

WESTMINSTER SCHOOL DISTRICT



**Public Disclosure of
Collective Bargaining
Agreement In Accordance
with AB1200
May 28, 2026**

**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 School District - WTA, CSEA Chapter 34, Management/Confidential

School District - Bargaining Unit:

Certificated, Classified, Other: Certificated, Classified, Management, Confidential

The proposed agreement covers the period beginning: July 1, 2025 and ending: June 30, 2026
(date) (date)

The Governing Board will act upon this agreement on: May 28, 2026
(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)	\$ 93,391,560.00	\$ 2,429,634	\$ 337,500	\$ -
			2.60%	0.36%	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		\$ 2,314,897	\$ -	\$ -
			0.00%	0.00%	0.00%
			\$ -	\$ -	\$ -
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 24,937,464.00	\$ 1,117,489	\$ 21,147	\$ -
			4.48%	0.08%	0.00%
5	Health/Welfare Plans	\$ -	\$ -	\$ 740,000	\$ -
			0.00%	0.00%	0.00%
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 118,329,024.00	\$ 5,862,020	\$ 1,098,647	\$ -
7	Total Number of Represented Employees	1,265.13	1,265.13	0	0
8	Total Compensation Average Cost per Employee	\$ 93,531	\$ 4,634	\$ -	\$ -
			4.95%	0.00%	0.00%

**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 - Westminster Teachers Association

School District - Bargaining Unit: (WTA)

Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2025 and ending: June 30, 2026
(date) (date)

The Governing Board will act upon this agreement on: May 28, 2026

(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)	\$ 59,385,755.00	\$ 1,525,559	\$ 228,690	\$ -
		2.57%	0.39%	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		\$ 1,444,028	\$ -	\$ -
		0.00%	0.00%	0.00%
		\$ -	\$ -	\$ -
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 13,894,229.00	\$ 693,904	\$ 9,758	\$ -
		4.99%	0.07%	0.00%
5 Health/Welfare Plans	\$ -	\$ -	\$ 418,684	\$ -
		0.00%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 73,279,984.00	\$ 3,663,491	\$ 657,132	\$ -
7 Total Number of Represented Employees	488.13	488.13	0	0
8 Total Compensation Average Cost per Employee	\$ 150,124	\$ 7,505	\$ -	\$ -
		5.00%	0.00%	0.00%

**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, 2025 and ending: June 30, 2026
(date) (date)

The Governing Board will act upon this agreement on: May 28, 2026
(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)	\$ 24,555,478.00	\$ 652,311	\$ 108,810	\$ -
		2.66%	0.44%	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.)	\$ -	\$ 634,903		\$ -
		0.00%	0.00%	0.00%
Description of other compensation: 2025-26: 2% off salary schedule		\$ -	\$ -	\$ -
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 9,052,868	\$ 309,617	\$ 11,389	\$ -
		3.42%	0.13%	0.00%
5 Health/Welfare Plans	\$ -	\$ -	\$ 269,711	\$ -
		0.00%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 33,608,346.07	\$ 1,596,831	\$ 389,910	\$ -
7 Total Number of Represented Employees	714.00	714	0	0
8 Total Compensation Average Cost per Employee	\$ 47,071	\$ 2,236	\$ -	\$ -
		4.75%	0.00%	0.00%

**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 School District - Management and Confidential

School District - Bargaining Unit:

Certificated, Classified, Other: Certificated and Classified

The proposed agreement covers the period beginning: _____ and ending: _____
(date) (date)

The Governing Board will act upon this agreement on: _____
(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)	\$ 9,450,327.00	\$ 251,764	\$ -	\$ -
			2.66%	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.)	\$ -	\$ 235,966	\$ -	\$ -
			0.00%	0.00%	0.00%
	Description of other compensation		\$ -	\$ -	\$ -
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 1,990,367	\$ 113,968	\$ -	\$ -
			5.73%	0.00%	0.00%
5	Health/Welfare Plans	\$ -	\$ -	\$ 51,605	\$ -
			0.00%	0.00%	0.00%
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 11,440,694.00	\$ 601,698	\$ 51,605	\$ -
7	Total Number of Represented Employees	63.00	63	0	0
8	Total Compensation Average Cost per Employee	\$ 181,598	\$ 9,551	\$ -	\$ -
			5.26%	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"?

