Certification of the District's Ability to Afford the Costs of a Collective Bargaining Agreement

(CSEA)

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

The District projects the total monetary cost of the settlement to be as follows:

Year 1:	**$ 277,986**
Year 2:	**$ 282,157**
Year 3:	**$ 286,389**

Please check one of the following:

___ **No budget revisions are necessary for the District to afford this settlement.**

_X_ **Budget revisions are necessary for the District to afford this settlement. These revisions are itemized below. The District's budget assumptions are attached, which become an integral part of this document.**

Note that 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			
LCFF Funding Gap Increase in 2015-16		$	
Expenditures/Other Financing Uses			
Certificated Non-Mgmt Salary-Benefits	$ 277,986	$ 282,157	$ 286,389
Ending Balance Increase (Decrease)	($ 277,986)	($ 282,157)	($ 286,389)

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the __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 CSEA (California School Employees Association) Bargaining Unit, during the term of the agreement, from __July 1, 2014__ to _June 30, 2015_____.

District Superintendent (Signature) — **Date** 2/6/15

Mike McLaughlin

District Superintendent (Type Name)

Mark Martinelli

Chief Business Official (Signature) — **Date** 2-6-15

Chief Business Official (Type Name)

School District: San Leandro Unified

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

Name of Bargaining Unit: CSEA (Classified School Employees Association Certificated __ Classified _____X_____

The proposed agreement covers the period beginning __July 1, 2014_____ and ending ___June 30, 2015___

and will be acted on by the Governing Board at its meeting on ___February 10, 2015_____(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	Annual Cost Prior to Proposed Agreement 2014-15	Fiscal Impact of Proposed Agreement CSEA Year 1 Increase/(Decrease) 2014-15	Year 2 Increase/(Decrease) 2015-16	Year 3 Increase/(Decrease) 2016-17
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 6,984,966	1.5% $ 227,011	1.5% $ 230,417	1.5% $ 233,873
			3.25%	3.30%	3.35%
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.	$ 1,568,462	$ 50,975	$ 51,740	$ 52,516
			3.25%	3.30%	3.35%
4.	**Health/Welfare Plans**	$ -	N/A $ -	N/A $ -	N/A $ -
			0.00%	0.00%	0.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 8,553,428	$ 277,986	$ 282,157	$ 286,389
			3.25%	3.30%	3.35%
6.	**Step & Column** - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ -	1.5% $ 3,405	1.5% $ 3,456	1.5% $ 3,508
7.	**Total number of represented Employees** (Use FTEs)	181.21	181.21	181.21	181.21
8.	**Total Compensation Average Cost per Employee**	$ 47,202	$ 1,534	$ 1,557	$ 1,580
			3.25%	3.25%	3.25%

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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"?

   A 3.25% salary schedule increase, retroactive to July 1, 2014, to be added to the board approved CSEA salary schedules for the 2014-15 Fiscal Year. If any other recognized bargaining unit receives compensation above a 3.25% salary schedule increase for the 2014-15 school year, the parties shall reopen 2014-15 negotiations on additional compensation for CSEA.

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.)

    N/A

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

The parties agree to form a committee to develop procedures for the exercise of laid-off employees' bumping rights. The committee shall have an agreement adopting these procedures by March 31, 2015.

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.)?

If any other recognized bargaining unit receives compensation above a 3.25% salary schedule increase for the 2014-15 school year, the parties shall reopen 2014-15 negotiations on additional compensation for CSEA.

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.

Agreement will create deficit financing in the current year, but not in the subsequent two fiscal years. It is expected that the LCFF funding for the subsequent years will be sufficient to provide the funding to support this agreement without causing deficit spending.

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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

LCFF Funding and Reduction in Management Positions in the Business Branch.

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)?

Funding from LCFF and other Expenditure Reductions

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.)

N/A.

