Kaiser only plan and rates). Medicare retirees offered Trust Fund Medicare plans (Kaiser, traditional HMO, PPO). (Proposal 4)
- Notice of layoff increased to sixty (60) days (Proposal 9)
- Sixty (60) day limit on issuance of progressive discipline (Proposal 10)
- Expand bereavement leave to include aunt, uncle, niece, nephew and cousin (Proposal 6)
- Teamsters civic engagement program (DRIVE) with voluntary payroll contributions for members (Proposal 12)
- Clean-up; replace all references to previous employee organization with "Teamsters Local Union No. 856 or Teamsters 856" (Proposal 13)
- Clean-up; If vacation is denied, cash-out is provided (Proposal 8)

- Joint classification/compensation market study for Occupational Therapist **(Proposal 28)**
- Food Service Worker I increase to range 41, Food Service Worker II increase to range 43; new employees have one hundred and eighty (180) days to obtain Food Safe Certification from the date of hire as a permanent. The District and the Union will jointly identify at least two (2) Accredited National Standards Institute approved training courses and one (1) District Adult Education training course, which shall be made available at no cost to the employee. **(Proposal 15)**
- Memorialize the addition of Babysitter and Playground Supervisor classifications as per side letter date November 2017 **(Proposal 16)**
- Payroll Tech increased to range 65, Payroll Lead Tech position, implementation of automated employment/salary verification system **(Proposal 19)**
- Pot Washer Pay differential of five (5%) percent **(Proposal 20)**
- Salary adjustments: Effective 7/1/2018 a three (3%) salary increase to the bargaining unit salary schedule; Effective 7/1/2019 a three (3%) salary increase to the bargaining unit salary schedule; Effective 7/1/2020 a two (2%) salary increase to the bargaining unit salary schedule **(Proposal 21)**
- Side letter regarding apprenticeship program effective Spring of 2018 increase to 5 positions with new criteria and joint panel **(Proposal 25)**
- No employee shall suffer a reduction in pay due to promotion **(Proposal 22)**
- Any employee who works Bus Monitor duties under a Bus Monitor Agreement, shall do so in their regular classification. Employees who are assigned 1:1 may follow their student on the bus as per the Bus Monitor Agreement **(Proposal 18)**
- District will keep all trainings and certifications in personnel files germane to a person and their position which are turned in to the human resources office **(Proposal 23)**
- Parties mutually agree to form a committee of management and bargaining unit members to discuss payroll issues.
- Employees shall have the choice to receive annual compensation in either eleven (11) or twelve (12) payments provided that the election is irrevocable in the same fiscal year and auto renews unless the employee opts-out prior to June 1 for the following year beginning July 1. Benefit deductions for eleven (11) month employees remain on an eleven (11) month schedule. **(Proposal 24)**
- All new employees beginning work on or after July 1, 2018 will be required to set up either Direct Deposit or to contact Payroll for a RapidPay style pre-loaded debit card for their regular and overtime pay. This removes the high frequency of payroll runs due to lost checks, inaccurate mailing addresses, check replacements etc. Unit and the district will also work to continue encouraging active employees receiving paper checks to enroll in direct deposit or pay via pre-loaded debit card.
- Supervisors may not perform unit work if it would otherwise result in extra work/overtime **(Proposal 7)**
- Members who suffered a loss of accrued time off due to Santa Rosa Fires and related air quality in the District on October 12, 2017 and October 13, 2017 shall have actual time taken off credited back to their banks. **(Proposal 2)**

Agreement on May 17, 2018.

For the District

Chad. Munn - Pmtz 5/17/18

\_\_\_\_\_

\_\_\_\_\_

For the Teamsters 856

Steve S. 5/17/18

[Signature] 5/17/18

\_\_\_\_\_



# FISCAL IMPACT IN 2018-19

West Contra Costa USD For Board Agenda 3/21/2018	Preliminary Budget 7/1/2018	Adjustments UTR 4.55% & 2.5% Agreements*	Adjustments SSA 3% Agreements**	Adjustments Teamsters 3% Agreements***	Adjustments WCCAA 3% Agreements****	Preliminary Adopted Budget After Agreements
<b>BEGINNING BALANCE</b>						
<b>REVENUES</b>						
RL Sources (8010 - 8099)	280,700,020					280,700,020
All Other Sources (8100-8799)	14,926,913					14,926,913
<b>TOTAL REVENUES</b>	<b>295,626,933</b>					<b>295,626,933</b>
<b>EXPENDITURES</b>						
1000 - Certificated Salaries	97,456,665	5,770,937			430,830	103,658,432
2000 - Classified Salaries	30,608,737	-	572,504	1,564,993		32,746,234
3000 - Benefits	61,687,326	1,867,484	220,317	752,685	174,435	64,702,247
4000 - Materials/Supplies	4,917,061					4,917,061
5000 - Other Services	28,427,531					28,427,531
6000 - Capital Outlay	243,443					243,443
7000 - Other Outgo	(917,410)					(917,410)
<b>TOTAL EXPENDITURES</b>	<b>222,423,363</b>	<b>7,638,421</b>	<b>792,821</b>	<b>2,317,678</b>	<b>605,265</b>	<b>233,777,538</b>
Other Sources/Transfers In						-
Other Uses/ Transfers Out	(58,309,209)					(58,309,209)
<b>NET INCREASE (DECREASE)</b>	<b>14,894,371</b>					<b>3,540,186</b>
Beginning Fund Balance	19,020,544					19,020,544
<b>ENDING FUND BALANCE</b>	<b>33,914,915</b>					<b>22,560,730</b>
<b>COMPONENTS OF ENDING FUND BALANCE</b>						
Economic Uncertainties	-					-
Revolving Cash	300,000					300,000
Board Designated	424,715					424,715
<b>UNAPPROPRIATED FUND BALANCE</b>	<b>33,190,200</b>					<b>21,836,015</b>

