

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25)

Name of Bargaining Unit: Ukiah Teachers' Association (UTA)

Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2019 and ending: June 30, 2020
(date) (date)

The Governing Board will act upon this agreement on: November 14, 2019
(date)

Copies of the board-approved budget revisions and board minutes must be submitted within 45 days. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

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 2019-2020	Fiscal Impact of Proposed Agreement			
		Year 1 Increase/ (Decrease) FY 2019-2020	Year 2 Increase/ (Decrease) FY 2020-2021	Year 3 Increase/ (Decrease) FY 2021-2022	
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 25,889,630	\$ 965,683	\$ 972,360	\$ 979,074	
		3.73%	3.76%	3.78%	
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -	
		#DIV/0!	#DIV/0!	#DIV/0!	
Description of other compensation					
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 4,063,540	\$ 240,520	\$ 249,227	\$ 258,000	
		5.92%	6.13%	6.35%	
4 Health/Welfare Plans	\$ 2,384,727	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 32,337,897	\$ 1,206,203	\$ 1,221,587	\$ 1,237,074	
		3.73%	3.78%	3.83%	
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 178,039	\$ 6,641	\$ 6,677	\$ 6,714	
7 Total Number of Represented Employees (Use FTEs if appropriate)	322.31				
8 Total Compensation Average Cost per Employee	\$ 100,332	\$ 3,742	\$ 3,790	\$ 3,838	
		3.73%	3.78%	3.83%	
9 Cost of 1% after above compensation (salary and statutory benefits)	\$ 299,532	\$ 311,594	\$ 311,748	\$ 311,902	
		104.03%	104.08%	104.13%	

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Name of Bargaining Unit: California School Employees Association #194 (CSEA)

Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2019 and ending: June 30, 2020
(date) (date)

The Governing Board will act upon this agreement on: November 14, 2019
(date)

Copies of the board-approved budget revisions and board minutes must be submitted within 45 days. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

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 2019-2020	Fiscal Impact of Proposed Agreement			
		Year 1 Increase/ (Decrease) FY 2019-2020	Year 2 Increase/ (Decrease) FY 2020-2021	Year 3 Increase/ (Decrease) FY 2021-2022	
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 14,125,720	\$ 526,889	\$ 539,513	\$ 552,389	
		3.73%	3.82%	3.91%	
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -	
		#DIV/0!	#DIV/0!	#DIV/0!	
Description of other compensation					
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 2,271,998	\$ 177,779	\$ 184,321	\$ 191,030	
		7.82%	8.11%	8.41%	
4 Health/Welfare Plans	\$ 2,494,201	\$ -	\$ -	\$ -	
		0.00%	0.00%	0.00%	
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 18,891,919	\$ 704,668	\$ 723,834	\$ 743,419	
		3.73%	3.83%	3.94%	
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 331,808	\$ 12,376	\$ 12,624	\$ 12,876	
7 Total Number of Represented Employees (Use FTEs if appropriate)	335.46				
8 Total Compensation Average Cost per Employee	\$ 56,316	\$ 2,101	\$ 2,158	\$ 2,216	
		3.73%	3.83%	3.94%	
9 Cost of 1% after above compensation (salary and statutory benefits)	\$ 163,977	\$ 171,024	\$ 171,216	\$ 171,411	
		104.30%	104.41%	104.53%	

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For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25)

Name of Bargaining Unit:	Unrepresented		
Certificated, Classified, Other:	Certificated and Classified Management and Confidential		
The proposed agreement covers the period beginning:	July 1, 2019	and ending:	June 30, 2020
	(date)		(date)
The Governing Board will act upon this agreement on:	November 14, 2019		
	(date)		

Copies of the board-approved budget revisions and board minutes must be submitted within 45 days. If the board-approved revisions are different from the proposed budget adjustments in Column 2 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

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 2019-2020	Fiscal Impact of Proposed Agreement			
			Year 1 Increase/ (Decrease)	Year 2 Increase/ (Decrease)	Year 3 Increase/ (Decrease)	
			FY 2019-2020	FY 2020-2021	FY 2021-2022	
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 7,032,828	\$ 262,324	\$ 264,808	\$ 267,287	
			3.73%	3.77%	3.80%	
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -	
			#DIV/0!	#DIV/0!	#DIV/0!	
	Description of other compensation					
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,435,163	\$ 73,595	\$ 76,266	\$ 78,966	
			5.13%	5.31%	5.50%	
4	Health/Welfare Plans	\$ 537,895	\$ -	\$ -	\$ -	
			0.00%	0.00%	0.00%	
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 9,005,886	\$ 335,919	\$ 341,074	\$ 346,253	
			3.73%	3.79%	3.84%	
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 78,785	\$ 2,939	\$ 2,484	\$ 2,479	
7	Total Number of Represented Employees (Use FTEs if appropriate)	68.50				
8	Total Compensation Average Cost per Employee	\$ 131,473	\$ 4,904	\$ 4,979	\$ 5,055	
			3.73%	3.79%	3.84%	
9	Cost of 1% after above compensation (salary and statutory benefits)	\$ 84,680	\$ 88,039	\$ 88,091	\$ 88,142	
			103.97%	104.03%	104.09%	

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

- A. continued** Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost.

