

Sonoma County Office of Education

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	West Sonoma County Union High School District
Name of Bargaining Unit:	West County Teachers Association
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2018
 (date) (date)

The Governing Board will act upon this agreement on: May 10, 2017
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY 16 - 17	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		FY 16 - 17	FY 17 - 18	FY 18 - 19
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 7,859,062	\$ 78,591	\$ 158,754	\$ 160,341
		1.00%	2.00%	1.98%
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ 102,255	\$ -
Description of other compensation			2 additional calendar days for 2017-18 only	
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,328,216	\$ 13,282	\$ 25,893	\$ 29,118
		1.00%	1.93%	2.13%
4 Health/Welfare Plans	\$ -	\$ -	\$ -	\$ -
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 9,187,278	\$ 91,873	\$ 286,902	\$ 189,459
		1.00%	3.09%	1.98%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 119,752	\$ 120,950	\$ 122,159	\$ 122,159
7 Total Number of Represented Employees (Use FTEs if appropriate)	124.00			
8 Total Compensation Average Cost per Employee	\$ 74,091	\$ 741	\$ 2,314	\$ 1,528
		1.00%	3.09%	1.98%

West Sonoma County Union High School District

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"?

The Tentative Agreement is for 1% effective July 1, 2016 and an additional 1% July 1, 2017. Two additional days on the calendar for 2017-18 only

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. (If more room is necessary, please attach an additional sheet.)

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

If yes, please describe the cap amount.

For members hired before 7/1/15, 90% of any CVT plan. For members hired after 7/1/15, the district contributes \$19,500 annually

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None

- C. 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 (i.e., counselors, librarians, custodial staff, etc.)

The district is reducing FTE for declining enrollment and additional sections.

West Sonoma County Union High School District

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

An additional .48% salary increase to the salary schedule will be added retroactive to July 1, 2017 contingent upon the following: 1) LCFF funding status to the district in 2017-18 exceeds 96% (District is currently projecting such funding according to the Department of Finance at 96%; or 2) Cost of Living Adjustment of 1.48% or higher

E. Will this agreement create or increase 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.

In the current year the agreement will be an offset to expenditures that have been budgeted, but will not be made. In the subsequent year 17-18, it will increase deficit spending which will be covered by reserves. In the second subsequent year, 18-19 the deficit spending will be covered by expenditure reductions.

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

NA

G. Source of Funding for Proposed Agreement:

1. Current Year

Fund Balance - in the current year all budgeted amounts will not be spent.

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)?

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.)

Fund Balance and a change in the number of sections allocated in future years.

West Sonoma County Union High School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit:

West County Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/15/17)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 17,575,948	\$ -	\$ 36,110	\$ 17,612,058
Remaining Revenues (8100-8799)	\$ 1,515,263	\$ -	\$ 450,661	\$ 1,965,924
TOTAL REVENUES	\$ 19,091,211	\$ -	\$ 486,771	\$ 19,577,982
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 7,054,108	\$ 55,910	\$ -	\$ 7,110,018
Classified Salaries (2000-2999)	\$ 1,747,832	\$ -	\$ -	\$ 1,747,832
Employee Benefits (3000-3999)	\$ 4,659,544	\$ 9,333	\$ (50,000)	\$ 4,618,877
Books and Supplies (4000-4999)	\$ 796,901	\$ -	\$ (13,432)	\$ 783,469
Services, Other Operating Expenses (5000-5999)	\$ 2,612,606	\$ -	\$ 73,933	\$ 2,686,539
Capital Outlay (6000-6599)	\$ -	\$ -	\$ 222,500	\$ 222,500
Other Outgo (7100-7299) (7400-7499)	\$ 120,000	\$ -	\$ -	\$ 120,000
Direct Support/Indirect Cost (7300-7399)	\$ (129,180)	\$ -	\$ -	\$ (129,180)
Other Adjustments				
TOTAL EXPENDITURES	\$ 16,861,811	\$ 65,243	\$ 233,001	\$ 17,160,055
OPERATING SURPLUS/(DEFICIT)	\$ 2,229,400	\$ (65,243)	\$ 253,770	\$ 2,417,927
Transfers In and Other Sources (8910-8979)	\$ (86,067)	\$ -	\$ (60,000)	\$ (146,067)
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (3,219,816)	\$ -	\$ -	\$ (3,219,816)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,076,483)	\$ *	\$ 193,770	\$ (947,957)
BEGINNING BALANCE	\$ 2,982,009			\$ 2,982,009
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,905,526	\$ (65,243)	\$ 193,770	\$ 2,034,052
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 6,850	\$ -	\$ -	\$ 6,850
Reserved for Economic Uncertainties (9770)	\$ 771,958	\$ -	\$ -	\$ 771,958
Designated Amounts (9775-9780)	\$ 713,500	\$ -	\$ (60,000)	\$ 653,500
Unappropriated Amount (9790)	\$ 413,218	\$ (65,243)	\$ 253,770	\$ 601,744

