

**Orange County Department of Education
District Fiscal Services**

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

Westminster Elementary School District - California School Employees

School District - Bargaining Unit: Association, Chapter 34 (CSEA)

Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2024 and ending: June 30, 2026
(date) (date)

The Governing Board will act upon this agreement on: July 31, 2025
(date)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
1 Salary Schedule Increase (Decrease)	\$ 23,708,800.00	\$ 253,961 1.07%	 0.00%	\$ - 0.00%
2 Step and Column Increase (Decrease) Due to movement plus	\$ -	\$ - 0.00%	\$ - 0.00%	\$ - 0.00%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.) Description of other compensation			\$ - 0.00%	\$ - 0.00%
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 8,722,065	\$ 90,452 1.04%	 0.00%	\$ - 0.00%
5 Health/Welfare Plans	\$ -	\$ 204,600 0.00%	 0.00%	 0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 32,430,865.00	\$ 549,013.00	\$ -	\$ -
7 Total Number of Represented Employees	485.00	485		0
8 Total Compensation Average Cost per Employee	\$ 66,868	\$ 1,132 1.69%	\$ - 0.00%	\$ - 0.00%

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"?

CSEA and the District have agreed to a 1% on salary schedule increase and a 2% off salary schedule payment. This agreement will be retro active to July 1, 2024.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

11. Please include comments and explanations as necessary.

District will accrue the 2024-25 1% on salary schedule increase and the 2% off salary schedule payment in the 2024-25 school year. The 1% on salary increase accrual will have an 2024-25 impact on Unrestricted Sources \$104,569 salary charges and \$35,794 of benefit charges for a total of \$140,363. The 1% on salary increase accruals to Restricted Sources impact for 2024-25 is \$159,701 salary charges and \$56,057 of benefit charges for a total of \$215,758. The 2% off salary accrual 2024-25 impact will be Unrestricted Sources \$205,625 salary charges and \$20,377 benefit charges for a total of \$226,002. The 2% off salary accrual 2024-25 impact will be Restricted Sources \$272,573 salary charges and \$27,012 benefit charges for a total of \$299,585.

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

If yes, please describe the cap amount.

Increase District contribution by \$620,000 for the October 2025 plan year (2025-2026 school year). 4-Tier System: Employee Only, Employee + Spouse, Employee +Child/Children, Family

- B. Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

- C. What are the specific impacts 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.)

- D. What contingency language is included in the proposed agreement?** Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.
- E. Will this agreement create, increase or decrease 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.

Increase to deficit spending in current and subsequent years.

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

G. Source of Funding for Proposed Agreement

1. Current Year

The current year expenditures will come for General Fund (Unrestricted, Restricted) and Child Development Fund.

- 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)?**

Ongoing years are funded through LCFF revenue.

- 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.)**

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

Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (Adopted Budget)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 108,274,201			\$ 108,274,201
Remaining Revenues (8100-8799)	\$ 5,451,149			\$ 5,451,149
TOTAL REVENUES	\$ 113,725,350	\$ -	\$ -	\$ 113,725,350
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 47,694,298			\$ 47,694,298
Classified Salaries (2000-2999)	\$ 13,697,277	\$ 104,557		\$ 13,801,834
Employee Benefits (3000-3999)	\$ 23,346,254	\$ 38,466		\$ 23,384,720
Books and Supplies (4000-4999)	\$ 2,900,479			\$ 2,900,479
Services, Other Operating Expenses (5000-5999)	\$ 10,408,482			\$ 10,408,482
Capital Outlay (6000-6599)	\$ 577,156			\$ 577,156
Other Outgo (7100-7299) (7400-7499)	\$ 270,000			\$ 270,000
Direct Support/Indirect Cost (7300-7399)	\$ (4,367,879)			\$ (4,367,879)
Other Adjustments				
TOTAL EXPENDITURES	\$ 94,526,067	\$ 143,023	\$ -	\$ 94,669,090
OPERATING SURPLUS (DEFICIT)	\$ 19,199,283	\$ (143,023)	\$ -	\$ 19,056,260
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 200,000			\$ 200,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -			\$ -
CONTRIBUTIONS (8980-8999)	\$ (25,581,297)			\$ (25,581,297)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,182,014)	\$ (143,023)	\$ -	\$ (6,325,037)
BEGINNING BALANCE	\$ 50,554,890			\$ 50,554,890
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 44,372,876	\$ (143,023)	\$ -	\$ 44,229,853
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000			\$ 120,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ 11,835,674			\$ 11,835,674
Other Assignments (9780)	\$ 14,276,700			\$ 14,276,700
Reserve for Economic Uncertainties (9789)	\$ 12,016,346	\$ 24,109		\$ 12,040,455
Unassigned/Unappropriated (9790)	\$ 6,124,156	\$ (167,132)		\$ 5,957,024

