Tentative Agreement
between the
Teamsters Union Local No. 856/Alameda Building Trades Council
and the
San Leandro Unified School District

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MAY 15 2017
HUMAN RESOURCES

May 12, 2017

The following agreements were reached for 2016-17 reopener negotiations and are retroactive to July 1, 2016:

Amend Article 8: Wages and Benefits as follows:
Add the following sentence:
A 2.5% salary schedule increase shall be applied to the 2016-17 Teamster/Trades salary schedule retroactive to July 1, 2016.

Amend Article 15.7 as follows:
Change the first sentence in this article from:
Unit members shall be allowed reimbursement toward the purchase and/or resoling of safety boots up to $150 per year per member.

To:
Unit members shall be allowed reimbursement toward the purchase and/or resoling of safety boots up to $150 per year per member for site-based custodial unit members and up to $200 per year for trades and maintenance unit members.

Amend Article 22: Term to modify the dates as follows:

The term of the collective bargaining agreement shall remain in full force and effect until ***June 30, 2017*** and thereafter shall be extended yearly unless either party notifies the other in writing not later than June 30 of its request to modify, amend, or terminate the Agreement. For example, if no such notice is received on ***July 1, 2017*** the contract ending date shall automatically be extended until ***June 30, 2019***. This rolling renewal shall continue until receipt of the appropriate written notification as provided herein.

Additional Agreements:
For the 2017-18 school year, if any other bargaining unit agrees to an increase in compensation, the SLUSD and/or Teamster/Trades reserves the right to reopen Article 8: Wages and Benefits.

Teamster/Trades

SLUSD

Memorandum of Understanding
between the
Teamsters Union Local No. 856/Alameda Building Trades Council
and the
San Leandro Unified School District

May 12, 2017

Minimum Staffing Levels

The District agrees to maintain the number of positions, filled or vacant, within the bargaining unit currently present in the 2016-17 school year for the 2017-18 school year. This means that the District will not formally eliminate positions from the bargaining unit. The District may, at its discretion, choose not to fill vacant positions. The District shall notify Teamster/Trades representatives if it does not intend to fill a vacant position. The District shall provide Teamster/Trades representatives with work orders and/or purchase orders for work related to "frozen" positions at JOSC meetings. This Memorandum of Understanding shall sunset on June 30, 2018, unless the parties meet and agree to extend it.

Teamster/Trades

SLUSD

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

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:	**$ 102,032**
Year 2:	**$ 105,087**
Year 3:	**$ 108,211**

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			
Expenditures/Other Financing Uses			
Salary and Benefit Increases	$102,032	$105,087	$108,211
Not filling two positions	($100,000)	($100,000)	($100,000)
Ending Balance Increase (Decrease)	($2,032)	($5,087)	($8,211)

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 Teamsters and Trades, during the term of the agreement, from July 2016 to June 2018.

Chief Business Official (Signature)

5/22/2017
Date

Kevin Collins, EdD
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: Teamsters/Trades Certificated ____ Classified X

The proposed agreement covers the period beginning 07/01/2016 and ending 06/30/2017

and will be acted on by the Governing Board at its meeting on June 6, 2017 (Date).

Letter requested from Alameda County Office of Education? (Check Box if Letter Needed) [x]

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 FY	Fiscal Impact of Proposed Agreement Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 3,246,345	$ 81,159	$ 82,376	$ 83,612
			2.50%	2.54%	2.58%
2.	**Other Compensation** Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.			$ -	$ -
			0.00%	0.00%	0.00%
2a.	**Description of Other Compensation**		N/A $ -	N/A $ -	N/A $ -
3.	**Statutory Benefits** - STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 834,960	$ 20,874	$ 22,711	$ 24,599
			2.50%	2.72%	2.95%
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	$ 4,081,305	$ 102,033	$ 105,087	$ 108,211
			2.50%	2.57%	2.65%
6.	**Step & Column** - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ 48,695	$ 1,217	$ 1,236	$ 1,254
7.	**Total number of represented Employees** (Use FTEs)	58	58	56	56
8.	**Total Compensation Average Cost per Employee**	$ 70,367	$ 1,759	$ 1,877	$ 1,932
			2.5%	2.5%	2.5%

School District: San Leandro Unified

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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"?

2.5% increase was negotiated for full year - retroactive to July 1, 2016
Same amount as agreed to and approved as SLTA and CSEA

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

No

11. Please Include a summary of the proposed agreement, and when the settlement will be implemented, and any comments or explanations as necessary. (If more room is necessary, please attach additional sheet)

Small increases to boot allowance and reallocation of professional development costs for unit members.

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.).

Staff cuts with Teamsters/Trades pay for the Teamsters/Trades 2.5% pay incrase.

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 agreement will result in unchanged deficit financing in future years.
The district has implemented $2 million in cuts for 2016-17 and is cutting $3 million from the 2017-18 budget.

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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.

