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 San Leandro Teachers' Association Bargaining Unit, during the term of the agreement from July 1, 2013 to June 30, 2014.

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 (2013-14)	Increase(Decrease) Year 2 (2014-15)	Increase(Decrease) Year 3 (2015-16)
Revenues/Other Financing Sources			
The current proposed budget and MYP projections could sustain the proposed salary increase. Moreover, the implementation of the LCFF in 2013-14 is expected to increase the District's general fund. The latest legislative compromise had increased the target per-pupil Base Grant by $537. With a large low income and English learner students, the District is certain to benefit most from the LCFF funding model. The District is waiting for the specific language of the new legislation before the actual revenue enhancement is ascertained.			
Expenditures/Other Financing Uses			
Ending Balance Increase (Decrease)			

N/A __x___ (No budget revisions necessary)

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

Cindy Cathey: Cindy M. Cathey 6/18/13
District Superintendent **(Signature and Date)**

Song Chin -Bendib: 6/18/13
Chief Business Official **(Signature and Date)**

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Name of Bargaining Unit: **San Leandro Teachers' Association** Certificated _x_ Classified_____

The proposed agreement covers the period beginning **July 1, 2013** and ending **June 30 , 2014**

and will be acted on by the Governing Board at its meeting on **June 25, 2013** (Date).

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 Draft Adopted Budget FY2013-14	Fiscal Impact of Proposed Agreement Year 1 Increase/(Decrease) FY 2013-14	Year 2 Increase/(Decrease) FY2014-15	Year 3 Increase/(Decrease) FY 2015-16
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 35,613,250	$ 953,007	$ 965,205	$ 977,588
			2.68%	2.71%	2.75%
2.	**Other Compensation** Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		$ 13,000	$ 13,166	$ 13,335
			0.04%	1.38%	1.38%
2a.	**Description of Other Compensation**		$ -	$ -	$ -
3.	**Statutory Benefits** - STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 4,416,043	$ 134,373	$ 136,093	$ 137,835
			3.04%	3.08%	3.12%
4.	**Health/Welfare Plans**	$ -	$ -	$ -	$ -
			0.00%	0.00%	0.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 40,029,293	$ 1,100,380	$ 1,114,464	$ 1,128,758
			2.75%	2.78%	2.82%
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)	438.73	438.73	438.73	438.73
8.	**Total Compensation Average Cost per Employee**	$ 91,239	$ 2,508	$ 2,540	$ 2,573
			0.00%	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"?

3% across the salary schedule.
Additional 3 paid days for counselors.

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

Projected 1.59% for 2013-14 and 1.28% on-going.

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.)

In Grades 6-8 - classes shall not exceed 35 students
In Grades 9-12 - classes shall not exceed 35 students

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.).

Reduction of 1.59 FTE counselors ($approx. $135,000), reduction of an independent study teacher ($64,000) and 50% reduction of Instrumental Music ($85,000).

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

There is a reopener for compensation.

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.

The District's proposed budget for 2013-14 is based on the old revenue limit funding model with accompanying budget cuts. The implementation of the LCFF in 2013-14 will add more revenues. The current general fund balance is adequate to cover the proposed salary increase.

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

None

G. **Source of Funding for Proposed Agreement**

1. Current Year

General 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)?

General Fund COLAs , possible increased ADAs and/or the implementation of LCFF.

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.

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

Draft of General fund Proposed Budget for FY 2013-14	Column 1 Latest Draft of Proposed Budget Before Settlement As of: 6/30/13	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)	$ 46,830,837	$ -	$ -	$ 46,830,837
Remaining Revenues (8100-8799)	$ 20,644,968	$ -	$ -	$ 20,644,968
Total Revenues	**$ 67,475,805**	**$ -**	**$ -**	**$ 67,475,805**
Expenditures				
1000 Certificated Salaries	$ 39,547,623	$ 966,007	$ -	$ 40,513,630
2000 Classified Salaries	$ 9,513,185	$ -	$ -	$ 9,513,185
3000 Employee Benefits	$ 7,791,568	$ 134,373	$ -	$ 7,925,941
4000 Books and Supplies	$ 1,973,740	$ -	$ -	$ 1,973,740
5000 Services and Operating Expenses	$ 8,312,670	$ -	$ -	$ 8,312,670
6000 Capital Outlay	$ 99,224	$ -	$ -	$ 99,224
7000 Other Outgo	$ 980,607	$ -	$ -	$ 980,607
Total Expenditures	**$ 68,218,617**	**$ 1,100,380**	**$ -**	**$ 69,318,997**
Operating Surplus (Deficit)	$ (742,812)	$ (1,100,380)	$ -	$ (1,843,192)
Other Sources and Transfers In	$ 1,541,876	$ -	$ -	$ 1,541,876
Other Uses and Transfers Out	$ (590,271)	$ -	$ -	$ (590,271)
Current Year Increase (Decrease) In Fund Balance	$ 208,793	$ (1,100,380)	$ -	$ (891,587)
Beginning Balance	$ 4,108,689			$ 4,108,689
Current Year Ending Balance	$ 4,317,482	$ (1,100,380)	$ -	$ 3,217,102
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 40,000	$ -	$ -	$ 40,000
Reserved for Economic Uncertainties 9789 **(3%)**	$ 2,064,267	$ 33,011	$ (2,097,278)	$ 0
Committed and Assigned 9770-9780	$ 703,890	$ -	$ 2,097,280	$ 2,801,170
Unassigned/Unappropriated 9790	$ 1,509,325			$ 375,932

