Certification of the Districts Ability to Meet the Costs of Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to the public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of __San Leandro Unified School_ District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the __Teamsters Union Local No. 856/ and Alameda Building and Trades Council (Teamsters/Trades) _Bargaining Unit, during the term of the agreement from July 1, 2012_ to __June 30, 2013_.

The budget revisions necessary to meet the costs of the agreement in each year of its term are itemized below. If the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c)

Budget Adjustment Categories	Increase(Decrease) Year 1	Increase(Decrease) Year 2	Increase(Decrease) Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Total cost of $855 per FTE. This is one time cost to the 2012-13 budget.	$47,624	$0	$0
Longevity changes; details are reflected in the TA attached	$0	$66,748	$76,197
Ending Balance Increase (Decrease)	($47,624)	($66,748)	($76,197)

X____ (Budget revisions necessary)

_____*These projections are based on the attached assumptions, which become an integral part of this document.*

Cindy N. Cathey
District Superintendent (Signature)

5/13/13
Date

Cindy Cathey
District Superintendent (Type Name)

Chief Business Official (Signature)

5/13/13
Date

Song Chin -Bendib
Chief Business Official (Type Name)

San Leandro Unified School District
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Name of Bargaining Unit: **Teamsters/Trades Union** Certificated _____ Classified_XXX___

The proposed agreement covers the period beginning **July 1, 2012** and ending **June 30, 2013**

and will be acted on by the Governing Board at its meeting on _May 21, 2013.

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

	Compensation Unrestricted and Restricted General Fund	Annual Cost Prior to Proposed Agreement FY 2012-13 Projection at 2012-2013 Second Interim	Fiscal Impact of Proposed Agreement Year 1 Increase/(Decrease) 2012-2013	Year 2 Increase/(Decrease) 2013-2014	Year 3 Increase/(Decrease) 2014-2015
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 2,256,285	$ -	$ 53,712	$ 61,316
			0.00%	2.38%	2.72%
2.	**Other Compensation** Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		$ -	$ -	$ -
			0.00%	0.00%	0.00%
2a.	**Description of Other Compensation**		$ -	$ -	$ -
3.	**Statutory Benefits** - STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 693,459	$ -	$ 13,036	$ 14,881
			0.00%	1.88%	2.15%
4.	**Health/Welfare Plans** One time payment only in 2012-13 of $855 per FTE	$ 61,608	$ 47,624	$ -	$ -
			77.30%	0.00%	0.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 3,011,352	$ 47,624	$ 66,748	$ 76,197
			1.58%	2.22%	2.53%
6.	**Step & Column** - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ -	$ -	$ -	$ -
7.	**Total number of represented Employees** (Use FTEs)	55.7	0	0	0
8.	**Total Compensation Average Cost per Employee**	$ 54,064	$ -	$ -	$ -
			0.00%	0.00%	0.00%

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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"?

   The negotiated $855 per FTE is to increase the fringe benefits amount. This is only a one time increase (2012/13)

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

    The longevity changed as follows: See attached MOU
    From: Year 15 = Step 5+2.5%, Year 20 = Step 5+5%, year 25 = Step 5+7.5%
    To: Year 8 = Step 5+2.5%, Year 13 = Step 5+5%. Year 18 = Step 5+7.5%, Year 23 = Step 5+10%, Year 28 = Step 5+12.5%

11. Please Include comments and explanations as necessary. (If more room is necessary, please attach additional sheet.)

    None

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

All negotiated changes are reflected on item A.1 and 4

C. What are the Specific Impacts (Positive or Negative) 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 (e.g. counselors, librarians, custodial staff, etc.).

Impact is positive and there are no program cuts

D. What Contingency Language is Included in the Proposed Agreement (e.g. reopeners, etc.)?

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.

Decrease in Fund Balance of $47,624 for Health & welfare in 2012-13 - one time cost; Longevity cost (ongoing) of $66,748 in 2013-14; $76,197 in 2014-15. Salary increase of 5.6% but is offset by the elimination of Employer paid 7% PERS for Teamsters & Trades. Thus, this 5.6% increase is cost neutral to the District. See MOU for details.

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F. Identify Other Major Provisions that do not Directly Affect the District's Costs; such as Binding Arbitration, Grievances Procedures, etc.

