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: San Leandro Teachers Association SLTA Certificated X Classified _____

The proposed agreement covers the period beginning **07/01/2019** and ending **06/30/2020**

and will be acted on by the Governing Board at its meeting on **September 10, 2019.**

Letter requested from Alameda County Office of Education? (Check Box if Letter Needed) ☐

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 2019-20	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2019-20	Year 2 Increase/(Decrease) FY 2020-21	Year 3 Increase/(Decrease) FY 2021-22
1.	**Salary Schedule** (This is to include Step & Column, which is also reported separately in item 6)	$ 45,859,800	$ 1,490,444	$ 1,509,074	$ 1,527,937
			3.25%	3.29%	3.33%
2.	**Other Compensation** Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		$ 11,200	$ 11,340	$ 11,482
			0.02%	0.76%	0.76%
2a.	**Description of Other Compensation** 3.5% stipend for nurses - total of 4.0 districtwide		$ -	$ -	$ -
3.	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 10,272,600	$ 336,691	$ 377,964	$ 373,217
			3.28%	3.68%	3.63%
4.	**Health/Welfare Plans**	$ -	$ -	$ -	$ -
			0.00%	0.00%	0.00%
5.	**Total Compensation** - Add Items 1 through 4 to equal 5	$ 56,132,400	$ 1,838,335	$ 1,898,378	$ 1,912,636
			3.27%	3.38%	3.41%
6.	**Step & Column -** Due to movement plus any changes due to settlement. This is a subset of item No. 1.	$ 566,170	$ 566,170	$ 573,247	$ 580,413
7.	**Total number of represented Employees** (Use FTEs)	482	482	482	482
8.	**Total Compensation Average Cost per Employee**	$ 116,457	$ 3,814	$ 3,939	$ 3,968
			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 3.25%.

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.)

    Copy of signed tentative agreement is included. Scheduled to be presented to SLSUD Governing Board on September 10, 2019 for approval. Agreement includes 3.25% salary increase.

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 includes new language regarding class size reduction, class size averages, caseloads for Speech, Language Pathologists and RSP teachers. Most of these maximums mirror what is already in place and are not expected to have fiscal impact.

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.).

The Tenative Agreement will add an additional district nurse and include a nurse stipend.

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 cost of this settlement is covered between the 2019-20 COLA, additional preschool funding that the district will be receiving, the new parcel tax in 2019-20, and additional revenue from increasing enrollment in 2019-20.

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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

LCFF COLA, new preschool funding, parcel tax, and funding from increasing enrollment.

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 majority of the 3.25% salary increase has been set aside and included in the current year budget as well as the district's multi-year projection.

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)	$ 89,044,292	$ -	$ -	$ 89,044,292
Remaining Revenues (8100-8799)	$ 19,555,669	$ -	$ -	$ 19,555,669
Total Revenues	**$ 108,599,961**	**$ -**	**$ -**	**$ 108,599,961**
Expenditures				
1000 Certificated Salaries	$ 53,541,406	$ -	$ -	$ 53,541,406
2000 Classified Salaries	$ 13,800,710	$ -	$ -	$ 13,800,710
3000 Employee Benefits	$ 21,378,744	$ -	$ -	$ 21,378,744
4000 Books and Supplies	$ 2,799,606	$ -	$ -	$ 2,799,606
5000 Services and Operating Expenses	$ 15,111,588	$ -	$ -	$ 15,111,588
6000 Capital Outlay	$ 110,000	$ -	$ -	$ 110,000
7000 Other Outgo	$ 963,064	$ -	$ -	$ 963,064
Total Expenditures	**$ 107,705,118**	**$ -**	**$ -**	**$ 107,705,118**
Operating Surplus (Deficit)	$ 894,843	$ -	$ -	$ 894,843
Other Sources and Transfers In	$ -	$ -	$ -	$ -
Other Uses and Transfers Out	$ (110,000)	$ -	$ -	$ (110,000)
Current Year Increase (Decrease) In Fund Balance	$ 784,843	$ -	$ -	$ 784,843
Beginning Balance	$ 8,217,592			$ 8,217,592
Current Year Ending Balance	$ 9,002,435	$ -	$ -	$ 9,002,435
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	$ 4,230,895	$ -	$ -	$ 4,230,895
Reserved for Economic Uncertainties 9789 **(3%)**	$ 3,233,948	$ -	$ -	$ 3,233,948
Committed and Assigned 9770-9780	$ -	$ -	$ -	$ -
Unassigned/Unappropriated 9790	$ 1,537,592			$ 1,537,592

