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 California School Employees Association (CSEA), 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 projected budget and MYP (1st Interim 2013-14) could sustain the proposed salary increase. The LCFF funding in 2013-14 will be able to pay for all negotiated salary increases. With a large low income and English learner students, the District will benefit from the LCFF funding model.			
Expenditures/Other Financing Uses			
Ending Balance Increase (Decrease)	**($300,734)**	**($327,031)**	**($327,031)**

N/A __x__ (No budget revisions necessary)

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

Michael McLaughlin: 1/27/14
District Superintendent (Signature and Date)

Song Chin -Bendib: 1/23/14.
Chief Business Official (Signature and Date)

San Leandro Unified School District

Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of Bargaining Unit: **California School Employees Association (CSEA)** Certificated _Classified__x__

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 January 31, 2014 (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 1st Interim 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)	$ 5,640,368	$ 225,615	$ 225,615	$ 225,615
			4.00%	4.00%	4.00%
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.	$ 1,144,777	$ 48,823	$ 48,823	$ 48,823
			4.26%	4.26%	4.26%
4.	**Health/Welfare Plans**	$ -	$ 26,296	$ 52,593	$ 52,593
			#DIV/0!	200.00%	100.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 6,785,145	$ 300,734	$ 327,031	$ 327,031
			4.43%	4.82%	4.82%
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)	175.31	175.31	175.31	175.31
8.	**Total Compensation Average Cost per Employee**	$ 38,704	$ 1,715	$ 1,865	$ 1,865
			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"?

A 4% salary schedule increase shall be applied to the CSEA salary retroactive to July 1, 2013. This amount is in addition to the 3% salary schedule increase found in the agreement reached between the parties on December 12, 2013. Additionally, fringe benefit amount shall be increased by $300 per employee, effective January 1, 2014

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

No

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.)

None

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.).

None

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

None

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.

This settlement will increase deficit spending that will be covered with reserves and additional LCFF gap revenue.

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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.

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)?

LCFF Gap funding will support this increase in the current and out years.

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.)

This is a single year agreement.

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In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

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 1st Interim Budget as of 31-Oct-13 Before Settlement	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)	$ 54,377,139	$ -	$ -	$ 54,377,139
Remaining Revenues (8100-8799)	$ 15,796,737	$ -	$ -	$ 15,796,737
Total Revenues	**$ 70,173,876**	**$ -**	**$ -**	**$ 70,173,876**
Expenditures				
1000 Certificated Salaries	$ 40,232,056	$ -	$ -	$ 40,232,056
2000 Classified Salaries	$ 9,584,064	$ 225,615	$ -	$ 9,809,679
3000 Employee Benefits	$ 7,999,736	$ 75,119	$ -	$ 8,074,855
4000 Books and Supplies	$ 5,202,275	$ -	$ -	$ 5,202,275
5000 Services and Operating Expenses	$ 9,517,058	$ -	$ -	$ 9,517,058
6000 Capital Outlay	$ 54,844	$ -	$ -	$ 54,844
7000 Other Outgo	$ 1,014,561	$ -	$ -	$ 1,014,561
Total Expenditures	**$ 73,604,594**	**$ 300,734**	**$ -**	**$ 73,905,328**
Operating Surplus (Deficit)	$ (3,430,718)	$ (300,734)	$ -	$ (3,731,452)
Other Sources and Transfers In	$ 1,537,205	$ -	$ -	$ 1,537,205
Other Uses and Transfers Out	$ (1,352,388)	$ -	$ -	$ (1,352,388)
Current Year Increase (Decrease) In Fund Balance	$ (3,245,901)	$ (300,734)	$ -	$ (3,546,635)
Beginning Balance	$ 9,135,240			$ 9,135,240
Current Year Ending Balance	$ 5,889,339	$ (300,734)	$ -	$ 5,588,605
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 40,000	$ -	$ -	$ 40,000
Reserved for Economic Uncertainties 9789 **(3%)**	$ 2,215,987	$ 9,022		$ 2,225,009
Committed and Assigned 9770-9780	$ 857,700	$ -		$ 857,700
Unassigned/Unappropriated 9790	$ 2,775,652			$ 2,465,896

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Public Disclosure of Collective Bargaining Agreement

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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:

San Leandro Unified School District

Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

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)*	$ 75,257,716
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.	$ 2,257,731

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	$ 2,465,896
c.	Special Reserve Fund 17-Budgeted Reserve for Economic Uncertainties	$ 2,225,009
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	$ 4,690,905

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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Public Disclosure of Collective Bargaining Agreement

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Revised MYP Including the Effects of Collective Bargaining

District Name:
Unrestricted and Restricted General Fund
Multi-Year Projections
Budget Year:

	8,348.28	8,348.28	8,348.28
	COLA: 1.565%	COLA: 1.80%	COLA: 2.20%
Revenues	**Year: 2013-14**	Year: 2014-15	**Year: 2015-16**
Revenue Limit Sources	54,341,672	55,919,639	58,102,505
Federal Revenue	5,535,010	5,504,538	5,504,538
Other State Revenue	5,661,529	5,661,529	5,691,528
Local Revenue	4,635,665	4,720,783	4,793,384
Total Revenue	70,173,876	71,806,489	74,091,955
Expenditures			
Certificated Salaries	40,232,056	41,518,915	42,022,433
Step & Column Adjustment			
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	9,809,679	9,896,311	9,933,923
Step & Column Adjustment			
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	8,074,855	8,883,249	8,985,911
Books & Supplies	5,202,275	2,664,084	2,671,711
Services, Other Operating Exp	9,517,058	7,778,295	7,761,614
Capital Outlay	54,844	54,844	54,844
Other Outgo	1,165,938	1,165,938	1,165,938
Direct Support/Indirect Costs	(151,377)	(227,972)	(143,888)
Total Expenditures	73,905,328	71,733,664	72,452,486
Operating Surplus (Deficit)	(3,731,452)	72,825	1,639,469
Other Financing Sources & Transfers In(Positive figure)	1,537,205	775,088	775,088
Other Financing Uses & Transfers Out (Neg Figure)	590,271	590,271	592,471
Current Yr Inc(Dec) in Fund Balance	(2,784,518)	257,642	1,822,086
Beginning Fund Balance	**6,157,138**	**3,372,620**	**3,630,262**
Audit Adjustments/Restatements			
Ending Balance	**3,372,620**	**3,630,262**	**5,452,349**
Restricted Balance (In Fund 17) *	2,978,104		
Total GF and Fund 17 reserve	6,350,724	3,630,262	5,452,349
Required Reserve	3,835,804	2,439,751	2,385,611
Unrestricted Balance (Incl Revolving)	**2,514,920**	**1,190,511**	**3,066,738**

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

San Leandro Unified School District
Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

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 — **NA** (Estimated)

(b) Prior Year Base Revenue Limit per ADA:
(Form RL, Line 1) — **$ 6,733.05** (Actual)

(c) Amount of Current Year Increase: (a) minus (b) — **NA**

(d) Percentage Increase in BRL per ADA: (c) divided by (b) — **NA**

(e) Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year — **4.43%**

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.