Burrell Field MOU dated 5/17/1999 (see attached)
Amendment to Article 8 and/or Amendment to Section 16.4 procedures, payments on Beautification Days

G. Source of Funding for Proposed Agreement

1. Current Year

General Fund - both Unrestricted and Restricted (RS 8150)

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)?

General Fund - both Unrestricted and Restricted (RS 8150)

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.)

General Fund - both Unrestricted and Restricted (RS 8150)

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H. Impact of Proposed Agreement on Current Year Operating Budget (Ed. Code 42142)

Combined General Fund 2012-13 Projection as of 2012-2013 Second Interim	Column 1 Latest Board-Approved Budget Before Settlement As of:	Column 2 Cost of Adjustments as a Result of Settlement	Column 3 Other Revisions Costs Increases (Decreases)	Column 4 Total New Budget (Col 1+2+3)
Revenues				
Revenue Limit Sources (8010-8099)	$ 45,439,910	$ -	$ -	$ 45,439,910
Remaining Revenues (8100-8799)	$ 21,931,820	$ -	$ -	$ 21,931,820
Total Revenues	**$ 67,371,730**	**$ -**	**$ -**	**$ 67,371,730**
Expenditures				
1000 Certificated Salaries	$ 39,170,535	$ -	$ -	$ 39,170,535
2000 Classified Salaries	$ 9,201,237	$ -	$ -	$ 9,201,237
3000 Employee Benefits	$ 8,837,724	$ 47,624	$ -	$ 8,885,348
4000 Books and Supplies	$ 3,916,760	$ -	$ -	$ 3,916,760
5000 Services and Operating Expenses	$ 9,664,610	$ -	$ -	$ 9,664,610
6000 Capital Outlay	$ 145,559	$ -	$ -	$ 145,559
7000 Other Outgo	$ 980,607	$ -	$ -	$ 980,607
Total Expenditures	**$ 71,917,032**	**$ 47,624**	**$ -**	**$ 71,964,656**
Operating Surplus (Deficit)	$ (4,545,302)	$ (47,624)	$ -	$ (4,592,926)
Other Sources and Transfers In	$ 800,572	$ -	$ -	$ 800,572
Other Uses and Transfers Out	$ (590,271)	$ -	$ -	$ (590,271)
Current Year Increase (Decrease) In Fund Balance	$ (4,335,001)	$ (47,624)	$ -	$ (4,382,625)
Beginning Balance	$ 8,234,339			$ 8,234,339
Current Year Ending Balance	$ 3,899,338	$ (47,624)	$ -	$ 3,851,715
Components of Ending Balance				
Reserved and Legally Restricted 9711-9740	$ 40,000	$ -	$ -	$ 40,000
Reserved for Economic Uncertainties 9770 **(3%)**	$ -		$ -	$ -
Board Designated Amounts 9775-9780	$ 2,607,190		$ -	$ 2,607,190
Unappropriated Amounts 9790	$ 1,252,148			$ 1,204,525

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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 5, page 1 (e.g. increase was partially budgeted), explain the variance below:

Please include any additional comments and explanations of page 4 as necessary:

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I. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a.	Total Expenditures, Transfers Out, and Uses (Page 4, Column 4, total Expense & Other Uses and Transfers Out *(Must include restricted and unrestricted expenditures)*	$ 72,507,303
b.	State Standard Minimum Reserve Percentage for this District	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.	$ 2,175,219

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

a.	General Fund Budgeted **Unrestricted** Designated for Economic Uncertainties	$ -
b.	General Fund Budgeted **Unrestricted** Unappropriated Amount	$ 1,252,148
c.	Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	$ 2,175,219
d.	Special Reserve Fund 17-Budgeted Unappropriated Amount	$ 809,462
e.	Article XIII-B Fund 72-Budgeted Designated for Economic Uncertainties	$ -
f.	Article XIII-B Fund 72-Budgeted Unappropriated Amount	$ -
g.	Total District Budgeted Unrestricted Reserves	$ 4,236,829

3. Do unrestricted reserves meet the state standard minimum reserve amount? YES __X____ NO _____

If NO, how do you plan to restore your reserves?