For Certificated, Classified and Unrepresented Certificated and Classified Management and Confidential employees an on-going salary schedule increase of 3.73% was agreed upon effective 07/01/2019. Increases only apply to contracted time until board approval on 11/14/2019. For Certificated, Classified, Unrepresented Certificated, Classified and Confidential Management the increase for 2019/2020 will be based on the Fair Share formula agreement ratified by UTA in the two year agreement covering the 2019/2020 and 2020/2021 fiscal years. Refer to Attachment B for copies of the actual signed formula calculation. Salary schedules affected by this agreement are provided as Attachment A for Certificated, Attachment C for Classified, and Attachment E for Unrepresented Certificated, Classified and Confidential Management.

Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes

X

No

If yes, please describe the cap amount.

Annual employer contribution of \$7,207.00

- B. Proposed Negotiated Changes in Non Compensation Items (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.**

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations.**

While the district will still be able to maintain the state required 3% reserve for economic uncertainties in the current year and two subsequent years, there is still an ongoing structural deficit. Therefore, a budget reduction timeline is established, by the governing board as a means to identify and approve budget reductions beginning in the 2020/2021 fiscal year.

- D. Is contingency or restoration language included in the proposed agreement? If so, include specific areas identified.**

This is the second year of the two year fair share agreement. If the fair share true-up calculation for 2019/2020, which will occur in October 2020, results in more than a 0.5% decrease, the parties will return to negotiations for resolution.

- E. Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year.**

General Fund Revenues = Special Reserve = Expenditure Reductions = Other (please explain)

1. Current Year:

The increased Local Control Funding Formula base revenue and increased enrollment in Fund 01 will support the current year ongoing increase. Categorical programs that support categorical staff will make adjustments within their programs to support the current year ongoing increase as will the supplemental and concentration grant programs

2. How will the ongoing cost of the proposed agreement be funded in future years?

General Fund Revenues = Special Reserve = Expenditure Reductions = Other (please explain)

The increased Local Control Funding Formula base revenue in Fund 01 will fund this agreement in the current year. Both subsequent years reduce the board approved additional 6% reserve, however, the governing board has a plan to reduce expenditures beginning in 2020/2021 to maintain the 9% board required reserve.

	Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II												
E. contin ued	3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicate which years this agreement will cover. (Remember to include compounding effects in meeting obligations.) Please explain.												
	General Fund Revenues = Special Reserve = Expenditure Reductions = Other (please explain)												
	N/A												
	4. What is the impact of this agreement on deficit spending in the current and/or future years: The district is projecting to maintain an operating deficit for the 2019/2020, 2020/2021 and 2021/2022 fiscal years. Budget reductions are being identified for the 2020/2021 fiscal year on-going which will positively impact the MYP.												
	5. Is this agreement part of a multiyear contract? If so, what specific years are covered?												
	N/A												
	6. Does this agreement have reopeners? If so, in what areas? This is the first year of the two year fair share agreement. If the fair share true-up calculation for 2019/2020, which occurs in October 2020, results in more than a 0.5% decrease, the parties will return to negotiations for resolution.												
	7. Other Comments:												

**UKIAH UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
EFF. JULY 1, 2019 - JUNE 30, 2020**

188 days With 3.73% On-going Increase

STEP	Col. 1 B44 BA to 44 units	Col. 2 B44 with MA	Col. 3 B45 BA + 45 units	Col. 4 B45 with MA	Col. 5 B60 BA + 60 units	Col. 6 B60 with MA	Col. 7 B75 BA + 75 units	Col. 8 B75 with MA	Col. 9 B90 BA + 90 units	Col. 10 B90 with MA
1	48,226	48,976	49,164	49,914	51,196	51,946	53,145	53,895		
2	48,756	49,506	50,708	51,458	52,657	53,407	54,608	55,358		
3	50,708	51,458	52,657	53,407	54,608	55,358	56,559	57,309		
4	52,657	53,407	54,608	55,358	56,559	57,309	58,508	59,258		
5	54,608	55,358	56,559	57,309	58,508	59,258	60,459	61,209		
6	56,559	57,309	58,508	59,258	60,459	61,209	62,410	63,160		
7	58,508	59,258	60,459	61,209	62,410	63,160	64,360	65,110	68,261	69,011
8	60,459	61,209	62,410	63,160	64,360	65,110	66,310	67,060	70,210	70,960
9			64,360	65,110	66,310	67,060	68,261	69,011	72,159	72,909
10			66,310	67,060	68,261	69,011	70,210	70,960	74,111	74,861
11					70,210	70,960	72,159	72,909	76,061	76,811
12					72,159	72,909	74,111	74,861	78,011	78,761
13							76,061	76,811	79,962	80,712
14							78,011	78,761	81,910	82,660
15									83,862	84,612
16									85,812	86,562
18									86,950	87,700
20					76,075	76,825	81,128	81,878	88,098	88,848
22					76,384	77,134	82,187	82,937	89,920	90,670
25					79,405	80,155	85,207	85,957	92,732	93,482