**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 3 year contract

\*\* SSA includes 80/20 split of Health costs through 3 year contract

\*\*\* Teamsters includes split of Health costs through 3 year contract

\*\*\*\* WCCAA includes 80/20 split of Health costs through 3 year contract

# FISCAL IMPACT IN 2019-20

West Contra Costa USD For Board Agenda 3/21/2018	Preliminary Budget 7/1/2019	Adjustments UTR 3% Agreements*	Adjustments SSA 3% Agreements**	Adjustments Teamsters 3% Agreements***	Adjustments WCCAA 3% Agreements****	Preliminary Adopted Budget After Agreements
<b>BEGINNING BALANCE</b>						
<b>REVENUES</b>						
RL Sources (8010 - 8099)	288,347,329					288,347,329
All Other Sources (8100-8799)	5,992,486					5,992,486
<b>TOTAL REVENUES</b>	<b>294,339,815</b>					<b>294,339,815</b>
<b>EXPENDITURES</b>						
1000 - Certificated Salaries	104,628,647	4,367,100			442,705	109,438,452
2000 - Classified Salaries	33,073,697	-	589,678	1,611,943		35,275,318
3000 - Benefits	66,717,644	1,571,359	225,312	766,386	176,940	69,457,641
4000 - Materials/Supplies	5,004,611					5,004,611
5000 - Other Services	29,291,728					29,291,728
6000 - Capital Outlay	243,443					243,443
7000 - Other Outgo	(917,410)					(917,410)
<b>TOTAL EXPENDITURES</b>	<b>238,042,360</b>	<b>5,938,459</b>	<b>814,990</b>	<b>2,378,329</b>	<b>619,645</b>	<b>247,793,783</b>
Other Sources/Transfers In						-
Other Uses/ Transfers Out	(58,405,493)					(58,405,493)
<b>NET INCREASE (DECREASE)</b>	<b>(2,108,038)</b>					<b>(11,859,461)</b>
Beginning Fund Balance	22,560,731					22,560,731
<b>ENDING FUND BALANCE</b>	<b>20,452,693</b>					<b>10,701,270</b>
<b>COMPONENTS OF ENDING FUND BALANCE</b>						
Economic Uncertainties	-					-
Revolving Cash	300,000					300,000
Board Designated	-					-
<b>UNAPPROPRIATED FUND BALANCE</b>	<b>20,152,693</b>					<b>10,401,270</b>

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- \* UTR includes 80/20 split of Health costs through 3 year contract
- \*\* SSA includes 80/20 split of Health costs through 3 year contract
- \*\*\* Teamsters includes split of Health costs through 3 year contract
- \*\*\*\* WCCAA includes 80/20 split of Health costs through 3 year contract

# FISCAL IMPACT IN 2020-21

West Contra Costa USD For Board Agenda 3/21/2018	Preliminary Budget 7/1/2020	Adjustments UTR 2% Agreements*	Adjustments SSA 2% Agreements**	Adjustments Teamsters 2% Agreements***	Adjustments WCCAA 2% Agreements****	Preliminary Adopted Budget After Agreements
<b>BEGINNING BALANCE</b>						
<b>REVENUES</b>						
RL Sources (8010 - 8099)	295,316,545					295,316,545
All Other Sources (8100-8799)	6,106,192					6,106,192
<b>TOTAL REVENUES</b>	<b>301,422,737</b>					<b>301,422,737</b>
<b>EXPENDITURES</b>						
1000 - Certificated Salaries	109,978,385	3,117,808			314,958	113,411,151
2000 - Classified Salaries	35,628,072	-	404,913	1,106,867		37,139,852
3000 - Benefits	70,414,645	1,307,834	171,588	619,531	149,993	72,663,591
4000 - Materials/Supplies	5,151,747					5,151,747
5000 - Other Services	29,291,728					29,291,728
6000 - Capital Outlay	250,600					250,600
7000 - Other Outgo	(917,410)					(917,410)
<b>TOTAL EXPENDITURES</b>	<b>249,797,767</b>	<b>4,425,642</b>	<b>576,501</b>	<b>1,726,398</b>	<b>464,951</b>	<b>256,991,259</b>
Other Sources/Transfers In						-
Other Uses/ Transfers Out	(58,561,924)					(58,561,924)
<b>NET INCREASE (DECREASE)</b>	<b>(6,936,954)</b>					<b>(14,130,446)</b>
Beginning Fund Balance	10,701,270					10,701,270
<b>ENDING FUND BALANCE</b>	<b>3,764,316</b>					<b>(3,429,176)</b>
<b>COMPONENTS OF ENDING FUND BALANCE</b>						
Economic Uncertainties	-					-
Revolving Cash	300,000					300,000
Board Designated	-					-
<b>UNAPPROPRIATED FUND BALANCE</b>	<b>3,464,316</b>					<b>(3,729,176)</b>