* Please see question on page 7.

West Sonoma County Union High School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit:

West County Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of _3/15/17)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 301,240	\$ -	\$ -	\$ 301,240
Remaining Revenues (8100-8799)	\$ 5,066,069	\$ -	\$ -	\$ 5,066,069
TOTAL REVENUES	\$ 5,367,309	\$ -	\$ -	\$ 5,367,309
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 2,319,133	\$ 22,680	\$ -	\$ 2,341,813
Classified Salaries (2000-2999)	\$ 1,014,261	\$ -	\$ -	\$ 1,014,261
Employee Benefits (3000-3999)	\$ 2,317,522	\$ 3,949	\$ -	\$ 2,321,472
Books and Supplies (4000-4999)	\$ 339,161	\$ -	\$ -	\$ 339,161
Services, Other Operating Expenses (5000-5999)	\$ 2,664,807	\$ -	\$ -	\$ 2,664,807
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 129,180	\$ -	\$ -	\$ 129,180
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 8,784,064	\$ 26,630	\$ -	\$ 8,810,694
OPERATING SURPLUS (DEFICIT)	\$ (3,416,755)	\$ (26,630)	\$ -	\$ (3,443,385)
Transfers In and Other Sources (8910-8979)	\$ 65,000	\$ -	\$ -	\$ 65,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 3,219,816	\$ -	\$ -	\$ 3,219,816
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (131,939)	\$ (26,630)	\$ -	\$ (158,568)
BEGINNING BALANCE	\$ 1,079,914			\$ 1,079,914
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 947,975	\$ (26,630)	\$ -	\$ 921,346
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ 947,975	\$ (26,630)	\$ -	\$ 921,345
Unappropriated Amount (9790)	\$ 0	\$ 0	\$ -	\$ 1

* Please see question on page 7.