UTA SECTION 8.1. GENERAL SALARY SCHEDULE PROVISIONS ON REVERSE

\$750 for Masters (included in columns line b) - \$1,000 for Doctorate

Board Approved 11-14-2019

[illegible]

UKIAH UNIFIED SCHOOL DISTRICT														
CLASSIFIED SALARY SCHEDULE														
EFF. JULY 1, 2019 - JUNE 30, 2020														
with 3.73% on-going increase														
L E V E L	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	W/10yr longevity	W/15yr longevity	W/20yr longevity	W/25yr longevity	W/30yr longevity
B	\$13.48	\$13.61	\$13.75	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$ 20.28	\$ 21.30	\$ 22.36	\$ 23.48	\$ 24.66
C	\$13.61	\$13.75	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$ 21.30	\$ 22.36	\$ 23.48	\$ 24.65	\$ 25.89
D	\$13.75	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$ 22.36	\$ 23.48	\$ 24.66	\$ 25.89	\$ 27.18
E	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$ 23.49	\$ 24.66	\$ 25.89	\$ 27.19	\$ 28.55
F	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$ 24.66	\$ 25.90	\$ 27.19	\$ 28.55	\$ 29.98
G	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$ 25.89	\$ 27.19	\$ 28.55	\$ 29.98	\$ 31.47
H	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$ 27.19	\$ 28.55	\$ 29.98	\$ 31.48	\$ 33.05
I	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$ 28.56	\$ 29.98	\$ 31.48	\$ 33.06	\$ 34.71
J	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$ 29.99	\$ 31.49	\$ 33.06	\$ 34.71	\$ 36.45
K	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$ 31.48	\$ 33.06	\$ 34.71	\$ 36.44	\$ 38.27
L	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$ 33.06	\$ 34.71	\$ 36.44	\$ 38.27	\$ 40.18
M	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$ 34.71	\$ 36.44	\$ 38.26	\$ 40.18	\$ 42.18
N	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$33.13	\$ 36.44	\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30
bilingual	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$33.13	\$34.79	\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30	\$ 46.52
LONGEVITY ACHIEVEMENT: CSEA contract Article 9.5 Compensation and Salary Adjustments - Longevity														
10% at the beginning of 10th year and 5% thereafter at the beginning of 15th, 20th, 25th and 30th year.														
NOTE: CSEA contract Article 11 Professional Growth Program														
A full award of \$525 for each 10 units earned will be granted employees.														
The award increments are cumulative and will continue as long as the employee is actively employed in the District.														
Increments may be awarded every two (2) school years, with a maximum of five (5) increments.														
Board Approved 11/14/2019														

Tentative Agreement
October 18, 2019

1. Effective July 1, 2019, increase the classified salary schedule by 3.73%. Retroactive payments will be made by February 14, 2020 if CSEA ratifies this agreement by October 31, 2019.
 - a. Retroactive increases to supplemental time, overtime, and extra time will be payable by the April 2020 supplemental payroll, if CSEA ratifies this agreement by October 31, 2019.
 - b. The retroactive increases will only be payable to unit members on the District payroll as of January 1, 2020 and CalPERS retirees who retire during the 2019/20 school year.
 - c. The 2019-20 salary schedule with the 3.73% increase reflects 1% between Level B Step 1 and Level B Step 2; between Level B Step 2 and Level B Step 3; between Level C Step 1 and Level C Step 2; between Level B Step 1 and Level C Step 1; between Level C Step 1 and Level D Step 1; and between Level B Step 2 and Level C Step 2.
2. This and all other tentative agreements shall close negotiations for 2019-20.
3. The District and CSEA agree to commence reopener bargaining for 2020-21 in November 2019 to include bargaining for a 2020-21 salary schedule to be effective July 1, 2020.

For the District:

Nicole H. Glentzer 10/18/19
Nicole H. Glentzer

Penny Lauseng 10-18-19
Penny Lauseng

Steve Barekman 10.18.19
Steve Barekman

For CSEA:

Haley Lucia 10/18/19
Haley Lucia
Lisa Rantala 10/18/19
LISA RANTALA

UKIAH UNIFIED SCHOOL DISTRICT
Management/Confidential Salary Schedule
EFF. JULY 1, 2019 - JUNE 30, 2020
 with 3.73% on-going increase

