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

(SLTA)

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:	**$ 2,192,015**
Year 2:	**$ 2,224,896**
Year 3:	**$ 2,258,269**

Please check one of the following:

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

___ **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	$ 2,192,015	$ 2,224,896	$ 2,258,269
Ending Balance Increase (Decrease)	($ 2,192,015)	($ 2,224,896)	($ 2,258,269)

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 SLTA (San Leandro Teachers Association) Bargaining Unit, during the term of the agreement, from __July 1, 2015__ to _June 30, 2016_____.

_____ 6/18/15

District Superintendent (Signature) **Date**

Mike McLaughlin

District Superintendent (Type Name)

Mark Martinelli Mark Martinelli 6-18-15

Chief Business Official (Signature) **Date**

Chief Business Official (Type Name)

School District: San Leandro Unified

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

Name of Bargaining Unit: **SLTA San Leandro Teachers Association** Certificated X_ Classified _____

The proposed agreement covers the period beginning __July 1, 2015_____ and ending ___June 30, 2016___

and will be acted on by the Governing Board at its meeting on ___June 23, 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 2015-16	Fiscal Impact of Proposed Agreement ***SLTA Unit*** Year 1 Increase/(Decrease) 2015-16	Year 2 Increase/(Decrease) 2016-17	Year 3 Increase/(Decrease) 2017-18
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 38,051,200	$ 1,902,560	1.5% $ 1,931,098	1.5% $ 1,960,065
			5.00%	5.08%	5.15%
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.	$ 10,045,160	$ 289,455	1.5% $ 293,797	1.5% $ 298,204
			2.88%	2.92%	2.97%
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	$ 48,096,360	$ 2,192,015	$ 2,224,896	$ 2,258,269
			4.56%	4.63%	4.70%
6.	**Step & Column** - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ -	1.5% $ 28,538	1.5% $ 28,966	1.5% $ 29,401
7.	**Total number of represented Employees** (Use FTEs)	454.6	454.6	454.6	454.6
8.	**Total Compensation Average Cost per Employee**	$ 105,799	$ 4,822	$ 4,894	$ 4,968
			4.56%	4.56%	4.56%

School District: San Leandro Unified

Public Disclosure of Collective Bargaining Agreement
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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 5.00% salary schedule increase, retroactive to July 1, 2015, to be added to the board approved SLTA salary schedules for the 2015-16 Fiscal Year.

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 Tenative agreement contains components that address changes to negotiated language related to association rights, organizational security, hours of employment, job sharing, class size, leaves of absence, salaries, AM/PM kindergarten, and the term of the agreement.

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.)?

N/A

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 not create deficit financing in the current year or 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.

School District: San Leandro Unified

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

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.

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.

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.

School District: San Leandro Unified

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

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

	Column 1 Latest Board-Approved Budget Before Settlement As of: June 23, 2015 Adopted Budget	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)	$ 69,258,412	$ -	$ -	$ 69,258,412
Remaining Revenues (8100-8799)	$ 17,806,083	$ -	$ -	$ 17,806,083
Total Revenues	**$ 87,064,495**	**$ -**	**$ -**	**$ 87,064,495**
Expenditures				
1000 Certificated Salaries	$ 43,862,815	$ -	$ -	$ 43,862,815
2000 Classified Salaries	$ 11,227,511	$ 1,902,560	$ -	$ 13,130,071
3000 Employee Benefits	$ 10,045,160	$ 289,455	$ -	$ 10,334,615
4000 Books and Supplies	$ 3,335,195	$ -	$ -	$ 3,335,195
5000 Services and Operating Expenses	$ 11,867,912	$ -	$ -	$ 11,867,912
6000 Capital Outlay	$ 540,000	$ -	$ -	$ 540,000
7000 Other Outgo	$ 1,415,821	$ -	$ -	$ 1,415,821
Total Expenditures	**$ 82,294,414**	**$ 2,192,015**	**$ -**	**$ 84,486,429**
Operating Surplus (Deficit)	$ 4,770,081	$ (2,192,015)	$ -	$ 2,578,066
Other Sources and Transfers In	$ 7,000	$ -	$ -	$ 7,000
Other Uses and Transfers Out	$ (606,717)	$ -	$ -	$ (606,717)
Current Year Increase (Decrease) In Fund Balance	$ 4,170,364	$ (2,192,015)	$ -	$ 1,978,349
Beginning Balance	$ 2,566,099			$ 2,566,099
Current Year Ending Balance	$ 6,736,463	$ (2,192,015)	$ -	$ 4,544,448
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 40,000	$ -	$ -	$ 40,000
Reserved for Economic Uncertainties 9789 **(3%)**	$ 2,487,034	$ 65,760.46	$ -	$ 2,552,794
Committed and Assigned 9770-9780	$ 4,025,031	$ -	$ -	$ 1,833,016
Unassigned/Unappropriated 9790	$ 184,398			$ 118,638