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Revised MYP Including the Effects of Collective Bargaining

District Name: San Leandro Unified School District
General Fund Combined
Multi-Year Projections
Budget Year: 2012-13 through 2014-15

	ADA: 8478.74 COLA: 0.0% Deficit: 22.272%	ADA: 8348.28 COLA: 1.65% Deficit: 22.272%	ADA: 8348.28 COLA: 2.20% Deficit: 22.272%
Revenues	Year: 2012-13 Projection as of 2012-13 Second Interim	Year: 2013-14	Year: 2014-15
Revenue Limit Sources	45,439,910	45,915,430	46,908,296
Federal Revenue	6,466,538	5,301,506	5,301,506
Other State Revenue	11,133,107	10,623,858	9,990,031
Local Revenue	4,332,175	6,686,670	6,754,085
Total Revenue	**67,371,730**	**68,527,464**	**68,953,918**
Expenditures			
Certificated Salaries	39,172,394	39,170,535	39,492,183
Step & Column Adjustment	258,985	648,905	345,326
Cost-of-Living Adjustment			
Other Adjustments	(260,844)	(327,257)	21,189
Classified Salaries	9,297,738	9,254,949	9,200,066
Step & Column Adjustment	58,393	32,204	54,245
Cost-of-Living Adjustment			
Other Adjustments	(154,894)	(94,691)	-14,388
Employee Benefits	8,885,348	8,831,258	8,965,841
Books & Supplies	3,916,760	2,397,503	2,441,207
Services, Other Operating Exp	9,664,610	8,892,192	8,908,528
Capital Outlay	145,559	34,035	34,035
Other Outgo	1,132,361	1,132,361	1,132,361
Direct Support/Indirect Costs	(151,754)	(151,754)	(164,903)
Total Expenditures	**71,964,656**	**69,820,240**	**70,415,690**
Operating Surplus (Deficit)	**(4,592,926)**	**(1,292,776)**	**(1,461,772)**
Other Financing Sources & Transfers In(Positive figure)	800,572	1,990,689	750,572
Other Financing Uses & Transfers Out (Neg Figure)	(590,271)	(591,271)	(592,371)
Current Yr Inc(Dec) in Fund Balance	**(4,382,625)**	**106,642**	**(1,303,571)**
Beginning Fund Balance	**8,234,339**	**3,851,714**	**3,958,356**
Audit Adjustments/Restatements	0		
Ending Balance	**3,851,714**	**3,958,356**	**2,654,785**
Restricted Balance * (See comments below)	2,984,681	2,984,681	2,984,681
Total GF and Fund 17 reserve	**6,836,395**	**6,943,037**	**5,639,466**
Required Reserve	2,175,219	2,110,342	2,127,955
Unrestricted Balance/Fund 17 Reserve (Incl Revo	**4,661,176**	**4,832,695**	**3,511,511**

Comments (Major changes): * The District has a separate balance of $2,984,681 in Fund 17 to cover required 3% Reserve.

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J. Salary Notification Requirement

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

Comparison of Proposed Agreement to Change in District Base Revenue Limit

(a)	Current Year Base Revenue Limit (BRL) per ADA: (obtain from the FY 2012-2013 Second Interim - County Office-provided Revenue Limit Form RL, Line 4	$ 6,733.00 (Estimated)
(b)	Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	$ 6,522.00 (Actual)
(c)	Amount of Current Year Increase: (a) minus (b)	$ 211.00
(d)	Percentage Increase in BRL per ADA: (c) divided by (b)	3.24%
(e)	Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	1.58%

K. Certification

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

District Superintendent (or Designee) (Signature) — **Date**

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on _____, took action to approve the proposed Agreement with the _____ Bargaining Unit.

President (or Clerk), Governing Board (Signature) — **Date**

Special Note: The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.

San Leandro Unified School District

Memorandum of Understanding
SLUSD and Teamster/Trades
Burrell Field

Regarding Burrell Field, the following is agreed to by the District and Teamster Union Local No. 856/Alameda Building Trades Council:

1. Management of Burrell Field will be under the supervision of the San Leandro Unified School District Director of Buildings and Grounds. This will include routine maintenance of the facility and the assignment of overtime hours.

2. Scheduling of Burrell Field events will be handled through the Business Office.

3. Burrell Field will be maintained and supervised by the Maintenance Department and the Director of Buildings and Grounds. Overtime associated with Burrell Field will be fairly distributed as per Teamster/Trades Agreement.

Matt L. Ay — Teamster Representative Signature — 5/17/99 — Date

Trades Representative Signature — 5/17/99 — Date

Jim Bob — Assistant Superintendent H.R. Signature — 5-17-99 — Date