West Sonoma County Union High School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Combined General Fund West County Teachers Association			
	Column 1	Column 2	Column 3	Column 4	
	Latest Board- Approved Budget Before Settlement (As of _3/15/17)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)	
REVENUES					
Revenue Limit Sources (8010-8099)	\$ 17,877,188	\$ -	\$ 36,110	\$ 17,913,298	
Remaining Revenues (8100-8799)	\$ 6,581,332	\$ -	\$ 450,661	\$ 7,031,993	
TOTAL REVENUES	\$ 24,458,520	\$ -	\$ 486,771	\$ 24,945,291	
EXPENDITURES					
Certificated Salaries (1000-1999)	\$ 9,373,241	\$ 78,591	\$ -	\$ 9,451,832	
Classified Salaries (2000-2999)	\$ 2,762,093	\$ -	\$ -	\$ 2,762,093	
Employee Benefits (3000-3999)	\$ 6,977,066	\$ 13,282	\$ (50,000)	\$ 6,940,348	
Books and Supplies (4000-4999)	\$ 1,136,062	\$ -	\$ (13,432)	\$ 1,122,630	
Services, Other Operating Expenses (5000-5999)	\$ 5,277,413	\$ -	\$ 73,933	\$ 5,351,346	
Capital Outlay (6000-6599)	\$ -	\$ -	\$ 222,500	\$ 222,500	
Other Outgo (7100-7299) (7400-7499)	\$ 249,180	\$ -	\$ -	\$ 249,180	
Direct Support/Indirect Cost (7300-7399)	\$ (129,180)	\$ -	\$ -	\$ (129,180)	
Other Adjustments					
TOTAL EXPENDITURES	\$ 25,645,875	\$ 91,873	\$ 233,001	\$ 25,970,749	
OPERATING SURPLUS (DEFICIT)	\$ (1,187,355)	\$ (91,873)	\$ 253,770	\$ (1,025,458)	
Transfer In and Other Sources (8910-8979)	\$ (21,067)	\$ -	\$ (60,000)	\$ (81,067)	
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -	
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,208,422)	\$ * (91,873)	\$ 193,770	\$ (1,106,525)	
BEGINNING BALANCE	\$ 4,061,923			\$ 4,061,923	
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -	
CURRENT-YEAR ENDING BALANCE	\$ 2,853,501	\$ (91,873)	\$ 193,770	\$ 2,955,398	
COMPONENTS OF ENDING BALANCE:					
Reserved Amounts (9711-9740)	\$ 6,850	\$ -	\$ -	\$ 6,850	
Reserved for Economic Uncertainties (9770)	\$ 771,958	\$ -		\$ 771,958	
Designated Amounts (9775-9780)	\$ 1,661,475	\$ (26,630)	\$ (60,000)	\$ 1,574,845	
Unappropriated Amount - Unrestricted (9790)	\$ 413,218	\$ (65,243)	\$ 253,770	\$ 601,744	
Unappropriated Amount - Restricted (9790)	\$ 0	\$ 0	\$ -	\$ 1	
Reserve for Economic Uncertainties Percentage	4.62%			5.29%	

* Please see question on page 7.

West Sonoma County Union High School District

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit: West County Teachers Association

	Current Year	Year 2	Year 3
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 17,913,298	\$ 17,671,942	\$ 17,665,994
Remaining Revenues (8100-8799)	\$ 7,031,993	\$ 6,178,540	\$ 6,195,045
TOTAL REVENUES	\$ 24,945,291	\$ 23,850,482	\$ 23,861,039
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 9,451,832	\$ 9,277,144	\$ 8,610,838
Classified Salaries (2000-2999)	\$ 2,762,093	\$ 2,730,785	\$ 2,758,093
Employee Benefits (3000-3999)	\$ 6,940,348	\$ 7,323,180	\$ 7,866,000
Books and Supplies (4000-4999)	\$ 1,122,630	\$ 917,149	\$ 922,897
Services, Other Operating Expenses (5000-5999)	\$ 5,351,346	\$ 4,730,000	\$ 4,785,461
Capital Outlay (6000-6999)	\$ 222,500	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 249,180	\$ 249,180	\$ 249,180
Direct Support/Indirect Cost (7300-7399)	\$ (129,180)	\$ (129,180)	\$ (129,180)
Other Adjustments		\$ -	\$ (675,000)
TOTAL EXPENDITURES	\$ 25,970,749	\$ 25,098,258	\$ 24,388,289
OPERATING SURPLUS (DEFICIT)	\$ (1,025,458)	\$ (1,247,776)	\$ (527,250)
Transfers In and Other Sources (8910-8979)	\$ (81,067)	\$ 65,000	\$ 65,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ 86,067	\$ 86,607
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,106,525)	\$ (1,268,843)	\$ (548,857)
BEGINNING BALANCE	\$ 4,061,923	\$ 2,955,398	\$ 1,686,555
CURRENT-YEAR ENDING BALANCE	\$ 2,955,398	\$ 1,686,555	\$ 1,137,698
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 6,850	\$ -	\$ -
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 771,958	\$ 757,480	\$ 736,197
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ 653,500	\$ 286,924	\$ 240,187
Board Designated Amounts - Restricted (9775-9780)	\$ 921,345	\$ 642,151	\$ 161,314
Unappropriated Amounts - Unrestricted (9790)	\$ 601,744	\$ -	\$ -
Unappropriated Amounts - Restricted (9790)	\$ 1	\$ 0	\$ 0