Schedule CERT MGT		CONTRACT DAYS																			
CERTIFICATED - Exempt			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 20	STEP 25		
3	Assist. Principal, Adult School	200	\$94,304	\$95,404	\$96,504	\$97,604	\$98,704	\$99,804	\$100,904	\$102,004	\$103,104	\$104,204	\$105,304	\$106,404	\$107,504	\$108,604	\$109,704	\$115,189	\$120,949		
4	Assist. Principal, Elementary	195	\$92,915	\$94,015	\$95,115	\$96,215	\$97,315	\$98,415	\$99,515	\$100,615	\$101,715	\$102,815	\$103,915	\$105,015	\$106,115	\$107,215	\$108,315	\$113,731	\$119,417		
5	Assist. Principal, High School	225	\$107,273	\$108,373	\$109,473	\$110,573	\$111,673	\$112,773	\$113,873	\$114,973	\$116,073	\$117,173	\$118,273	\$119,373	\$120,473	\$121,573	\$122,673	\$128,807	\$135,247		
8	Assist. Principal, Middle School	215	\$102,083	\$103,183	\$104,283	\$105,383	\$106,483	\$107,583	\$108,683	\$109,783	\$110,883	\$111,983	\$113,083	\$114,183	\$115,283	\$116,383	\$117,483	\$123,357	\$129,525		
2	Assist. Superintendent	227	\$125,141	\$126,241	\$127,341	\$128,441	\$129,541	\$130,641	\$131,741	\$132,841	\$133,941	\$135,041	\$136,141	\$137,241	\$138,341	\$139,441	\$140,541	\$147,568	\$154,946		
19	Behavior Support Specialist	195	\$72,074	\$73,174	\$74,274	\$75,374	\$76,474	\$77,574	\$78,674	\$79,774	\$80,874	\$81,974	\$83,074	\$84,174	\$85,274	\$86,374	\$87,474	\$91,848	\$96,440		
9	Coordinator, Educ. Programs	195	\$81,893	\$82,993	\$84,093	\$85,193	\$86,293	\$87,393	\$88,493	\$89,593	\$90,693	\$91,793	\$92,893	\$93,993	\$95,093	\$96,193	\$97,293	\$102,158	\$107,266		
1	Counselor I	195	\$72,074	\$73,174	\$74,274	\$75,374	\$76,474	\$77,574	\$78,674	\$79,774	\$80,874	\$81,974	\$83,074	\$84,174	\$85,274	\$86,374	\$87,474	\$91,848	\$96,440		
6	Counselor II	195	\$57,204	\$58,304	\$59,404	\$60,504	\$61,604	\$62,704	\$63,804	\$64,904	\$66,004	\$67,104	\$68,204	\$69,304	\$70,404	\$71,504	\$72,604	\$76,234	\$80,046		
10	Dean	195	\$86,886	\$87,986	\$89,086	\$90,186	\$91,286	\$92,386	\$93,486	\$94,586	\$95,686	\$96,786	\$97,886	\$98,986	\$100,086	\$101,186	\$102,286	\$107,400	\$112,770		
11	Director, Educ. Programs	215	\$107,396	\$108,496	\$109,596	\$110,696	\$111,796	\$112,896	\$113,996	\$115,096	\$116,196	\$117,296	\$118,396	\$119,496	\$120,596	\$121,696	\$122,796	\$128,936	\$135,383		
16	Principal, Adult School/UISA	210	\$104,900	\$106,000	\$107,100	\$108,200	\$109,300	\$110,400	\$111,500	\$112,600	\$113,700	\$114,800	\$115,900	\$117,000	\$118,100	\$119,200	\$120,300	\$126,315	\$132,631		
13	Principal, Elementary	215	\$107,396	\$108,496	\$109,596	\$110,696	\$111,796	\$112,896	\$113,996	\$115,096	\$116,196	\$117,296	\$118,396	\$119,496	\$120,596	\$121,696	\$122,796	\$128,936	\$135,383		
14	Principal, High School	225	\$123,952	\$125,052	\$126,152	\$127,252	\$128,352	\$129,452	\$130,552	\$131,652	\$132,752	\$133,852	\$134,952	\$136,052	\$137,152	\$138,252	\$139,352	\$146,320	\$153,636		
15	Principal, Middle School	220	\$115,551	\$116,651	\$117,751	\$118,851	\$119,951	\$121,051	\$122,151	\$123,251	\$124,351	\$125,451	\$126,551	\$127,651	\$128,751	\$129,851	\$130,951	\$137,499	\$144,373		
18	Principal, South Valley	210	\$104,900	\$106,000	\$107,100	\$108,200	\$109,300	\$110,400	\$111,500	\$112,600	\$113,700	\$114,800	\$115,900	\$117,000	\$118,100	\$119,200	\$120,300	\$126,315	\$132,631		
17	Psychologist	195	\$86,925	\$88,025	\$89,125	\$90,225	\$91,325	\$92,425	\$93,525	\$94,625	\$95,725	\$96,825	\$97,925	\$99,025	\$100,125	\$101,225	\$102,325	\$107,441	\$112,813		
* Stipend for Doctorate: \$1,000																					
Schedule CLASSMGT		CONTRACT DAYS																			
CLASSIFIED - Exempt			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 20	STEP 25		