District and WTA, CSEA, and MGMT/CONF have agreed to 2.6% on salary schedule increase for the 2025-2026 school year, retroactive to July 1, 2025. District and WTA have agreed to 2.5% one time, off schedule increase for the 2025-2026 school year, retroactive to July 1, 2025.

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

Yes

11. Please include comments and explanations as necessary.

Nurse Salary schedule added with no cost implications. Nurse Stipend from stipend table added to salary schedule.

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

If yes, please describe the cap amount.

4 Tier Cap. Increase district contribution by \$740,000 for the October 2026 plan year (2026-2027 school year).

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

WTA-Article 9 Class Size- MOU. Extend MOU for class size (K-2 staffed at 26:1 from 28:1), which is set to expire at the conclusion of the 2027-2028 school year, will be extended for 2028-2029 with the addition of Grade 3, beginning in 2028-29. In addition, all WTA and CSEA eligible employees will receive a one-time stipend of \$300 to complete policy acceptance in 2026-27.

- 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.
- In addition to salaries and benefits and three re-openers, the District and WTA also agreed to an annual reopener on Article 9: Class Size to take place until the desired goal is achieved.

- 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. Initial estimates suggest approximately \$2.5 million in adjustments beginning in 2027-28, with additional actions likely needed depending on State funding.

- 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

General Fund (Unrestricted, Restricted), Child Development Fund & Cafeteria 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: WTA, CSEA Chapter 34, Management/Confidential

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement Second Interim	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 109,590,582			\$ 109,590,582
Remaining Revenues (8100-8799)	\$ 5,435,042			\$ 5,435,042
TOTAL REVENUES	\$ 115,025,624	\$ -	\$ -	\$ 115,025,624
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 46,621,144	\$ 1,194,901	\$ 1,091,246	\$ 48,907,291
Classified Salaries (2000-2999)	\$ 13,966,684	\$ 324,291	\$ 303,007	\$ 14,593,982
Employee Benefits (3000-3999)	\$ 24,173,661	\$ 392,670	\$ 293,332	\$ 24,859,663
Books and Supplies (4000-4999)	\$ 2,772,488			\$ 2,772,488
Services, Other Operating Expenses (5000-5999)	\$ 12,294,994			\$ 12,294,994
Capital Outlay (6000-6599)	\$ 462,398			\$ 462,398
Other Outgo (7100-7299) (7400-7499)	\$ 270,000			\$ 270,000
Direct Support/Indirect Cost (7300-7399)	\$ (4,717,823)			\$ (4,717,823)
Other Adjustments				
TOTAL EXPENDITURES	\$ 95,843,546	\$ 1,911,862	\$ 1,687,585	\$ 99,442,993
OPERATING SURPLUS (DEFICIT)	\$ 19,182,078	\$ (1,911,862)	\$ (1,687,585)	\$ 15,582,631
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 200,000			\$ 200,000
TRANSFERS OUT & OTHER USES (7610-7699)				\$ -
CONTRIBUTIONS (8980-8999)	\$ (27,964,676)			\$ (27,964,676)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (8,582,598)	\$ (1,911,862)	\$ (1,687,585)	\$ (12,182,045)
BEGINNING BALANCE	\$ 51,538,677			\$ 51,538,677
Prior-Year Adjustments/Restatements (9793/9795)				\$ -
CURRENT-YEAR ENDING BALANCE	\$ 42,956,079	\$ (1,911,862)	\$ (1,687,585)	\$ 39,356,632
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000			\$ 120,000
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)				\$ -
Other Commitments (9760)	\$ 9,400,000			\$ 9,400,000
Other Assignments (9780)	\$ 12,105,000			\$ 12,105,000
Reserve for Economic Uncertainties (9789)	\$ 12,501,771	\$ 410,341		\$ 12,912,112
Unassigned/Unappropriated (9790)	\$ 8,829,308	\$ (2,322,203)	\$ (1,687,585)	\$ 4,819,520