School District: San Leandro Unified

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:

School District: San Leandro Unified

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)*	$ 85,093,146
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.	$ 2,552,794

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

a. General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	$ 2,552,794
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	$ 118,638
c. General Fund - Budgeted Unrestricted Assigned Amount	$ 1,833,016
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	$ 4,504,447

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

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

School District: San Leandro Unified

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

Revised MYP Including the Effects of Collective Bargaining

San Leandro Unified School District
General Fund
Multi-Year Projections
Budget Year: 2015-16

	ADA:	ADA:	ADA:
	COLA:	COLA:	COLA:
	Deficit:	Deficit:	Deficit:
Revenues	**2015-16**	**2016-17**	**2017-18**
LCFF Funding Sources	69,258,412	72,029,363	74,421,732
Federal Revenue	4,339,103	4,299,103	4,299,103
Other State Revenue	8,612,500	3,728,756	3,786,632
Local Revenue	4,854,480	4,854,480	4,854,480
Total Revenue	**87,064,495**	**84,911,702**	**87,361,947**
Expenditures			
Certificated Salaries	43,862,815	45,765,375	45,794,341
Step & Column Adjustment	0	28,966	29,401
Cost-of-Living Adjustment	1,902,560	0	0
Other Adjustments	0	0	0
Classified Salaries	11,227,511	11,227,511	11,395,924
Step & Column Adjustment	0	168,413	170,939
Cost-of-Living Adjustment	0	0	0
Other Adjustments	0	0	0
Employee Benefits	10,334,615	10,808,631	12,001,073
Books & Supplies	3,335,195	2,415,240	2,478,036
Services, Other Operating Exp	11,867,912	10,488,122	10,760,813
Capital Outlay	540,000	552,960	567,337
Other Outgo	1,623,415	1,623,415	1,623,415
Direct Support/Indirect Costs	(207,594)	(207,594)	(207,594)
Total Expenditures	**84,486,429**	**82,871,040**	**84,613,686**
Additional Exp. Reductions(to be determined)		0	
Operating Surplus (Deficit)	**2,578,066**	**2,040,662**	**2,748,261**
Other Financing Sources & Transfers In(Positive figure)	7,000	0	0
Other Financing Uses & Transfers Out (Neg Figure)	(606,717)	(606,717)	(606,717)
Current Yr Inc(Dec) in Fund Balance	**1,978,349**	**1,433,945**	**2,141,544**
Beginning Fund Balance(Unrestricted/Restricted)	**2,566,099**	**4,544,448**	**5,978,393**
Audit Adjustments/Restatements	0		
Fund 17 Fund Balance	-		
Ending Fund Balance(Unrestricted/Restricted)	**4,544,448**	**5,978,393**	**8,119,937**
Required Reserve 3%	2,552,794	2,504,333	2,556,612
Unrestricted Balance (Incl Revolving)	1,991,653	3,474,060	5,563,325

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	4.56%

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: 6/18/15

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on ___June 23, 2015_____, took action to approve the proposed Agreement with the SLTA Bargaining Unit Group

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.