9	Officer, Communications & Comm	261	\$86,096	\$87,235	\$88,374	\$89,513	\$90,652	\$91,791	\$92,930	\$94,069	\$95,208	\$96,347	\$97,486	\$98,625	\$99,764	\$100,903	\$102,042	\$107,144	\$112,501		
1	Director, Fiscal Services	261	\$111,672	\$112,811	\$113,950	\$115,089	\$116,228	\$117,367	\$118,506	\$119,645	\$120,784	\$121,923	\$123,062	\$124,201	\$125,340	\$126,479	\$127,618	\$133,999	\$140,699		
2	Director, Food Services	261	\$102,340	\$103,479	\$104,618	\$105,757	\$106,896	\$108,035	\$109,174	\$110,313	\$111,452	\$112,591	\$113,730	\$114,869	\$116,008	\$117,147	\$118,286	\$124,200	\$130,410		
6	Director, Maint/Oper/Trans	261	\$111,672	\$112,811	\$113,950	\$115,089	\$116,228	\$117,367	\$118,506	\$119,645	\$120,784	\$121,923	\$123,062	\$124,201	\$125,340	\$126,479	\$127,618	\$133,999	\$140,699		
3	Director, Personnel Commission	261	\$82,651	\$83,790	\$84,929	\$86,068	\$87,207	\$88,346	\$89,485	\$90,624	\$91,763	\$92,902	\$94,041	\$95,180	\$96,319	\$97,458	\$98,597	\$103,527	\$108,703		
4	Manager, Accounting	261	\$75,652	\$76,791	\$77,930	\$79,069	\$80,208	\$81,347	\$82,486	\$83,625	\$84,764	\$85,903	\$87,042	\$88,181	\$89,320	\$90,459	\$91,598	\$96,178	\$100,987		
5	Manager, Risk	261	\$75,652	\$76,791	\$77,930	\$79,069	\$80,208	\$81,347	\$82,486	\$83,625	\$84,764	\$85,903	\$87,042	\$88,181	\$89,320	\$90,459	\$91,598	\$96,178	\$100,987		
8	Supervisor, Technology	261	\$75,652	\$76,791	\$77,930	\$79,069	\$80,208	\$81,347	\$82,486	\$83,625	\$84,764	\$85,903	\$87,042	\$88,181	\$89,320	\$90,459	\$91,598	\$96,178	\$100,987		
7	Supervisor, Transportation	261	\$75,652	\$76,791	\$77,930	\$79,069	\$80,208	\$81,347	\$82,486	\$83,625	\$84,764	\$85,903	\$87,042	\$88,181	\$89,320	\$90,459	\$91,598	\$96,178	\$100,987		
* Includes 13 paid holidays																					
Schedule COUN BEV		CONTRACT DAYS																			
CLASSIFIED - Exempt			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 20	STEP 25		
2	Behavior Support Specialist	225	\$72,074	\$73,174	\$74,274	\$75,374	\$76,474	\$77,574	\$78,674	\$79,774	\$80,874	\$81,974	\$83,074	\$84,174	\$85,274	\$86,374	\$87,474	\$91,848	\$96,440		
1	Counselor I	225	\$72,074	\$73,174	\$74,274	\$75,374	\$76,474	\$77,574	\$78,674	\$79,774	\$80,874	\$81,974	\$83,074	\$84,174	\$85,274	\$86,374	\$87,474	\$91,848	\$96,440		
Schedule CONF MGT		CONTRACT DAYS																			
CONFIDENTIAL - Non Exempt			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 20	STEP 25	STEP 30	
6	Account Coordinator (L)	261	\$46,690	\$49,025	\$51,476	\$54,050	\$56,753	\$59,591	\$62,571	\$65,700	\$68,985	\$75,884					\$79,678	\$83,662	\$87,845	\$92,237	
1	Administrative Assistant (K)	261	\$44,601	\$46,831	\$49,173	\$51,632	\$54,214	\$56,925	\$59,771	\$62,760	\$65,898	\$72,488					\$76,112	\$79,918	\$83,914	\$88,110	
3	Executive Assistant (N)	261	\$51,420	\$53,991	\$56,691	\$59,526	\$62,502	\$65,627	\$68,908	\$72,353	\$75,971	\$83,568					\$87,747	\$92,134	\$96,741	\$101,578	
5	Payroll Specialist (J)	261	\$42,350	\$44,468	\$46,691	\$49,026	\$51,477	\$54,051	\$56,754	\$59,592	\$62,572	\$68,829					\$72,271	\$75,884	\$79,678	\$83,662	
4	Personnel Specialist (I)	261	\$40,499	\$42,524	\$44,650	\$46,883	\$49,227	\$51,688	\$54,272	\$56,986	\$59,835	\$65,819					\$69,110	\$72,565	\$76,193	\$80,003	
4	District Attendance (I)	261	\$40,499	\$42,524	\$44,650	\$46,883	\$49,227	\$51,688	\$54,272	\$56,986	\$59,835	\$65,819					\$69,110	\$72,565	\$76,193	\$80,003	
* Longevity steps for Confidential employees will be: 10% at 10 years and 5% at 15, 20, 25 and 30 years.																					
Board Approved 11/14/2019																					

