FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

Willows Unified School District **SCHOOL DISTRICT**

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

CSEA **BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on: ***11/05/26***

A. **PERIOD OF AGREEMENT:**

The proposed bargaining agreement covers the period beginning: ***07/01/26***
and ending: ***06/30/28***
for the following fiscal years:

B. **TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)**

The total change in costs for salaries and employee benefits in the proposed agreement:

1.	Current Year Costs Before Agreement	***$5,016,979.57***
2.	Current Year Costs After Agreement	***$5,267,828.55***
3.	Total Cost Change	***$250,848.98***
4.	Percentage Change	***5.00%***
5.	Value of a 1% Change	***$50,169.00***

C. **PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE**

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1.	Salary Schedule change (% Change To Existing Salary Schedule) (% change for one time bonus/stipend or salary reduction)	***5.00%***
2.	Step & Column (Average % Change Over Prior Year Salary Schedule)	***1.42%***
3.	TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	***6.42%***
4.	Change in # of Work Days (+/-) Related to % Change	
5.	Total # of Work Days to be provided in Fiscal Year	
6.	Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	

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Willows Unified School District SCHOOL DISTRICT

D. **PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:**

1.	Cost of Benefits Before Agreement	*$1,674,549.72*
2.	Cost of Benefits After Agreement	*$1,758,277.21*
3.	Percentage Change in Total Costs	*5.00%*

E. **IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	*$29,255,679.00*
2.	Percentage Reserve Level State Standard for District:	*3.00%*
3.	Amount of State Minimum Reserve Standard:	*$877,670.37*

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	*$2,944,359.00*
5.	Unassigned/Unappropriated (Object 9790)	
6.	**Total Reserves: (Object 9789 + 9790)**	*$2,944,359.00*

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	*$2,944,359.00*
9.	Percentage of General Fund Expenditures/Uses	*10.06%*
	Difference between District Reserves and Minimum State Requirement	*$2,066,688.63*

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Willows Unified School District **SCHOOL DISTRICT**

F. **MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

2026-2027 school year 5% increase to Classified Salary Schedule (Effective Jul 1, 2026). 2027-2028 school year 0% increase to the Classified Salary Schedule. 2028-2029 school year re-open Article 8 Pay and allowances Article 10 Benefits.

G. **FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The resources will be available as demonstrated by our fund balance.

H. **NARRATIVE OF AGREEMENT**

2026-2027 school year 5% increase to Classified Salary Schedule (Effective Jul 1, 2026). 2027-2028 school year 0% increase to the Classified Salary Schedule. 2028-2029 school year re-open Article 8 Pay and allowances Article 10 Benefits.

I. **SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

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

The District's General Fund.

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Willows Unified School District	SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement. Districts with a Qualified or Negative Certification: Per Govenment Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

District Superintendent - signature	11/5/2026 *Date*
Chief Business Official- signature	11/5/2026 *Date*

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **11/5/2026** ***took action to approve the proposed Agreement with the*** **CSEA** ***Bargaining Unit.***

President, Governing Board (signature)	11/5/2026 *Date*