EXHIBIT H
F.1. Public Hearing and Approval of Agreement with United Teachers of Richmond (UTR) / AB1200 Public Disclosure of Collective Bargaining Agreement with UTR-Appropriation of Supplemental Concentration Reserves

Speaker:
Ken Whittemore, Assistant Superintendent Human Resources

Comments:
District and United Teachers of Richmond (UTR) have reached tentative agreement through collective bargaining on contract proposals which were sunshined for 2015-2018. A copy of the Tentative Agreement is attached to this precis. UTR voting concludes September 14, 2015 on the agreement and will be presented to the Board of Education for ratification, if UTR ratifies.

School districts are required to publicly disclose the provisions of all collective bargaining agreements before they ratify an agreement. This ensures that the public is aware of the details associated with a tentative collective bargaining agreement before it becomes binding on the district. A summary of the financial implications associated with the agreement will be presented at the Board meeting. This summary has been provided to the County Office of Education.

Included in this agreement is the expenditure of $4.3 million of supplemental and concentration monies. These dollars meet the DLCAP committee goals of attracting and retaining high quality teachers. As part of the LCAP process the committee made the recommendation to improve salaries to as a way to attract and retain personnel. Through this action the board is appropriating the $4.3 million from reserves into expenditures to support the re-benching of salary schedules for teachers. The re-benched schedules target increases in the schedule designed to recruit and retain high quality teachers.

The Human Resources Department will track recruitment and retention rates to ensure improvement in both of these areas. The data will be reported to the board and public annually.

The Board will receive public comment on the proposed contract changes before the Board votes to ratify the Agreement.

We want to take this occasion to thank the representatives of UTR for their time and effort in reaching this accord.

Requested Motion:
Recommend that the Board of Education ratify the Tentative Agreement between the West Contra Costa Unified School District and the United Teachers of Richmond.

Financial Impact:
FY 2015-16: $5,578,202 /FY 2016-17: $5,456,391

Minutes:
This item was tabled to a later meeting.

Attachments:

AB 1200 Agreement