

UBA

Certification of the Districts Ability to Meet the Costs of Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to the public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of Berkeley Unified District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the **Union of Berkeley Administrators (UBA)** during the term of the agreement from July 1, 2016 to June 30, 2017.

The budget revisions necessary to meet the costs of the agreement in each year of its term are itemized below. 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			
General Fund	184,400	414,902	280,750
Less Projections in the budget	(184,400)	(414,902)	(280,750)
Ending Balance Increase (Decrease)	0	0	0

N/A _____ (No budget revisions necessary)

_____ *These projections are based on the attached assumptions, which become an integral part of this document.*

District Superintendent (Signature)

Date

Donald Evans

District Superintendent (Type Name)



Chief Business Official (Signature)



Date

Javetta Cleveland

Chief Business Official (Type Name)

Berkeley 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.

<p>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.</p>	
<p style="text-align: center;">_____ District Superintendent (or Designee) (Signature)</p>	<p style="text-align: center;">_____ Date</p>
<p>After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on June 29, 2016 took action to approve the proposed Agreement with the Union of Berkeley Administrators, AFSA, Local 81, AFL-CiO Bargaining Unit.</p>	
<p style="text-align: center;">_____ President (or Clerk), Governing Board (Signature)</p>	<p style="text-align: center;">_____ Date</p>

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.

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

Name of Bargaining Unit: **The Union of Berkeley Administrators (UBA)** Certified _____
Classified _____

The proposed agreement covers a 4% salary increase effective July 1, 2015, a one time 3% salary increase effective July 1, 2016, a salary increase of 2% for FY 2016-17 effective July 1, 2016, and will be acted on by the Governing Board at its meeting on **June 29, 2016**

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 2015-16 2nd Interim	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			FY 2015-16	FY 2016-17	FY 2017-18
1.	Salary Schedule (This is to include Step & Column, which is also reported separately in item 6)	\$ 83,847,837	\$ 147,994	\$ 218,397	\$ 218,397
			0.18%	0.26%	0.26%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.			\$ 109,199	\$ 109,199
			0.00%	73.79%	50.00%
2a.	Description of Other Compensation One-time bonus		\$ -	\$ -	\$ -
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 18,263,051	36,406	87,304	87,304
			0.20%	0.48%	0.48%
4.	Health/Welfare Plans	\$ 9,138,353		\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Compensation - Add Items 1 through 4 to equal 5	\$ 111,249,241	\$ 184,400	\$ 414,900	\$ 414,900
			0.17%	0.37%	0.37%
6.	Step & Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	\$ -	\$ 2,187	\$ 4,841	\$ 4,841
7.	Total number of represented Employees (Use FTEs)	1180	38.06	39.06	39.06
8.	Total Compensation Average Cost per Employee	\$ 94,279	\$ 4,845	\$ 10,622	\$ 10,622
			5.14%	11.27%	11.27%

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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"?

100%

10. Were any additional steps, columns or ranges added to the schedules? (If yes, please explain.)
No - Classification and compensation study required certain staff to change ranges
-
-
-

11. Please Include comments and explanations as necessary. (If more room is necessary, please attach additional sheet.)
The 2% on schedule compensation is in the event the District receives at least an additional two million dollars (\$2,000,000) in on-going state funding for Adult Education (compared to 2014-15 funding)
-
-
-

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

- 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.).
-
-
-

- D. What Contingency Language is Included in the Proposed Agreement (e.g. reopeners, etc.)?**

The 2% on schedule compensation is in the event the District receives at least an additional two million dollars (\$2,000,000) in on-going state funding for Adult Education (compared to 2014-15 funding)

- 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 will increase deficit spending in the general fund, but there is sufficient fund balance to absorb the increase.

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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.

G. Source of Funding for Proposed Agreement

1. Current Year

The district will be using on-going revenue will pay for the on-going salary schedule increases

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)?