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 funding 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

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

	Column 1 Latest Board-Approved Budget Before Settlement As of: 1/31/2017	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)	$ 74,487,407		$ -	$ 74,487,407
Remaining Revenues (8100-8799)	$ 20,088,797	$ -	$ -	$ 20,088,797
Total Revenues	**$ 94,576,204**	**$ -**	**$ -**	**$ 94,576,204**
Expenditures				
1000 Certificated Salaries	$ 47,393,186		$ -	$ 47,393,186
2000 Classified Salaries	$ 12,346,404	$ 81,159	$ (80,000)	$ 12,347,563
3000 Employee Benefits	$ 16,844,164	$ 20,874	$ (20,000)	$ 16,845,038
4000 Books and Supplies	$ 3,325,720	$ -	$ -	$ 3,325,720
5000 Services and Operating Expenses	$ 14,238,545	$ -	$ -	$ 14,238,545
6000 Capital Outlay	$ 60,822	$ -	$ -	$ 60,822
7000 Other Outgo	$ 1,647,050	$ -	$ -	$ 1,647,050
Total Expenditures	**$ 95,855,891**	**$ 102,033**	**$ (100,000)**	**$ 95,857,924**
Operating Surplus (Deficit)	$ (1,279,687)	$ (102,033)	$ 100,000	$ (1,281,720)
Other Sources and Transfers In	$ -	$ -	$ -	$ -
Other Uses and Transfers Out	$ -	$ -	$ -	$ -
Current Year Increase (Decrease) In Fund Balance	$ (1,279,687)	$ (102,033)	$ 100,000	$ (1,281,720)
Beginning Balance	$ 5,879,520			$ 5,879,520
Current Year Ending Balance	$ 4,599,833	$ (102,033)	$ 100,000	$ 4,597,800
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 1,596,305	$ -	$ -	$ 1,596,305
Reserved for Economic Uncertainties 9789 **(3%)**	$ 2,957,942.00	$ 3,061	$ (3,000)	$ 2,958,003
Committed and Assigned 9770-9780		$ -	$ -	$ -
Unassigned/Unappropriated 9790	$ 45,586			$ 43,492

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:

Payroll increase for Teamsters/Trades is offset by not filling two positions this year.

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

Budget shows no net effect because raise is paid for by reduction of two staff positions in current year.

Revenues for 2017-18 and beyond have improved from stated numbers here (2nd Interim) with release of Governor's May Revise

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)*	$ 95,857,924
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.	$ 2,875,738

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	$ 2,875,738
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	$ 43,492
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	$ 2,919,230

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

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

Unrestricted reserves meet minimum reserve amount in current year, and in two subsequent years with significant cuts. MYP will be adjusted for 2017-18 and 2018-19 with new DOF assumptions Additional cuts will be made with new assumptions, but T/T increase is paid for with staff reductions that have already been made.

Revised MYP Including the Effects of Collective Bargaining

District Name: San Leandro
General Fund
Multi-Year Projections
Budget Year: 2016-17

	ADA: 8239.70 COLA: 0 Deficit:	ADA: 8239.70 1.56 Deficit:	ADA: 8239.70 COLA: 2.15 Deficit:
Revenues	Year: 16-17	Year: 17-18	Year: 18-19
Revenue Limit Sources	74,487,407	76,686,919	79,355,851
Federal Revenue	4,271,531	4,271,531	4,271,531
Other State Revenue	9,932,108	8,665,456	8,343,193
Local Revenue	5,597,158	5,174,149	4,443,310
Transfers In	288,000		
Total Revenue	**94,576,204**	**94,798,055**	**96,413,885**
Expenditures			
Certificated Salaries	47,393,186	48,078,162	48,784,180
Step & Column Adjustment			
Cost-of-Living Adjustment			
Other Adjustments (Raise)			
Classified Salaries	12,346,404	12,531,573	12,717,720
Step & Column Adjustment			
Cost-of-Living Adjustment			
Other Adjustments (Raise)			
Employee Benefits	16,844,164	18,637,984	20,530,924
Books & Supplies	3,325,720	3,077,502	3,170,426
Services, Other Operating Exp	14,238,454	13,840,896	13,946,655
Capital Outlay	60,822	60,822	60,822
Other Outgo	1,783,614	1,783,614	1,783,614
Salary Reductions and Cuts		(3,500,000)	(3,500,000)
Total Expenditures	**95,992,364**	**94,510,553**	**97,494,341**
Operating Surplus (Deficit)	**(1,416,160)**	**287,502**	**(1,080,456)**
Other Financing Sources & Transfers In(Positive figure)	267,564	284,421	301,616
Other Financing Uses & Transfers Out (Neg Figure)	(133,000)	(133,000)	(133,000)
Current Yr Inc(Dec) in Fund Balance	**(1,281,596)**	**438,923**	**(911,840)**
Beginning Fund Balance	**5,879,520**	**4,597,924**	**5,036,847**
Audit Adjustments/Restatements			
Ending Balance	**4,597,924**	**5,036,847**	**4,125,007**
Restricted Balance	1,596,305	1,924,224	969,020
Required Reserve	2,879,771	2,835,317	2,924,830
Unrestricted Balance (Incl Revolving)	3,001,619	3,112,623	3,155,987

Comments (Major changes):

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	$ 9,021.00 (Estimated)
(b)	Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	$ 8,580.00 (Actual)
(c)	Amount of Current Year Increase: (a) minus (b)	$ 441.00
(d)	Percentage Increase in BRL per ADA: (c) divided by (b)	5.14%
(e)	Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	2.50%

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 June 6, 2017, took action to approve the proposed Agreement with the Teamsters and Trades 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.