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: WTA, CSEA Chapter 34, Management/Confidential

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement Second Interim	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)				\$ -
Remaining Revenues (8100-8799)	\$ 44,499,251			\$ 44,499,251
TOTAL REVENUES	\$ 44,499,251	\$ -	\$ -	\$ 44,499,251
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 21,951,149	\$ 511,012	\$ 520,086	\$ 22,982,247
Classified Salaries (2000-2999)	\$ 12,695,980	\$ 399,429	\$ 400,559	\$ 13,495,968
Employee Benefits (3000-3999)	\$ 20,465,307	\$ 265,800	\$ 165,687	\$ 20,896,794
Books and Supplies (4000-4999)	\$ 4,986,937			\$ 4,986,937
Services, Other Operating Expenses (5000-5999)	\$ 15,967,068			\$ 15,967,068
Capital Outlay (6000-6599)	\$ 1,361,464			\$ 1,361,464
Other Outgo (7100-7299) (7400-7499)	\$ 1,164,169			\$ 1,164,169
Direct Support/Indirect Cost (7300-7399)	\$ 3,667,243			\$ 3,667,243
Other Adjustments				
TOTAL EXPENDITURES	\$ 82,259,317	\$ 1,176,241	\$ 1,086,332	\$ 84,521,890
OPERATING SURPLUS (DEFICIT)	\$ (37,760,066)	\$ (1,176,241)	\$ (1,086,332)	\$ (40,022,639)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872			\$ 493,872
CONTRIBUTIONS (8980-8999)	\$ 27,964,676			\$ 27,964,676
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (10,289,262)	\$ (1,176,241)	\$ (1,086,332)	\$ (12,551,835)
BEGINNING BALANCE	\$ 22,124,594			\$ 22,124,594
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 11,835,332	\$ (1,176,241)	\$ (1,086,332)	\$ 9,572,759
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)				\$ -
Restricted Reserves (9740)	\$ 11,835,332	\$ (1,176,241)	\$ (1,086,332)	\$ 9,572,759
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Other Assignments (9780)	\$ -			\$ -
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unassigned/Unappropriated (9790)	\$ -			\$ -

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: WTA, CSEA Chapter 34, Management/Confidential

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement Second Interim	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 109,590,582	\$ -	\$ -	\$ 109,590,582
Remaining Revenues (8100-8799)	\$ 49,934,293	\$ -	\$ -	\$ 49,934,293
TOTAL REVENUES	\$ 159,524,875	\$ -	\$ -	\$ 159,524,875
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 68,572,293	\$ 1,705,913	\$ 1,611,332	\$ 71,889,538
Classified Salaries (2000-2999)	\$ 26,662,664	\$ 723,720	\$ 703,566	\$ 28,089,950
Employee Benefits (3000-3999)	\$ 44,638,968	\$ 658,470	\$ 459,019	\$ 45,756,457
Books and Supplies (4000-4999)	\$ 7,759,425	\$ -	\$ -	\$ 7,759,425
Services, Other Operating Expenses (5000-5999)	\$ 28,262,062	\$ -	\$ -	\$ 28,262,062
Capital Outlay (6000-6599)	\$ 1,823,862	\$ -	\$ -	\$ 1,823,862
Other Outgo (7100-7299) (7400-7499)	\$ 1,434,169	\$ -	\$ -	\$ 1,434,169
Direct Support/Indirect Cost (7300-7399)	\$ (1,050,580)	\$ -	\$ -	\$ (1,050,580)
Other Adjustments				
TOTAL EXPENDITURES	\$ 178,102,863	\$ 3,088,103	\$ 2,773,917	\$ 183,964,883
OPERATING SURPLUS (DEFICIT)	\$ (18,577,988)	\$ (3,088,103)	\$ (2,773,917)	\$ (24,440,008)
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	\$ (18,871,860)	\$ (3,088,103)	\$ (2,773,917)	\$ (24,733,880)
BEGINNING BALANCE	\$ 73,663,271			\$ 73,663,271
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 54,791,411	\$ (3,088,103)	\$ (2,773,917)	\$ 48,929,391
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ -	\$ -	\$ 120,000
Restricted Reserves (9740)	\$ 11,835,332	\$ (1,176,241)	\$ (1,086,332)	\$ 9,572,759
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ 9,400,000	\$ -	\$ -	\$ 9,400,000
Other Assignments (9780)	\$ 12,105,000	\$ -	\$ -	\$ 12,105,000
Reserve for Economic Uncertainties (9789)	\$ 12,501,771	\$ 410,341	\$ -	\$ 12,912,112
Unassigned/Unappropriated (9790)	\$ 8,829,308	\$ (2,322,203)	\$ (1,687,585)	\$ 4,819,520

