San Leandro Teachers' Association
And the
San Leandro Unified School District
2017-18 Reopener Negotiations

Tentative Agreement

June 14, 2017

ARTICLE XV - SALARIES

2017-18 Compensation: 2.0% salary schedule increase, effective July 1, 2017, to be added to the board approved SLTA salary schedules for the 2017-18 school year.

Anita Waldron

San Leandro Teachers' Association
Anita Waldron
SLTA Bargaining Chairperson

Rosanna Mucetti

San Leandro Unified School District
Dr. Rosanna Mucetti
Deputy Superintendent

School District: 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: San Leandro Teachers Association SLTA Certificated X Classified _____

The proposed agreement covers the period beginning **07/01/20017** and ending **06/30/2018**

and will be acted on by the Governing Board at its meeting on **August 29,2017.**

Letter requested from Alameda County Office of Education? (Check Box if Letter Needed) - Yes, letter requested

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 2017-18	Fiscal Impact of Proposed Agreement Year 1 Increase/(Decrease) FY 2017-18	Year 2 Increase/(Decrease) FY 2018-19	Year 3 Increase/(Decrease) FY 2019-20
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 40,908,258	$ 789,319	$ 801,159	$ 813,176
			1.93%	1.96%	1.99%
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.	$ 8,218,469	$ 198,441	$ 160,953	$ 163,367
			2.41%	1.96%	1.99%
4.	**Health/Welfare Plans**	$ -	$ -	$ -	$ -
			0.00%	0.00%	0.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 49,126,727	$ 987,760	$ 962,112	$ 976,543
			2.01%	1.96%	1.99%
6.	**Step & Column** - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ 604,556	$ -	$ -	$ -
7.	**Total number of represented Employees** (Use FTEs)	453.3		0	0
8.	**Total Compensation Average Cost per Employee**	$ 108,376	$ -	$ -	$ -
			0.00%	0.00%	0.00%

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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"?

   The negotiated percent increase was 2.0%.

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.)

    2% increase for SLTA effective 7/1/2017 - no other changes to contract.

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

   N/A

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.)

   N/A

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.

   The full cost of the agreement was included in the district's 2017-18 budget that was adopted by the Governing Board in June. No additional budget changes are required. The 2% increase was included in the MYP as well (for all groups).

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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.**

N/A

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

1. Current Year

General Fund Unrestricted and associated Restricted funds where applicable.

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)?

The 2.0% salary increase has been set aside and included in the current year budget. In addition, the 2.0% salary increase increase is reflected the projected base salary identified in the subsequent years budgets and covered by on going revenue sources.

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)

	Column 1 Latest Board-Approved Budget Before Settlement As of:	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)	$ 77,644,802	$ -	$ -	$ 77,644,802
Remaining Revenues (8100-8799)	$ 19,770,313	$ -	$ -	$ 19,770,313
Total Revenues	**$ 97,415,115**	**$ -**	**$ -**	**$ 97,415,115**
Expenditures				
1000 Certificated Salaries	$ 48,248,675	$ -	$ -	$ 48,248,675
2000 Classified Salaries	$ 12,381,779	$ -	$ -	$ 12,381,779
3000 Employee Benefits	$ 18,352,294	$ -	$ -	$ 18,352,294
4000 Books and Supplies	$ 2,803,358	$ -	$ -	$ 2,803,358
5000 Services and Operating Expenses	$ 13,388,904	$ -	$ -	$ 13,388,904
6000 Capital Outlay	$ 50,722	$ -	$ -	$ 50,722
7000 Other Outgo	$ 796,980	$ -	$ -	$ 796,980
Total Expenditures	**$ 96,022,712**	**$ -**	**$ -**	**$ 96,022,712**
Operating Surplus (Deficit)	$ 1,392,403	$ -	$ -	$ 1,392,403
Other Sources and Transfers In	$ -	$ -	$ -	$ -
Other Uses and Transfers Out	$ (131,000)	$ -	$ -	$ (131,000)
Current Year Increase (Decrease) In Fund Balance	$ 1,261,403	$ -	$ -	$ 1,261,403
Beginning Balance	$ 5,629,288			$ 5,629,288
Current Year Ending Balance	$ 6,890,691	$ -	$ -	$ 6,890,691
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 2,485,978	$ -	$ -	$ 2,485,978
Reserved for Economic Uncertainties 9789 (3%)	$ 2,884,611	$ -	$ -	$ 2,884,611
Committed and Assigned 9770-9780	$ 1,520,102	$ -	$ -	$ 1,520,102
Unassigned/Unappropriated 9790	$ (0)			$ (0)

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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 cost of the salary settlement is included and has been set aside in the total projected budget for salaries and benefits. There are no additional costs.