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

CSEA	Column 1 Latest Board-Approved Budget Before Settlement As of: Jan. 27, 2015	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)	$ 61,498,764	$ -	$ -	$ 61,498,764
Remaining Revenues (8100-8799)	$ 13,222,105	$ -	$ -	$ 13,222,105
Total Revenues	**$ 74,720,869**	**$ -**	**$ -**	**$ 74,720,869**
Expenditures				
1000 Certificated Salaries	$ 43,274,063	$ -	$ -	$ 43,274,063
2000 Classified Salaries	$ 10,310,642	$ 227,011	$ -	$ 10,537,653
3000 Employee Benefits	$ 9,024,769	$ 50,975	$ -	$ 9,075,744
4000 Books and Supplies	$ 3,883,216	$ -	$ -	$ 3,883,216
5000 Services and Operating Expenses	$ 10,623,534	$ -	$ -	$ 10,623,534
6000 Capital Outlay	$ 41,099	$ -	$ -	$ 41,099
7000 Other Outgo	$ 1,014,421	$ -	$ -	$ 1,014,421
Total Expenditures	**$ 78,171,744**	**$ 277,986**	**$ -**	**$ 78,449,730**
Operating Surplus (Deficit)	$ (3,450,875)	$ (277,986)	$ -	$ (3,728,861)
Other Sources and Transfers In	$ 675,088	$ -	$ -	$ 675,088
Other Uses and Transfers Out	$ (693,172)	$ -	$ -	$ (693,172)
Current Year Increase (Decrease) In Fund Balance	$ (3,468,959)	$ (277,986)	$ -	$ (3,746,945)
Beginning Balance	$ 4,486,166			$ 4,486,166
Current Year Ending Balance	$ 1,017,207	$ (277,986)	$ -	$ 739,221
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 141,105	$ -	$ -	$ 141,105
Reserved for Economic Uncertainties 9789 **(3%)**	$ 2,365,947	$ 8,339.59	$ -	$ 2,374,287
Committed and Assigned 9770-9780	$ -	$ -	$ -	$ -
Unassigned/Unappropriated 9790	$ (1,489,845)			$ (1,776,171)

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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:

None

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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)*	$ 79,142,902
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.	$ 2,374,287

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	$ 2,374,287
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	$ (1,776,171)
c.	Special Reserve Fund 17-Budgeted Reserve for Economic Uncertainties	$ 2,325,041
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	$ 2,923,157

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

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

If necessary, expenditure reductions will be made.

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Revised MYP Including the Effects of Collective Bargaining

San Leandro Unified School District
General Fund
Multi-Year Projections
Budget Year: 2014-15

	ADA: COLA: Deficit:	ADA: COLA: Deficit:	ADA: COLA: Deficit:
Revenues	**2014-15**	**2015-16**	**2016-17**
Revenue Limit Sources	61,498,764	66,634,258	69,357,571
Federal Revenue	4,172,516	4,172,516	4,172,516
Other State Revenue	4,249,726	3,819,538	3,894,837
Local Revenue	4,799,863	4,590,817	4,590,817
Total Revenue	**74,720,869**	**79,217,129**	**82,015,741**
Expenditures			
Certificated Salaries	42,072,820	42,779,416	43,204,731
Step & Column Adjustment	18,019	18,289	18,563
Cost-of-Living Adjustment	1,183,225	1,200,973	1,218,988
Other Adjustments	0	0	0
Classified Salaries	10,310,642	10,578,012	10,653,967
Step & Column Adjustment	3,405	3,456	3,508
Cost-of-Living Adjustment	223,606	226,960	230,365
Other Adjustments	0	0	0
Employee Benefits	9,075,753	10,290,553	11,081,684
Books & Supplies	3,883,216	4,030,114	4,091,705
Services, Other Operating Exp	10,623,534	9,544,902	9,849,205
Capital Outlay	41,099	41,099	41,099
Other Outgo	1,165,938	1,165,938	1,165,938
Direct Support/Indirect Costs	(151,517)	(183,238)	(183,238)
Total Expenditures	**78,449,740**	**79,696,475**	**81,376,515**
Operating Surplus (Deficit)	**(3,728,871)**	**(479,346)**	**639,226**
Other Financing Sources & Transfers In(Positive figure)	675,088	675,088	675,088
Other Financing Uses & Transfers Out (Neg Figure)	(693,172)	(726,372)	(726,372)
Current Yr Inc(Dec) in Fund Balance	**(3,746,955)**	**(530,630)**	**587,942**
Beginning Fund Balance (Unrestricted/Restricted)	**4,486,166**	**3,064,252**	**2,533,622**
Audit Adjustments/Restatements			
Fund 17 Balance	2,325,041		
Ending Fund Balance (Unrestricted/Restricted)	**3,064,252**	**2,533,622**	**3,121,564**
Required Reserve	2,374,287	2,382,752	2,391,343
Unrestricted Balance (Incl Revolving)	689,966	150,871	730,222

Comments (Major changes):

School District: San Leandro Unified

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_____ County Office-provided Revenue Limit or+B263 Form RL, Line 3	$ -	N/A
(b) Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	$ -	N/A
(c) Amount of Current Year Increase: (a) minus (b)	$ -	
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	0.00%	N/A
(e) Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	3.25%	

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 ___February 10, 2015_____, took action to approve the proposed Agreement with the CSEA (Classified School Employees Association

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

Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

Certification of Board Action

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 ____February 10, 2015_____, took action to approve the proposed Agreement with the _____CSEA (Calif. School Employees' Association)___ 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.