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:		WTa, CSEA Chapter 34, Management/Confidential		
	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)	\$ 109,590,582	\$ 111,029,993	\$ 112,568,974	
Remaining Revenues (8100-8799)	\$ 49,934,293	\$ 46,715,612	\$ 46,509,749	
TOTAL REVENUES	\$ 159,524,875	\$ 157,745,605	\$ 159,078,723	
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 71,889,538	\$ 64,331,401	\$ 64,294,020	
Classified Salaries (2000-2999)	\$ 28,089,950	\$ 27,996,588	\$ 28,592,280	
Employee Benefits (3000-3999)	\$ 45,756,457	\$ 46,104,961	\$ 46,506,641	
Books and Supplies (4000-4999)	\$ 7,759,425	\$ 4,693,998	\$ 4,693,998	
Services, Other Operating Expenses (5000-5999)	\$ 28,262,062	\$ 21,550,897	\$ 21,655,286	
Capital Outlay (6000-6999)	\$ 1,823,862	\$ 1,368,862	\$ 1,368,862	
Other Outgo (7100-7299) (7400-7499)	\$ 1,434,169	\$ 1,434,169	\$ 1,434,169	
Direct Support/Indirect Cost (7300-7399)	\$ (1,050,580)	\$ (1,050,580)	\$ (1,050,580)	
Other Adjustments				
TOTAL EXPENDITURES	\$ 183,964,883	\$ 166,430,296	\$ 167,494,676	
OPERATING SURPLUS (DEFICIT)	\$ (24,440,008)	\$ (8,684,691)	\$ (8,415,953)	
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 200,000	\$ 200,000	\$ 200,000	
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 493,872	\$ 493,872	\$ 493,872	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (24,733,880)	\$ (8,978,563)	\$ (8,709,825)	
BEGINNING BALANCE	\$ 73,663,271	\$ 48,929,391	\$ 39,950,828	
CURRENT-YEAR ENDING BALANCE	\$ 48,929,391	\$ 39,950,828	\$ 31,241,003	
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 120,000	\$ 120,000	\$ 120,000	
Restricted Reserves (9740)	\$ 9,572,759	\$ 7,759,260	\$ 5,048,377	
Stabilization Arrangements (9750)	\$ -			
Other Commitments (9760)	\$ 9,400,000	\$ 7,835,333	\$ 6,070,666	
Other Assignments (9780)	\$ 12,105,000	\$ 6,545,320	\$ 4,429,890	
Reserve for Economic Uncertainties (9789)	\$ 12,912,112	\$ 11,684,692	\$ 11,759,198	
Unassigned/Unappropriated (9790)	\$ 4,819,520	\$ 6,006,223	\$ 3,812,872	

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)	\$ 184,458,755	\$ 166,924,168	\$ 167,988,548
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	\$ 5,533,763	\$ 5,007,725	\$ 5,039,656

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 12,912,112	\$ 11,684,692	\$ 11,759,198
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 4,819,520	\$ 6,006,223	\$ 3,812,872
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	\$ 17,731,632	\$ 17,690,915	\$ 15,572,070
h.	Reserve for Economic Uncertainties Percentage	7.00%	7.00%	7.00%

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:

Column 3 include totals from WTA, Management and Confidential increases of 2.5% off-salary schedule agreements.