Multi-year projections show that fund balances and current year revenues will offset the ongoing increase on the s schedule

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.)

see above

Berkeley Unified School District
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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: 03/09/2016	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				
LCFF/Revenue Limit Sources (8010)	\$ 81,289,252	\$ -	\$ -	\$ 81,289,252
Remaining Revenues (8100-8799)	\$ 61,196,615	\$ -	\$ -	\$ 61,196,615
Total Revenues	\$ 142,485,867	\$ -	\$ -	\$ 142,485,867
Expenditures				
1000 Certificated Salaries	\$ 59,311,697	\$ 147,994		\$ 59,459,691
UBA included in budget	\$ (147,994)			\$ (147,994)
2000 Classified Salaries	\$ 24,538,141		\$ -	\$ 24,538,141
3000 Employee Benefits	\$ 27,399,403	\$ 36,406	\$ -	\$ 27,435,809
Adj UBA included in budget	\$ (36,406)			\$ (36,406)
4000 Books and Supplies	\$ 6,942,475	\$ -	\$ -	\$ 6,942,475
5000 Services and Operating Expenses	\$ 21,814,651	\$ -	\$ -	\$ 21,814,651
6000 Capital Outlay	\$ 356,801		\$ -	\$ 356,801
7000 Other Outgo	\$ (661,706)		\$ -	\$ (661,706)
Adj UBA included in budget				\$ -
Total Expenditures	\$ 139,517,062	\$ 184,400	\$ -	\$ 139,701,462
Operating Surplus (Deficit)	\$ 2,968,805	\$ (184,400)	\$ -	\$ 2,784,405
Other Sources and Transfers In		\$ -	\$ -	\$ -
Other Uses and Transfers Out	\$ (1,187,038)		\$ -	\$ (1,187,038)
Current Year Increase (Decrease) In Fund Balance	\$ 1,781,767	\$ (184,400)	\$ -	\$ 1,597,367
Beginning Balance	\$ 14,344,798			\$ 14,344,798
Current Year Ending Balance	\$ 16,126,565	\$ (184,400)	\$ -	\$ 15,942,165
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties 9780	\$ 4,221,123	\$ 5,532	\$ -	\$ 4,226,655
Committed and Assigned 9770-9780	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated 9790	\$ 11,905,442			\$ 11,715,510

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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:

2015-16 salary increases were included in the budget at Second Interim, and were backed out of the budget colour

Berkeley Unified School District
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

District Name: Berkeley Unified School District			
General Fund			
Multi-Year Projections			
Budget Year: 2015-16			
	ADA: 9370	ADA: 9370	ADA: 9370
	COLA:	COLA:	COLA:
	Deficit:	Deficit:	Deficit:
<u>Revenues</u>	Year: 2015-16	Year: 2016-17	Year: 2017-18
LCFF/ Revenue Limit Sources	81,289,252	84,144,975	86,340,644
Federal Revenue	4,159,061	4,159,061	4,159,061
Other State Revenue	13,875,100	9,866,901	7,861,721
Local Revenue	43,162,454	43,249,727	44,369,014
Total Revenue	142,485,867	141,420,664	142,730,440
<u>Expenditures</u>			
Certificated Salaries	59,311,697	59,311,697	65,538,650
Step & Column Adjustment		593,117	652,928
Cost-of-Living Adjustment/other			
Other Adjustments		5,633,836	(3,956,796)
TA impact			0
Classified Salaries	24,538,141	24,538,141	26,876,349
Step & Column Adjustment		368,072	399,444
Cost-of-Living Adjustment			
Other Adjustments		1,970,136	(1,075,713)
TA impact		0	0
Employee Benefits	27,399,403	31,896,839	32,712,320
TA Benefits			0
Books & Supplies	6,942,475	5,760,495	4,410,786
Services, Other Operating Exp	21,814,651	18,683,304	16,599,899
Capital Outlay	356,801	189,670	192,813
TA impact			0
TA impact			0
Direct Support/Indirect Costs	(661,706)	(1,125,009)	(686,388)
Total Expenditures	139,701,462	147,820,298	141,664,292
Operating Surplus (Deficit)	2,784,405	(6,399,634)	1,066,148
Other Financing Sources & Transfers In (Positive figure)			
Other Financing Uses & Transfers Out (Negative figure)	(1,187,038)	(1,187,038)	(1,187,038)
Current Yr Inc(Dec) in Fund Balance	1,597,367	(7,586,672)	(120,890)
Beginning Fund Balance	14,344,798	15,942,165	8,355,493
Audit Adjustments/Restatements			
Ending Balance	15,942,165	8,355,493	8,234,603
Restricted Balance			
Required Reserve			
Unrestricted Balance (Incl Revolving)			
Comments (Major changes):			

Berkeley Unified School District
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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 LCFF per ADA: (from LCFF calculator) Graph	<u>\$ 7,564.46</u> (Estimated)
(b) Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	<u>\$ 6,907.83</u> (Actual)
(c) Amount of Current Year Increase: (a) minus (b)	<u>\$ 656.63</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	<u>9.51%</u>
(e) Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	<u>0.17%</u>

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.