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

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\*\*\* Teamsters Includes split of Health costs through 3 year contract

\*\*\*\* WCCAA Includes 80/20 split of Health costs through 3 year contract

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

For BOE 6/13/2018 and AB1200's effective 7/1/2018	Estimated Actuals Budget 2017-18	Projected Budget 2018-19	Projected Budget 2019-20	Projected Budget 2020-21	Projected Budget 2021-22
<b>REVENUES</b>					
LCOFF SOURCES	\$266,413,767	280,700,020	288,347,329	295,316,545	306,277,746
Federal Revenue	-	0	0	0	0
Other State Revenue	\$9,580,378	13,193,077	\$4,258,650	4,372,356	4,499,155
Other Local Revenue	\$1,739,467	\$1,733,836	\$1,733,836	1,733,836	1,733,836
<b>REVENUE TOTALS</b>	<b>277,733,612</b>	<b>295,626,933</b>	<b>\$294,339,815</b>	<b>\$301,422,737</b>	<b>\$312,510,737</b>
<b>EXPENDITURES</b>					
Certificated Salaries	\$95,919,776	103,658,432	109,438,452	113,411,151	114,754,440
Classified Salaries	\$31,676,135	32,746,234	35,275,318	37,139,852	38,618,118
Benefits	\$58,610,939	64,702,247	69,457,641	72,663,591	75,383,785
Books & Supplies	\$5,109,347	4,917,061	5,004,611	5,151,747	5,305,784
Contracts & Services	\$36,489,858	28,427,531	29,291,728	29,291,728	29,291,728
Capital Outlay	\$844,959	243,443	243,443	250,600	258,093
Other Outgo	\$1,250,202	1,367,463	1,367,463	1,367,463	1,367,463
Indirect Support Costs	(\$3,118,732)	(2,284,873)	(2,284,873)	(2,284,873)	(2,284,873)
<b>TOTAL EXPENDITURES</b>	<b>\$226,762,484</b>	<b>233,777,538</b>	<b>247,793,783</b>	<b>256,991,259</b>	<b>262,694,538</b>
<b>Excess (Deficiency) of Revenues over Expenditures</b>	<b>50,971,128</b>	<b>\$61,849,395</b>	<b>\$46,546,032</b>	<b>\$44,431,478</b>	<b>\$49,816,199</b>
<b>OTHER SOURCES &amp; USES</b>					
Transfers Statutory and Other (3 & 1a)	(\$55,054,523)	(58,309,209)	(58,405,493)	(58,561,924)	(58,722,091)
Other Uses (2b)	\$0	\$0	\$0	\$0	\$0
Other Sources (2a)	\$0	\$0	\$0	\$0	\$0
Transfers In	-	-	-	-	-
Transfers Out (1b)	\$26,100,742	-	-	-	-
<b>Total Expenditures &amp; Uses</b>	<b>\$307,917,749</b>	<b>\$292,086,747</b>	<b>306,199,276</b>	<b>\$315,553,183</b>	<b>\$321,418,629</b>
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(30,184,137)</b>	<b>3,540,186</b>	<b>(\$11,859,461)</b>	<b>(\$14,130,446)</b>	<b>(\$8,905,892)</b>
<b>FUND BALANCE, RESERVES</b>					
Beginning Balance	\$49,204,682	\$19,020,544	\$22,560,731	\$10,701,270	(\$3,429,176)
Ending Balance	\$19,020,544	\$22,560,731	\$10,701,270	(\$3,429,176)	(\$12,335,068)
<b>Reserve Amounts:</b>					
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.	\$11,887,028	\$0	\$0	\$0	\$0
	\$0	\$0	\$0	\$0	\$0
ERATE Technology	\$0	\$0	\$0	\$0	\$0
Middle College ADA Audit Reserve	\$424,715	\$424,715	\$0	\$0	\$0
	\$0	\$0	\$0	\$0	\$0.00
One time Estimated Pay Out if negotiated	\$0	\$0	\$0	\$0	\$0
<b>Undesignated Amount</b>	<b>\$18,295,829</b>	<b>\$21,836,016</b>	<b>\$10,401,270</b>	<b>(\$3,729,176)</b>	<b>(\$12,635,068)</b>
<b>Remaining Fund Balance</b>	<b>\$18,295,829</b>	<b>\$21,836,016</b>	<b>\$10,401,270</b>	<b>(\$3,729,176)</b>	<b>(\$12,635,068)</b>