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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:

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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)*	**$ 107,815,118**
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** $50,000.	**$ 3,234,454**

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	**$ 3,234,454**
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	**$ 1,537,592**
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	**$ 4,772,046**

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: 2019-20

	ADA: 8,489.56 COLA: 3.26% Deficit:	ADA: 8,489.56 COLA: 3.00% Deficit:	ADA: 8,489.56 COLA: 2.80% Deficit:
Revenues	**Year: 2019-20**	**Year: 2020-21**	**Year: 2021-22**
Revenue Limit Sources	89,044,292	91,539,576	94,093,319
Federal Revenue	4,621,507	4,621,507	4,621,507
Other State Revenue	8,244,272	8,491,600	8,729,365
Local Revenue	6,689,890	6,890,587	7,083,523
Total Revenue	**108,599,961**	**111,543,270**	**114,527,714**
Expenditures			
Certificated Salaries	52,750,154	53,541,406	54,795,034
Step & Column Adjustment	791,252	1,253,628	1,095,902
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	13,596,759	13,800,710	14,226,724
Step & Column Adjustment	203,951	426,014	284,535
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	21,378,744	22,692,071	22,961,395
Books & Supplies	2,799,606	3,138,074	3,383,785
Services, Other Operating Exp	15,111,588	15,839,114	16,572,207
Capital Outlay	110,000	113,476	116,937
Other Outgo	1,252,649	1,290,228	1,326,355
Direct Support/Indirect Costs	(289,585)	(297,854)	(305,520)
Other Adjustments		0	0
Total Expenditures	**107,705,118**	**111,796,867**	**114,457,354**
Operating Surplus (Deficit)	**894,843**	**(253,597)**	**70,360**
Other Financing Sources & Transfers In(Positive figure)			
Other Financing Uses & Transfers Out (Neg Figure)	(110,000)	(120,000)	(130,000)
Current Yr Inc(Dec) in Fund Balance	**784,843**	**(373,597)**	**(59,640)**
Beginning Fund Balance	**8,217,592**	**9,002,435**	**8,628,838**
Audit Adjustments/Restatements			
Ending Balance	**9,002,435**	**8,628,838**	**8,569,198**
Restricted Balance	4,230,895	4,566,844	5,116,169
Required Reserve	3,233,948	3,357,506	3,440,621
Unrestricted Balance (Incl Revolving)	1,537,592	704,488	12,408

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 2019-20 LCFF Calculator County Office-provided Revenue Limit or+B263 Form RL, Line 3	**$ 10,410.00**	(Estimated)
(b)	Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	**$ 10,057.00**	(Actual)
(c)	Amount of Current Year Increase: (a) minus (b)	**$ 353.00**	
(d)	Percentage Increase in BRL per ADA: (c) divided by (b)	**3.51%**	
(e)	Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	**3.27%**	

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 **September 10, 2019**, took action to approve the proposed Agreement with the San Leandro Teachers Association (SLTA) 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:	**$ 1,838,335**
Year 2:	**$ 1,898,378**
Year 3:	**$ 1,912,636**

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 **07/01/2019 to 06/30/2020**.

_____ ___August 23, 2019__
District Superintendent (Signature) **Date**

_____Michael McLaughlin, EdD_____
District Superintendent (Type Name)

_____ ___August 23, 2019__
Chief Business Official (Signature) **Date**

_____Kevin Collins, EdD_____
Chief Business Official (Type Name)