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

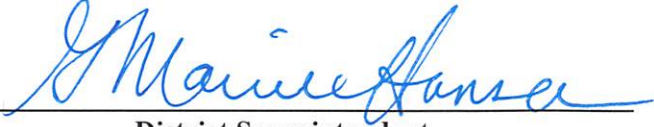
The disclosure document must be signed by the District Superintendent and Chief Business Officer at the time of public disclosure.

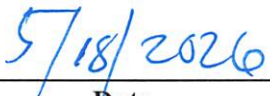
In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the Westminster School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Westminster Teacher Association (WTA) CSEA Chapter 34 Bargaining Unit, and Management/Confidential during the term of the agreement from 07/01/2025 to 06/30/2026.

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

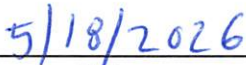
Budget Adjustment Categories:	Budget Adjustment Increase (Decrease)
Revenues/Other Financing Sources	
Expenditures/Other Financing Uses	(5,862,020.00)
Ending Balance Increase (Decrease)	(5,862,020.00)

N/A ____ (No budget revisions necessary)


 District Superintendent
 (Signature)


 Date


 Chief Business Officer
 (Signature)


 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.

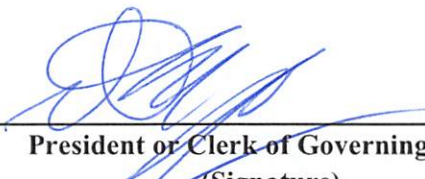
The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



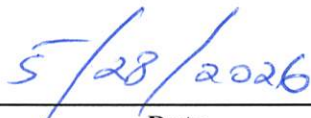
District Superintendent (or Designee)
(Signature)



Date



President or Clerk of Governing Board
(Signature)



Date

Brett Heinbuch, Executive Director, Business Services
Contact Person

714-894-7311 x1014
Phone



TENTATIVE AGREEMENT
Between The
WESTMINSTER SCHOOL DISTRICT
And The
WESTMINSTER TEACHERS ASSOCIATION



2025-2026 Reopener Contract Negotiations

The Westminster School District (“District”) and the Westminster Teachers Association (“WTA”) agree as follows:

- The terms of this Tentative Agreement for Articles 12 and 13 are for the 2025-2026 school year.
- The terms of the Memorandum of Understanding (MOU) for Article 9 are for the 2028-2029 school year.
- This Tentative Agreement and MOU are subject to ratification by the parties, as well as the successful completion of the AB 1200 process.
- This Tentative Agreement and MOU are to be considered and ratified as a package and may not be accepted in counterparts.

1) Article 13: Wages (Article 13.1.5.1)

- The salary schedule shall be increased at each step and column by 2.6%, retroactive to July 1, 2025, as reflected in the revised Salary Schedule. All current unit members shall receive retroactive compensation for the salary increase. Current unit members who have served less than a full work year during the 2025-2026 school year shall receive a pro-rated retroactive payment.
- A one-time 2.5% off schedule payment will be provided, retroactive to July 1, 2025, as reflected in the revised Salary Schedule. All current unit members shall receive retroactive compensation for the salary increase. Current unit members who have served less than a full work year during the 2025-2026 school year shall receive a pro-rated retroactive payment.
- The Certificated Stipend Table will be updated. The School Registered Nurse stipend (located in the Appendix of the CBA) will be incorporated into a new Nurse Salary Schedule beginning with the 2025-2026 school year.

2) Article 12: Health and Welfare Benefits (Article 12.2)

- Increase District contribution by \$740,000 for the October 2026 plan year (2026-2027 school year).
- Updated Benefits Tiers for 2026-2027 will be available in the Spring of 2026 (Article 12.2.2).