<p>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.</p>	
<p style="text-align: center;">District Superintendent (or Designee) (Signature)</p> <p style="text-align: center;">After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on June 29, 2016 took action to approve the proposed Agreement with the The Union of Berkeley Administrators (UBA) Bargaining Unit.</p>	<p style="text-align: center;">Date</p>
<p style="text-align: center;">President (or Clerk), Governing Board (Signature)</p>	<p style="text-align: center;">Date</p>

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.

Tentative Agreement

AGREEMENT
between the
BERKELEY UNIFIED SCHOOL DISTRICT
and the
UNION OF BERKELEY ADMINISTRATORS
AFSA, LOCAL 81, AFL-CIO

The Berkeley Unified School District ("District") and the Union of Berkeley Administrators, AFSA, Local 81, AFL-CIO ("UBA") are parties to a collective bargaining agreement that will expire on June 30, 2016.

The District and UBA have agreed to enter into a successor collective bargaining agreement with a term from date of ratification through June 30, 2017.

The provisions of the existing collective bargaining agreement shall be "rolled" into the new collective bargaining agreement without change except for the following modifications:

1. **Required** conforming changes (e.g. dates).
2. Article 1: Agreement

This Agreement, ~~is by and~~ between the Board of Education of the Berkeley Unified School District (hereinafter referred to as the "Board" or "District"); and the Union of Berkeley Administrators, AFS, Local 81, AFL-CIO (hereinafter referred to as "UBA"), shall be effective July 1, 2016~~3~~ and shall continue until June 30, 2017~~6~~.

3. Article 13: Compensation

13.1 Wages for ~~2013-2014 and 2014-2015~~ 2016-2017:

~~a. If, before the expiration of this current collective bargaining agreement, the District agrees to a higher compensation increase for the Berkeley Federation of Teachers (BFT), the District shall increase the total compensation of UBA members by the same percentage.~~

a. Unit members employed for the 2016-2017 school year shall receive a one-time lump sum bonus equal to three percent (3%) of their salary for 2016-2017.

b. In the event the District receives at least an additional two million dollars (\$2,000,000) in ongoing State funding for Adult Education (compared to ~~2015~~2014-2015 funding), then unit members employed for the 2016-2017 school year shall receive, effective July 1, 2016, an on-schedule compensation increase to all rates and schedules in an amount of two percent (2%).

In the event the District receives less than an additional two million dollars (\$2,000,000) in ongoing Stated funding for Adult Education (compared to 2014-2015 funding), then unit members employed for the 2016-2017 school year shall receive, effective July 1, 2016, an on-schedule compensation

increase to all rates and schedules in the an amount equal to seventy percent (70%) of every 55 cents (55¢) of each additional ongoing dollar from the State for Adult Education funding received by the District (compared to 2014-2015 funding).

4. Article 16: Expiration of Contract and Reopeners

16.1 The parties agree that the term of this Agreement shall be from July 1, 2016~~3~~ through June 30, 2017~~6~~ as ratified by the Board of Education.

16.2 The parties agree to start the meet and negotiate process for the Successor Agreement on or before ~~April~~ March 15, 2017.

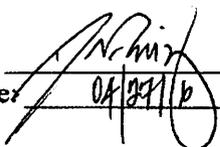
Each party must submit the Initial Proposals to the other party, in writing, by ~~April 10~~ February 28, 2017.

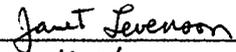
16.3 The parties agree to share equally in the costs of printing this Agreement.

16.4 The parties shall have the right to reopen negotiations on compensation (salary and benefits) and two other articles for the 2016~~5~~-2017~~6~~ school year.

FOR THE BERKELEY UNIFIED
SCHOOL DISTRICT

FOR THE UNION OF BERKELEY
ADMINISTRATORS, AFSA, LOCAL 81
AFL-CIO

By: 
Date: 04/27/16

By: 
Date: 4/27/16