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

2017-18 Reopener Negotiations

December 13, 2017

On May 12, 2017, an agreement was reached for 2016-17 reopener negotiations. The agreement included the following clause for the 2017-18 school year:

"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."

Two other bargaining units, CSEA & SLTA, negotiated a 2.0% salary increase for the 2017-18 school year, and the SLUSD formally reopened Article 8 of our agreement with Teamster/Trades at the August 29, 2017, meeting of the SLUSD Board of Education.

The following agreement was reached for 2017-18 reopener negotiations:

Amend Article 8: Wages and Benefits as follows:
Add the following sentence:
A 2.0% salary schedule increase shall be applied to the 2017-18 Teamster/Trades salary schedule retroactive to July 1, 2017.

Teamster/Trades

12/13/2017
12/13/2017
12/13/17
12/13/17
12/13/17

SLUSD

12/13/17
12/13/17
12/13/17

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 Union Local 856/Alameda Building Trades Council
Certificated Classified X
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 **January 9, 2018.**

Letter requested from Alameda County Office of Education? (Check Box if Letter Needed) **Yes, letter is 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)	$ 2,860,619	$ 61,017	$ 61,932	$ 62,861
			2.13%	2.16%	2.20%
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.	$ 783,552	$ 23,017	$ 23,362	$ 23,713
			2.94%	2.98%	3.03%
4.	**Health/Welfare Plans**	$ -	$ -	$ -	$ -
			0.00%	0.00%	0.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 3,644,171	$ 84,034	$ 85,295	$ 86,574
			2.31%	2.34%	2.38%
6.	**Step & Column** - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ 42,275	$ -	$ -	$ -
7.	**Total number of represented Employees** (Use FTEs)	51.21		0	0
8.	**Total Compensation Average Cost per Employee**	$ 71,157	$ -	$ -	$ -
			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.)

2.0% Increase for Teamsters and Trades effective 07/01/17 - no other monetary changes to the 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, as well as the 2017-18 1st Interim report. No additional changes are required. The 2.0% increase was included in the MYP as (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 is reflected in the projected base salary identified in the subsequent years budgets and covered by on going revenues 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: 12/12/17	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)	$ 78,960,159	$ -	$ -	$ 78,960,159
Remaining Revenues (8100-8799)	$ 20,565,940	$ -	$ -	$ 20,565,940
Total Revenues	**$ 99,526,099**	**$ -**	**$ -**	**$ 99,526,099**
Expenditures				
1000 Certificated Salaries	$ 48,696,710	$ -	$ -	$ 48,696,710
2000 Classified Salaries	$ 11,849,174	$ -	$ -	$ 11,849,174
3000 Employee Benefits	$ 18,470,298	$ -	$ -	$ 18,470,298
4000 Books and Supplies	$ 3,270,038	$ -	$ -	$ 3,270,038
5000 Services and Operating Expenses	$ 14,842,172	$ -	$ -	$ 14,842,172
6000 Capital Outlay	$ 72,664	$ -	$ -	$ 72,664
7000 Other Outgo	$ 1,007,937	$ -	$ -	$ 1,007,937
Total Expenditures	**$ 98,208,993**	**$ -**	**$ -**	**$ 98,208,993**
Operating Surplus (Deficit)	$ 1,317,106	$ -	$ -	$ 1,317,106
Other Sources and Transfers In	$ -	$ -	$ -	$ -
Other Uses and Transfers Out	$ (131,000)	$ -	$ -	$ (131,000)
Current Year Increase (Decrease) In Fund Balance	$ 1,186,106	$ -	$ -	$ 1,186,106
Beginning Balance	$ 6,579,218			$ 6,579,218
Current Year Ending Balance	$ 7,765,324	$ -	$ -	$ 7,765,324
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 3,300,090	$ -	$ -	$ 3,300,090
Reserved for Economic Uncertainties 9789 **(3%)**	$ 2,950,200	$ -	$ -	$ 2,950,200
Committed and Assigned 9770-9780	$ 1,515,034	$ -	$ -	$ 1,515,034
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 2.0% salary increase for all groups was included in the 2017-18 adopted budget and MYP, as well as the 2017-18 1st. Interim report.

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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)*	$ 98,339,993
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.	$ 2,950,200

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	$ 2,950,200
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	$ 2,950,200

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 School District
General Fund
Multi-Year Projections
Budget Year: 2017-18

	8431.76	8431.76	8431.76
	COLA: 1.56%	COLA: 2.15%	COLA: 2.35%
	Deficit:	Deficit:	Deficit:
Revenues	Year: 2017-18	Year: 2018-19	Year: 2019-20
Revenue Limit Sources	78,960,159	82,026,354	84,326,460
Federal Revenue	4,368,248	4,368,248	4,368,248
Other State Revenue	10,592,802	9,417,414	9,289,929
Local Revenue	5,604,890	4,540,157	4,630,959
Total Revenue	**99,526,099**	**100,352,173**	**102,615,596**
Expenditures			
Certificated Salaries	47,977,054	48,696,710	49,346,146
Step & Column Adjustment	719,656	649,436	590,193
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	11,674,063	11,849,174	11,995,227
Step & Column Adjustment	175,111	146,053	159,929
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	18,470,298	19,717,031	20,982,786
Books & Supplies	3,270,038	3,373,086	3,409,860
Services, Other Operating Exp	14,842,172	14,130,708	14,557,979
Capital Outlay	72,664	75,099	77,403
Other Outgo	1,368,012	1,193,372	1,217,239
Direct Support/Indirect Costs	(360,075)	(360,075)	(360,075)
Other Adjustments		0	0
Total Expenditures	**98,208,993**	**99,470,594**	**101,976,687**
Operating Surplus (Deficit)	**1,317,106**	**881,579**	**638,909**
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	**1,186,106**	**750,579**	**507,909**
Beginning Fund Balance	**6,579,218**	**7,765,324**	**8,515,903**
Audit Adjustments/Restatements			
Ending Balance	**7,765,324**	**8,515,903**	**9,023,812**
Restricted Balance	3,260,090	2,702,695	1,842,809
Required Reserve	2,950,200	2,988,048	3,063,231
Unrestricted Balance (Incl Revolving)	1,555,034	2,825,160	4,117,772

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	$ 7,681.00	(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)	$ 149.67	
(d)	Percentage Increase in BRL per ADA: (c) divided by (b)	1.99%	
(e)	Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	2.31%	

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: 12/15/2017

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on January 9, 2018, 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.

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

2017-18 Reopener Negotiations

December 13, 2017

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Teamster/Trades

12/13/2017
12/13/2017
12/13/17
12/13/17
12/13/17

SLUSD

12/13/17
12/13/17
12/13/17

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:	**$ 84,034**
Year 2:	**$ 85,295**
Year 3:	**$ 86,574**

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 **Teamsters Union Local No.856/Alameda Building Trades Council** Bargaining Unit(s), during the term of the agreement, from **07/01/2017 to 06/30/2018.**

_____ **12/18/2017**
District Superintendent (Signature) **Date**

Michael McLaughlin, Ed.D.
District Superintendent (Type Name)

_____ **12/18/2017**
Chief Business Official (Signature) **Date**

KEVIN COLLINS, Ed.D.
Chief Business Official (Type Name)