3) Article 9: Class Size – (Memorandum of Understanding)

- Section 9.1.1
 - The current MOU for Class Size (K-2 Staffed at 26:1), which is set to expire at the conclusion of the 2027-2028 school year, will be extended for 2028-2029 with the addition of Grade 3, beginning in 2028-2029.
- The District and the Association agree that maintaining lower class sizes in the primary grades is essential for student achievement with “high-quality instruction and individualized support for our youngest learners.”
 - The desired goal of both parties is to achieve and maintain alignment with California’s Local Control Funding Formula (LCFF) Grade Span Adjustment (GSA) targets.
 - The parties agree to an annual reopener on Article 9: Class Size to take place until the desired goal is achieved.
- This Agreement does not supersede any provisions of the applicable CBA with respect to class sizes and combination classes and is non-precedential.

4) Memorandum of Understanding – Mandated Policy Acceptance

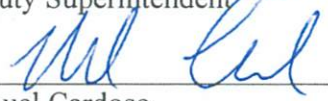
- For the 2026-2027 school year, certificated non-management employees shall receive a stipend of \$300 upon successful completion of the full Mandated Policy Acceptance process by the established deadline.

Article 23: Completion of Meet and Negotiate

The parties agree that this concludes negotiations of Articles 9, 12, and 13 for the 2025-2026 school year as part of a reopener agreement. The teams will continue to meet to negotiate the remaining Articles for the duration of the 2025-2026 school year.

FOR THE DISTRICT:

 5/6/26
Rich Montgomery Date
Deputy Superintendent

 5/6/26
Manuel Cardoso Date
Assistant Superintendent, Business Services

FOR THE ASSOCIATION:

 5/7/26
Cecily Gates Date
WTA Negotiations Co-Chairperson

 5/7/2026
Erika Bradley Date
WTA Negotiations Co-Chairperson



TENTATIVE AGREEMENT
Between The
WESTMINSTER SCHOOL DISTRICT
And The
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



2025-2026 Reopener Contract Negotiations

The following constitutes a Tentative Agreement (TA) between the Westminster School District (District) and the California School Employees Association and its Westminster Chapter 34 (CSEA).

The District and CSEA agree as follows:

- The meeting and negotiating as required by Article 9 is complete.
- This Tentative Agreement is subject to ratification by the parties, as well as the successful completion of the AB 1200 process and shall not be finalized until the completion of the CSEA Policy 610 review process.
- This Tentative Agreement is to be considered and ratified as a package and may not be accepted in counterparts.
- In the event that another bargaining unit negotiates a higher compensation amount, whether on or off the established schedule, the difference will be applied to CSEA.
- WSD and CSEA agree to continue the negotiations process to discuss language updates related to Articles that have been sunshined for 2025-2026 reopener.

MANDATED POLICY ACCEPTANCE

- For the 2026-2027 school year, classified non-management employees shall receive a stipend of \$300 upon successful completion of the full Mandated Policy Acceptance process by the established deadline.

PAY AND ALLOWANCES

Article 9.2: Pay and Allowances (Wages)

- 1) 2.6% salary schedule increase for the 2025-2026 school year, retroactive to July 1, 2025, for all current unit members. The 2.6% salary increase will be adjusted on the revised salary schedule. Current unit members who have served less than a full work year during the 2025-2026 school year shall receive a pro-rated retroactive payment.
- 2) 2.5% one time, off schedule increase for the 2025-2026 school year, retroactive to July 1, 2025, for all current unit members. Current unit members who have served less than a full work year during the 2025-2026 school year shall receive a pro-rated retroactive payment.

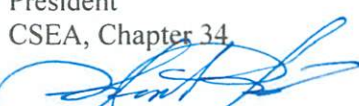
Article 9.4: Pay and Allowances (Health and Welfare Benefits)

Increase District contribution by \$740,000 for the October 2026 plan year (2026-2027 school year).

 5/6/26
Rich Montgomery Date
Deputy Superintendent
Human Resources

 5/7/26
Manuel Cardoso Date
Assistant Superintendent, Business Services

 5-6-26
Matt Acocello Date
President
CSEA, Chapter 34

 05/06/26
Samantha Sanchez Gomez Date
CSEA Labor Relations Representative