Board Approved 11/14/2019

UUSD Proposal for				
Unrepresented Employees				
November 1, 2019				
Effective July 1, 2019, increase the Management and Confidential Employee salary schedule by 3.73%. Retroactive payments will be made by February 14, 2020.				
This is the same “Me Too” offer that was accepted by the employee groups UTA and CSEA.				
Retroactive increases will only be payable to confidential employees who are employed by the District as of January 1, 2020, and CalPERS retirees who retire during the 2019/20 school year.				
For confidential employees, retroactive increases to supplemental time, overtime, and extra time will be payable by April 10, 2020, as required.				

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

General Fund 01				
Ukiah Teachers' Association, Classified School Employees Association #194, Unrepresented - Certificated and Classified Management and Confidential				
Bargaining Unit:	Column 1 Latest Board Approved Budget before settlement as of:	Column 2 Adjustments as of Result of Settlement	Column 3 Other Revisions	Column 4 Total Impact on Budget (Columns 1+2+3)
	09/12/2019			
REVENUES				
LCFF Revenue Limit Source (8010-8099)	\$ 62,013,307	\$ -	\$ -	\$ 62,013,307
Remaining Revenues (8100-8799)	\$ 16,996,108	\$ -	\$ -	\$ 16,996,108
TOTAL REVENUES	\$ 79,009,415	\$ -	\$ -	\$ 79,009,415
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 30,270,377	\$ 1,122,592	\$ -	\$ 31,392,969
Classified Salaries (2000-2999)	\$ 14,677,225	\$ 544,106	\$ -	\$ 15,221,331
Employee Benefits (3000-3999)	\$ 20,187,990	\$ 463,605	\$ -	\$ 20,651,595
Books and Supplies (4000-4999)	\$ 7,511,390	\$ -	\$ -	\$ 7,511,390
Services, Other Operating Expenses (5000-5999)	\$ 7,513,160	\$ -	\$ -	\$ 7,513,160
Capital Outlay (6000-6599)	\$ 1,262,526	\$ -	\$ -	\$ 1,262,526
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (245,155)	\$ -	\$ -	\$ (245,155)
Other Adjustments				
TOTAL EXPENDITURES	\$ 81,177,513	\$ 2,130,303	\$ -	\$ 83,307,816
Operating Surplus (Deficit)	\$ (2,168,098)	\$ (2,130,303)	\$ -	\$ (4,298,401)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ 9,619	\$ 9,619
Transfers Out & Other Uses (7610-7699)	\$ 532,180	\$ -	\$ (272,647)	\$ 259,533
Contributions (8980-8999) should = 0	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (2,700,278)	\$ (2,130,303)	\$ 282,266	\$ (4,548,315)
BEGINNING BALANCE	\$ 7,429,821	\$ -	\$ -	\$ 7,429,821
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -	\$ -
CURRENT-YEAR ENDING BALANCE	\$ 4,729,543	\$ (2,130,303)	\$ 282,266	\$ 2,881,506
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9130) & Stores	\$ 116,279	\$ -	\$ -	\$ 116,279
Restricted	\$ 3,291,134	\$ (525,907)	\$ -	\$ 2,765,227
Assigned	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ 1,322,130	\$ (1,604,396)	\$ 282,266	\$ -
Fund 17	\$ 7,490,205	\$ -	\$ (282,266)	\$ 7,207,939