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: CSEA

	Column 1 Latest Board- Approved Budget Before Settlement (Adopted Budget)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ -			\$ -
Remaining Revenues (8100-8799)	\$ 42,675,131			\$ 42,675,131
TOTAL REVENUES	\$ 42,675,131	\$ -	\$ -	\$ 42,675,131
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 20,056,532			\$ 20,056,532
Classified Salaries (2000-2999)	\$ 11,909,646	\$ 147,226		\$ 12,056,872
Employee Benefits (3000-3999)	\$ 19,357,863	\$ 54,164		\$ 19,412,027
Books and Supplies (4000-4999)	\$ 2,987,674			\$ 2,987,674
Services, Other Operating Expenses (5000-5999)	\$ 16,386,086			\$ 16,386,086
Capital Outlay (6000-6599)	\$ 1,441,928			\$ 1,441,928
Other Outgo (7100-7299) (7400-7499)	\$ 1,063,678			\$ 1,063,678
Direct Support/Indirect Cost (7300-7399)	\$ 3,438,728			\$ 3,438,728
Other Adjustments				
TOTAL EXPENDITURES	\$ 76,642,135	\$ 201,390	\$ -	\$ 76,843,525
OPERATING SURPLUS (DEFICIT)	\$ (33,967,004)	\$ (201,390)	\$ -	\$ (34,168,394)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872			\$ 493,872
CONTRIBUTIONS (8980-8999)	\$ 25,581,297			\$ 25,581,297
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (8,879,579)	\$ (201,390)	\$ -	\$ (9,080,969)
BEGINNING BALANCE	\$ 19,837,423			\$ 19,837,423
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 10,957,844	\$ (201,390)	\$ -	\$ 10,756,454
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ -			\$ -
Restricted Reserves (9740)	\$ 11,618,495	\$ (201,390)		\$ 11,417,105
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Other Assignments (9780)	\$ -			\$ -
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unassigned/Unappropriated (9790)	\$ (660,651)			\$ (660,651)

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (Adopted Budget)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 108,274,201	\$ -	\$ -	\$ 108,274,201
Remaining Revenues (8100-8799)	\$ 48,126,280	\$ -	\$ -	\$ 48,126,280
TOTAL REVENUES	\$ 156,400,481	\$ -	\$ -	\$ 156,400,481
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 67,750,830	\$ -	\$ -	\$ 67,750,830
Classified Salaries (2000-2999)	\$ 25,606,923	\$ 251,783	\$ -	\$ 25,858,706
Employee Benefits (3000-3999)	\$ 42,704,117	\$ 92,630	\$ -	\$ 42,796,747
Books and Supplies (4000-4999)	\$ 5,888,153	\$ -	\$ -	\$ 5,888,153
Services, Other Operating Expenses (5000-5999)	\$ 26,794,568	\$ -	\$ -	\$ 26,794,568
Capital Outlay (6000-6599)	\$ 2,019,084	\$ -	\$ -	\$ 2,019,084
Other Outgo (7100-7299) (7400-7499)	\$ 1,333,678	\$ -	\$ -	\$ 1,333,678
Direct Support/Indirect Cost (7300-7399)	\$ (929,151)	\$ -	\$ -	\$ (929,151)
Other Adjustments				
TOTAL EXPENDITURES	\$ 171,168,202	\$ 344,413	\$ -	\$ 171,512,615
OPERATING SURPLUS (DEFICIT)	\$ (14,767,721)	\$ (344,413)	\$ -	\$ (15,112,134)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 200,000	\$ -	\$ -	\$ 200,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872	\$ -	\$ -	\$ 493,872
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (15,061,593)	\$ (344,413)	\$ -	\$ (15,406,006)
BEGINNING BALANCE	\$ 70,392,313			\$ 70,392,313
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 55,330,720	\$ (344,413)	\$ -	\$ 54,986,307
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ -	\$ -	\$ 120,000
Restricted Reserves (9740)	\$ 11,618,495	\$ (201,390)	\$ -	\$ 11,417,105
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ 11,835,674	\$ -	\$ -	\$ 11,835,674
Other Assignments (9780)	\$ 14,276,700	\$ -	\$ -	\$ 14,276,700
Reserve for Economic Uncertainties (9789)	\$ 12,016,346	\$ 24,109	\$ -	\$ 12,040,455
Unassigned/Unappropriated (9790)	\$ 5,463,505	\$ (167,132)	\$ -	\$ 5,296,373