Certificated
17-18 Includes a decrease of 4.8 |
18-19 Includes a decrease of 9 FT

WARNING: 9790 entries must be positive

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		Current Year	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 25,970,749	\$ 25,184,325	\$ 24,474,896
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	3.00%	3.00%	3.00%
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)	\$ 779,122	\$ 755,530	\$ 734,247

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 771,958	\$ 757,480	\$ 736,197
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 601,744	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 1,373,702	\$ 757,480	\$ 736,197
f.	Reserve for Economic Uncertainties Percentage	5.29%	3.01%	3.01%

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

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

The District will evaluate expenditure reductions and reserve designations in 17-18 to eliminate negative unappropriated amounts in 18-19

West Sonoma County Union High School District

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or both of the signatures should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the West Sonoma County Union High School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from 7/1/16 to 6/30/18.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

	Budget Adjustment Increase/(Decrease)
Revenues/Other Financing Sources	\$ 486,771
Expenditures/Other Financing Uses	\$ 264,874
Ending Balance(s) Increase (Decrease)	\$ 221,897

Subsequent Years

Budget Adjustment Categories:

	Budget Adjustment Increase/(Decrease)
Revenues/Other Financing Sources	\$0.00
Expenditures/Other Financing Uses	\$286,902
Ending Balance(s) Increase (Decrease)	\$ (286,902)

Budget Revisions

If the district does not adopt all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

**District Superintendent
 (Signature)**

Date

I hereby certify I am unable to certify

**Chief Business Official
 (Signature)**

Date

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

West Sonoma County Union High School District

Assumptions

The assumptions upon which this certification is made are as follows:

Certificated

17-18 = 9230306 from 3rd Int MYP, less \$233,106 in estimated reductions for 1.8 FTE non-replacement above assumptions X 1.02 salary increase over 2 years + 100,000 for two days

18-19 = 9142609 from 3rd interim MYP, less 233,106 repeated, and 467,505 for 6 addtl non-replacements above assumptions, x 1.02 for increase approved in 16-17

The District will evaluate expenditure reductions and reserve designations in 17-18 to eliminate negative unappropriated amounts in 18-19

The District is offering a PARS Incentive program in 16-17. There are 6 staff members retiring in 2016-17, 4.8 FTE will not be replaced. There are 14 staff members retiring in 2017-18, 6 FTE will not be replaced.

The current assumptions for staff replacement salaries are very conservative. When the actual replacements are employed, the budget will be adjusted.

Concerns regarding affordability of agreement in subsequent years (if any):

M. 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 Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (or Designee)
(Signature)

Date

Denise Calvert
Contact Person

824-6415
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on _____ May 10, 2017 _____, took action to approve the proposed Agreement with the West County Teachers Association Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Tentative Agreement between the district and the West County Teachers Association

Article 3.1

-a. A salary increase of 1% will be applied to the Certificated Salary Schedule Appendix A-1, and a related increase applied to the Extra Curricular Payment Appendix B, implemented for 2016-2017 retroactive to July 1, 2016 and paid on the June 30, 2017 scheduled payroll.

b. A salary increase of 1% will be applied to the Certificated Salary Schedule Appendix A-1, and a related increase applied to the Extra Curricular Payment Appendix B, implemented for 2017-2018.

c. An additional 0.48% increase to the salary schedule will be added retroactive to July 1, 2017 contingent on any of the following:

- LCFF Funding status to the District in 2017-2018 exceeds 96% (District is currently projecting such funding according to the Department of Finance at 96%); or
- Cost of Living Adjustment of 1.48% or higher

Article 4.41

•For 2017-2018, the work year for regular full-time unit members shall be 186 days total; with 180 days of instruction, (2) Staff development days, (2) professional development days and (2) teacher work days. See Appendix D for current calendar.

WCTA

Betsy Amirkhan



William Olzman



Date

3/29/17

District

Steven Kellner



Date

3/29/17