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

The 2% salary increase for all groups was included in the 2017-18 adopted budtet and MYP. The district's current parcel tax expires in June 2018, with a renewal election to be held in August 2017. If the new measure fails and the tax is not renewed, the district would have to cut $400,000 from its 2018-19 budget, and an additional $400,000 in its 2019-20 budget.

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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)*	$ 96,153,712
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.	$ 2,884,611

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	$ 2,884,611
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	$ (0)
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	$ 2,884,611

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: San Leandro Unified General Fund Multi-Year Projections Budget Year: 2017-18			
	ADA: 8,239.76 COLA: 1.56% Deficit:	ADA: 8,239.76 COLA: 2.15% Deficit:	ADA: 8,239.76 COLA: 2.35% Deficit:
Revenues	Year: 2017-18	Year: 2018-19	Year: 2019-20
Revenue Limit Sources	77,644,802	79,925,984	81,581,015
Federal Revenue	4,090,637	4,090,637	4,090,637
Other State Revenue	9,956,703	8,520,367	9,098,775
Local Revenue	5,722,973	5,009,261	5,059,354
Total Revenue	**97,415,115**	**97,546,249**	**99,829,780**
Expenditures			
Certificated Salaries	47,535,640	48,248,675	48,959,029
Step & Column Adjustment	713,035	710,354	721,010
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	12,198,797	12,381,779	12,563,602
Step & Column Adjustment	182,982	181,823	184,551
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	18,352,294	19,523,541	21,118,680
Books & Supplies	2,803,358	2,886,671	2,944,405
Services, Other Operating Exp	13,388,904	13,752,856	14,117,463
Capital Outlay	50,722	50,722	50,722
Other Outgo	1,175,150	1,198,653	1,222,626
Direct Support/Indirect Costs	(378,170)	(387,578)	(395,329)
Other Adjustments		(400,000)	(800,000)
Total Expenditures	**96,022,712**	**98,147,497**	**100,686,759**
Operating Surplus (Deficit)	**1,392,403**	**(601,248)**	**(856,979)**
Other Financing Sources & Transfers In(Positive figure)			
Other Financing Uses & Transfers Out (Neg Figure)	(131,000)	(131,000)	(131,000)
Current Yr Inc(Dec) in Fund Balance	**1,261,403**	**(732,248)**	**(987,979)**
Beginning Fund Balance	**5,629,288**	**6,890,691**	**6,158,443**
Audit Adjustments/Restatements			
Ending Balance	**6,890,691**	**6,158,443**	**5,170,465**
Restricted Balance	2,485,978	2,553,023	2,125,232
Required Reserve	2,884,612	2,948,355	3,024,533
Unrestricted Balance (Incl Revolving)	1,520,101	657,065	20,700
Comments (Major changes):			

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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 2017-18 LCFF Calculator County Office-provided Revenue Limit or+B263 Form RL, Line 3	$ 8,023.69	(Estimated)
(b) Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	$ 7,531.33	(Actual)
(c) Amount of Current Year Increase: (a) minus (b)	$ 492.36	
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	6.54%	
(e) Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	2.01%	

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** 7/13/17

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on August 29, 2017, took action to approve the proposed Agreement with the San Leandro Teachers 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.

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:	**$ 987,760**
Year 2:	**$ 962,112**
Year 3:	**$ 976,543**

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			
Expenditures/Other Financing Uses			
Ending Balance Increase (Decrease)			

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 **San Leandro Teachers Association SLTA** Bargaining Unit(s), during the term of the agreement, from **07/01/2017 to 06/30/2018**

District Superintendent (Signature)	**Date** 7/13/17
District Superintendent (Type Name) Michael McLaughlin	
Chief Business Official (Signature)	**Date** 7/13/17
Chief Business Official (Type Name) Kevin Collins	

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** 7/13/2017

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on **August 29, 2017**, took action to approve the proposed Agreement with the **SLTA San Leandro Teachers 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.