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: CSEA

	2025-26	2026-27	2027-28
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Local Control Funding Formula Sources (8010-8099)	\$ 108,274,201	\$ 110,261,118	\$ 112,294,308
Remaining Revenues (8100-8799)	\$ 48,126,280	\$ 48,048,271	\$ 47,791,929
TOTAL REVENUES	\$ 156,400,481	\$ 158,309,389	\$ 160,086,237
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 67,750,830	\$ 65,447,434	\$ 66,200,441
Classified Salaries (2000-2999)	\$ 25,858,706	\$ 26,111,022	\$ 26,358,292
Employee Benefits (3000-3999)	\$ 42,796,747	\$ 41,539,317	\$ 41,812,869
Books and Supplies (4000-4999)	\$ 5,888,153	\$ 4,445,980	\$ 4,445,980
Services, Other Operating Expenses (5000-5999)	\$ 26,794,568	\$ 21,737,797	\$ 21,794,424
Capital Outlay (6000-6999)	\$ 2,019,084	\$ 1,131,488	\$ 1,131,488
Other Outgo (7100-7299) (7400-7499)	\$ 1,333,678	\$ 1,333,678	\$ 1,333,678
Direct Support/Indirect Cost (7300-7399)	\$ (929,151)	\$ (929,151)	\$ (929,151)
Other Adjustments			
TOTAL EXPENDITURES	\$ 171,512,615	\$ 160,817,565	\$ 162,148,021
OPERATING SURPLUS (DEFICIT)	\$ (15,112,134)	\$ (2,508,176)	\$ (2,061,784)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 200,000	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872	\$ 493,872	\$ 493,872
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (15,406,006)	\$ (3,002,048)	\$ (2,555,656)
BEGINNING BALANCE	\$ 70,392,313	\$ 54,986,307	\$ 51,984,259
CURRENT-YEAR ENDING BALANCE	\$ 54,986,307	\$ 51,984,259	\$ 49,428,603
COMPONENTS OF ENDING BALANCE:			
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ 120,000	\$ 120,000
Restricted Reserves (9740)	\$ 11,417,105	\$ 11,731,648	\$ 12,127,859
Stabilization Arrangements (9750)	\$ -		
Other Commitments (9760)	\$ 11,835,674	\$ 12,571,348	\$ 12,571,348
Other Assignments (9780)	\$ 14,276,700	\$ 10,855,731	\$ 9,356,780
Reserve for Economic Uncertainties (9789)	\$ 12,040,455	\$ 11,291,801	\$ 11,384,933
Unassigned/Unappropriated (9790)	\$ 5,296,373	\$ 5,413,731	\$ 3,867,683

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 172,006,487	\$ 161,311,437	\$ 162,641,893
b.	State Standard Minimum Reserve Percentage for this District <u>enter</u> 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	\$ 5,160,195	\$ 4,839,343	\$ 4,879,257

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 12,040,455	\$ 11,291,801	\$ 11,384,933
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 5,296,373	\$ 5,413,731	\$ 3,867,683
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
g.	Total Available Reserves	\$ 17,336,828	\$ 16,705,532	\$ 15,252,616
h.	Reserve for Economic Uncertainties Percentage	7.00%	7.00%	7.00%

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

2025-26	Yes	☒	No	☐
2026-27	Yes	☒	No	☐
2027-28	Yes	☒	No	☐

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

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanations of Page 4 as necessary:

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

The disclosure document must be signed by the District Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the Westminster School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employee Association, Chapter 34 (CSEA) during the term of the agreement from July 1, 2024 to June 30, 2026.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

Budget Adjustment Categories:	Budget Adjustment Increase (Decrease)
Revenues/Other Financing Sources	
Expenditures/Other Financing Uses	344,413.00
Ending Balance Increase (Decrease)	(344,413.00)

N/A ____ (No budget revisions necessary)



District Superintendent
(Signature)

7/23/2025

Date



Chief Business Officer
(Signature)

7/23/2025

Date

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

District Superintendent (or Designee)
(Signature)

7/31/2025

Date

President or Clerk of Governing Board
(Signature)

7/31/2025

Date

Brett Heinbuch, Executive Director, Business Services

Contact Person

714-894-7311 x1014

Phone