

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Regulation 4143.1: Public Notice - Personnel Negotiations

Original Adopted Date: 1/17/2024

Public Disclosure of Proposed Agreement

The Superintendent or designee shall prepare a summary of the proposed agreement which shall include, but may not necessarily be limited to:

1. Major provisions of the agreement that affect compensation, such as:
 - a. Direct increases in salaries and percentage change in on-schedule salaries
 - b. Changes in health and welfare benefits
 - c. Changes in health and welfare benefit dollar contributions by the district
 - d. Changes in step and column or longevity provisions
 - e. Changes in overtime, differential, callback, and standby pay provisions
 - f. Changes in staffing ratios
 - g. One-time bonuses or off-the-schedule increases
2. Other provisions that will result in increased costs to the district even if they do not involve an increase in employee compensation, such as class-size reduction or increased number of staff development days
3. Costs of the proposed agreement, for the current and subsequent fiscal years, categorized for salaries, benefits, other compensation, and other noncompensation costs, including percentage increase of total compensation (salaries, benefits, and other compensation provisions) for the average represented employee as a result of the agreement and the approximate cost to the district of providing a one percent increase in total compensation
4. Proposed source(s) of funding for the current and subsequent fiscal years including the assumptions used to determine available resources to meet the obligations of the proposed agreement
5. Other major provisions that do not directly affect the district's costs, such as binding arbitration or grievance procedures

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

8 CCR 32075

Description

PERB regional office defined

Ed. Code 42130-42134

Gov. Code 3540.2

Gov. Code 3547

Gov. Code 3547.5

Management Resources

Website

Website

Website

Website

Website

Website

[Financial reports and certifications](#)

[Meeting and negotiating in public educational employment](#)

[Proposals relating to representation; informing public](#)

[Major provisions of agreement with exclusive representation](#)

Description

[CSBA District and County Office of Education Legal Services](#)

[California Public Employment Relations Board](#)

[CSBA](#)

[Fiscal Crisis and Management Assistance Team](#)

[School Services of California, Inc.](#)

[California Department of Education](#)

Cross References

Code

1112

1340

1340

3460

3460

4141

4141.6

4141.6

4143

4241

4241.6

4241.6

4243

9000

9010

9011

9321

9321-E(1)

9321-E(2)

Description

[Media Relations](#)

[Access To District Records](#)

[Access To District Records](#)

[Financial Reports And Accountability](#)

[Financial Reports And Accountability](#)

[Collective Bargaining Agreement](#)

[Concerted Action/Work Stoppage](#)

[Concerted Action/Work Stoppage](#)

[Negotiations/Consultation](#)

[Collective Bargaining Agreement](#)

[Concerted Action/Work Stoppage](#)

[Concerted Action/Work Stoppage](#)

[Negotiations/Consultation](#)

[Role Of The Board](#)

[Public Statements](#)

[Disclosure Of Confidential/Privileged Information](#)

[Closed Session](#)

[Closed Session](#)

[Closed Session](#)