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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:

The proposed 2013-14 budget already incudes the 3% salary increase for teachers, counselors and librarians.

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

The column 3 adjustment on Reserve for Economic Uncertainties represents the amount of reserve designated under Fund 17.

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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)*	$ 69,909,268
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.	$ 2,097,278

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	$ 2,097,278
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	$ 375,932
c.	Special Reserve Fund 17-Budgeted Reserve for Economic Uncertainties	$ -
d.	Special Reserve Fund 17-Budgeted Unassigned/Unappropriated Amount	$ -
e.	Article XIII-B Fund 72-Budgeted Reserve for Economic Uncertainties	$ -
f.	Article XIII-B Fund 72-Budgeted Unassigned/Unappropriated Amount	$ -
g.	Total District Budgeted Unrestricted Reserves	$ 2,473,210

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:
Unrestrricted and Restricted General Fund
Multi-Year Projections
Budget Year:

	8348.28	8348.28	8348.28
	COLA: 1.565%	COLA: 1.80%	COLA: 2.20%
	Deficit: 18.997%	Deficit: 18.997%	Deficit: 18.997%
Revenues	Year: 2013-14	Year: 2014-15	Year: 2015-16
Revenue Limit Sources	46,830,837	47,665,447	48,703,671
Federal Revenue	5,009,642	4,979,170	4,979,170
Other State Revenue	11,101,482	10,146,095	10,176,094
Local Revenue	4,533,844	4,623,189	4,700,503
Total Revenue	**67,475,805**	**67,413,901**	**68,559,438**
Expenditures			
Certificated Salaries	40,513,630	40,530,131	41,028,962
Step & Column Adjustment			
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	9,513,185	9,450,013	9,487,002
Step & Column Adjustment			
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	7,925,941	8,251,509	8,346,207
Books & Supplies	1,973,740	1,875,847	1,926,486
Services, Other Operating Exp	8,312,670	7,667,510	6,838,047
Capital Outlay	99,224	99,224	99,224
Other Outgo	1,132,361	1,132,361	1,132,361
Direct Support/Indirect Costs	(151,754)	(151,754)	(151,754)
Total Expenditures	**69,318,997**	**68,854,841**	**68,706,535**
Operating Surplus (Deficit)	**(1,843,192)**	**(1,440,940)**	**(147,097)**
Other Financing Sources & Transfers In(Positive figure)	1,541,876	779,759	779,759
Other Financing Uses & Transfers Out (Neg Figure)	590,271	590,271	592,471
Current Yr Inc(Dec) in Fund Balance	**(891,587)**	**(1,251,452)**	**40,191**
Beginning Fund Balance	**4,108,689**	**3,217,102**	**1,965,650**
Audit Adjustments/Restatements			
Ending Balance	**3,217,102**	**1,965,650**	**2,005,841**
Restricted Balance (In Fund 17) *	2,098,538	2,097,910	2,093,527
Total GF and Fund 17 reserve	**5,315,640**	**4,063,560**	**4,099,368**
Required Reserve	2,098,538	2,097,910	2,093,527
Unrestricted Balance (Incl Revolving)	**3,217,102**	**1,965,650**	**2,005,841**

Comments (Major changes): * The District designates the required Reserve for Economic Uncertainties under Fund 17.

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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__2013-14_____ County Office-provided Revenue Limit or+B263 Form RL, Line 3	$ 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	2.75%

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.