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET				
	Adult Ed Fund 11			
	Ukiah Teachers Association, Classified School Employees Association, Unrepresented - Certificated and Classified Management and Confidential			
Enter Bargaining Unit:				
	Column 1	Column 2	Column 3	Column 4
	Latest Board Approved Budget before settlement as of:	Adjustments as of Result of Settlement	Other Revisions	Total Impact on Budget Cols 1+2+3
	09/12/2019			
REVENUES				
LCFF Revenue Limit Source (8010-8099)				\$ -
Remaining Revenues (8100-8799)	\$ 1,202,194			\$ 1,202,194
TOTAL REVENUES	\$ 1,202,194	\$ -	\$ -	\$ 1,202,194
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 530,660	\$ 20,183		\$ 550,843
Classified Salaries (2000-2999)	\$ 159,061	\$ 5,698		\$ 164,759
Employee Benefits (3000-3999)	\$ 283,171	\$ 7,134		\$ 290,305
Books and Supplies (4000-4999)	\$ 75,287	\$ (33,015)		\$ 42,272
Services, Other Operating Expenses (5000-5999)	\$ 170,933			\$ 170,933
Capital Outlay (6000-6599)	\$ -			\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -			\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 48,863			\$ 48,863
Other Adjustments				
TOTAL EXPENDITURES	\$ 1,267,975	\$ -	\$ -	\$ 1,267,975
Operating Surplus (Deficit)	\$ (65,781)	\$ -	\$ -	\$ (65,781)
Transfers In & Other Sources (8910-8979)	\$ 50,639			\$ 50,639
Transfers Out & Other Uses (7610-7699)	\$ -			\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (15,142)	\$ -	\$ -	\$ (15,142)
BEGINNING BALANCE	\$ 269,820	\$ -	\$ -	\$ 269,820
Prior-Year Adjustments/Restatements (9793/9795)				\$ -
CURRENT-YEAR ENDING BALANCE	\$ 254,678	\$ -	\$ -	\$ 254,678
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9130)	\$ -			\$ -
Restricted	\$ 160,647			\$ 160,647
Assigned	\$ 94,031	\$ -		\$ 94,031
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET				
	Child Development Fund 12			
	Ukiah Teachers Association, Classified School Employees Association, Unrepresented - Certificated and Classified Management and Confidential			
Enter Bargaining Unit:				
	Column 1	Column 2	Column 3	Column 4
	Latest Board Approved Budget before settlement as of:	Adjustments as of Result of Settlement	Other Revisions	Total Impact on Budget Cols 1+2+3
	09/12/2019			
REVENUES				
LCFF Revenue Limit Source (8010-8099)				\$ -
Remaining Revenues (8100-8799)	\$ 631,366			\$ 631,366
TOTAL REVENUES	\$ 631,366	\$ -	\$ -	\$ 631,366
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -			\$ -
Classified Salaries (2000-2999)	\$ 351,370	\$ 12,977		\$ 364,347
Employee Benefits (3000-3999)	\$ 174,909	\$ 4,460		\$ 179,369
Books and Supplies (4000-4999)	\$ 71,960	\$ (17,437)		\$ 54,523
Services, Other Operating Expenses (5000-5999)	\$ 3,866			\$ 3,866
Capital Outlay (6000-6599)	\$ -			\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -			\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 29,261			\$ 29,261
Other Adjustments				
TOTAL EXPENDITURES	\$ 631,366	\$ -	\$ -	\$ 631,366
Operating Surplus (Deficit)	\$ -	\$ -	\$ -	\$ -
Transfers In & Other Sources (8910-8979)	\$ -			\$ -
Transfers Out & Other Uses (7610-7699)	\$ -			\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ -	\$ -	\$ -	\$ -
BEGINNING BALANCE	\$ 41,711	\$ -	\$ -	\$ 41,711
Prior-Year Adjustments/Restatements (9793/9795)				\$ -
CURRENT-YEAR ENDING BALANCE	\$ 41,711	\$ -	\$ -	\$ 41,711
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9130)	\$ -			\$ -
Restricted	\$ 41,711	\$ -	\$ -	\$ 41,711
Assigned	\$ -			\$ -
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Cafeteria Fund 13				
Ukiah Teachers Association, Classified School Employees Association, Unrepresented - Certificated and Classified Management and Confidential				
Enter Bargaining Unit:				
	Column 1	Column 2	Column 3	Column 4
	Latest Board Approved Budget before settlement as of:	Adjustments as of Result of Settlement	Other Revisions	Total Impact on Budget Cols 1+2+3
	09/12/2019			
REVENUES				
LCFF Revenue Limit Source (8010-8099)				\$ -
Remaining Revenues (8100-8799)	\$ 3,395,000			\$ 3,395,000
TOTAL REVENUES	\$ 3,395,000	\$ -	\$ -	\$ 3,395,000
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -			\$ -
Classified Salaries (2000-2999)	\$ 1,323,122	\$ 49,341		\$ 1,372,463
Employee Benefits (3000-3999)	\$ 681,997	\$ 16,696		\$ 698,693
Books and Supplies (4000-4999)	\$ 1,365,245	\$ (66,037)		\$ 1,299,208
Services, Other Operating Expenses (5000-5999)	\$ 66,500			\$ 66,500
Capital Outlay (6000-6599)	\$ -			\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -			\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 167,031			\$ 167,031
Other Adjustments				
TOTAL EXPENDITURES	\$ 3,603,895	\$ -	\$ -	\$ 3,603,895
Operating Surplus (Deficit)	\$ (208,895)	\$ -	\$ -	\$ (208,895)
Transfers In & Other Sources (8910-8979)	\$ 208,895			\$ 208,895
Transfers Out & Other Uses (7610-7699)	\$ -			\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ -	\$ -	\$ -	\$ -
BEGINNING BALANCE	\$ 44,746	\$ -	\$ -	\$ 44,746
Prior-Year Adjustments/Restatements (9793/9795)				\$ -
CURRENT-YEAR ENDING BALANCE	\$ 44,746	\$ -	\$ -	\$ 44,746
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9130) & Stores	\$ 44,746			\$ 44,746
Restricted				\$ -
Assigned	\$ -			\$ -
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Multi-Year Projection
General Fund 01****Ukiah Teachers Association, Classified School
Employees Association, Unrepresented - Certificated
and Classified Management and Confidential**

Enter Bargaining Unit:

	Year 1	Year 2	Year 3
	FY: 2019/2020	FY: 2020/2021	FY: 2021/2022
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue Limit Sources (8010-8099)	\$ 62,013,307	\$ 64,335,063	\$ 66,115,140
Remaining Revenues (8100-8799)	\$ 16,996,108	\$ 14,854,486	\$ 14,979,194
TOTAL REVENUES	\$ 79,009,415	\$ 79,189,549	\$ 81,094,334
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 31,392,969	\$ 31,098,840	\$ 31,248,776
Classified Salaries (2000-2999)	\$ 15,221,331	\$ 15,257,139	\$ 15,661,321
Employee Benefits (3000-3999)	\$ 20,651,595	\$ 21,075,235	\$ 21,278,373
Books and Supplies (4000-4999)	\$ 7,511,390	\$ 5,333,601	\$ 4,949,446
Services, Other Operating Expenses (5000-5999)	\$ 7,513,160	\$ 7,122,714	\$ 7,122,714
Capital Outlay (6000-6999)	\$ 1,262,526	\$ 1,609,465	\$ 1,340,947
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (245,155)	\$ (245,155)	\$ (245,155)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 83,307,816	\$ 81,251,839	\$ 81,356,422
Operating Surplus (Deficit)	\$ (4,298,401)	\$ (2,062,290)	\$ (262,088)
Transfers In & Other Sources (8910-8979)	\$ 9,619	\$ 1,416,838	\$ 170,294
Transfers Out & Other Uses (7610-7699)	\$ 259,533	\$ 259,533	\$ 259,533
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (4,548,315)	\$ (904,985)	\$ (351,327)
BEGINNING BALANCE	\$ 7,429,821	\$ 2,881,506	\$ 1,976,521
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -
CURRENT-YEAR ENDING BALANCE	\$ 2,881,506	\$ 1,976,521	\$ 1,625,194
COMPONENTS OF ENDING BALANCE:			
Nonspendable/Revolving Cash (9711-9740)	\$ 116,279	\$ 116,278	\$ 116,278
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
Board Designated Amounts (9775-9780)	\$ 2,765,227	\$ 1,860,243	\$ 1,508,916
Unappropriated Amounts (9790)	\$ -	\$ -	\$ -
Fund 17 Reserve for Economic Uncertainties	\$ 7,207,939	\$ 5,861,101	\$ 5,760,807

H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Minimum Reserve Calculation (including the cost of the proposed collective bargaining agreement).

	Year 1 FY: 2019/2020	Year 2 FY: 2020/2021	Year 3 FY: 2021/2022
a. Total Expenditures, Transfers Out, and other uses	\$ 83,567,349	\$ 81,511,372	\$ 81,615,955
b. State standard minimum reserve percentage for this district (use drop down list)	3%	3%	3%
c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000; 1% ADA > 400,001	\$ 2,507,020	\$ 2,445,341	\$ 2,448,479

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

a. General Fund Combined Ending Balance	\$ 2,881,506	\$ 1,976,521	\$ 1,625,194
b. Special Reserve Fund (17) Ending Balance	\$ 7,207,939	\$ 5,861,101	\$ 5,760,807
COMPONENTS OF ENDING FUND BALANCE			
c. Nonspendable (Revolving cash, prepaid, etc.)	\$ 116,279	\$ 116,278	\$ 116,278
d. Restricted	\$ 2,765,227	\$ 1,860,243	\$ 1,508,916
e. Committed	\$ -	\$ -	\$ -
f. Assigned	\$ -	\$ -	\$ -
g. Reserve for Economic Uncertainty	\$ 2,507,020	\$ 2,445,341	\$ 2,448,479
h. Unassigned and Unappropriated	\$ 4,700,919	\$ 3,415,760	\$ 3,312,328
Subtotal Assigned, Unassigned & Unappropriated	\$ 7,207,939	\$ 5,861,101	\$ 5,760,807
Total Components of Ending Fund Balance	\$ 10,089,445	\$ 7,837,622	\$ 7,386,001
Assigned & Unassigned balances above the minimum reserve requirement	\$ 4,700,919	\$ 3,415,760	\$ 3,312,328

3. Do unrestricted reserves meet the state standard minimum reserve amount?

Line 21 > Line 8 (will calculate)

Yes	No	Yes	No	Yes	No
X		X		X	

If "No", how do you plan to restore?

If "Yes" and reserves are higher than State required REU (line 8), please substantiate need to have higher reserves.

In recognition of their duty to maintain fiscal solvency, the Ukiah Unified Board of Education has established a reserve policy three times the state required Reserve for Economic Uncertainty, or 9%.

I.	Certification																												
	To be signed by the district Superintendent and Chief Business Official upon submission to the governing board and by the Board President upon formal board action on the proposed agreement.																												
	Signatures of the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.																												
	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, AB 2756, and Government Code section 3547.5.																												
	We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of this agreement:																												
	District Superintendent (Signature)										Date																		
	District Chief Business Official (Signature)										Date																		
<i>After public disclosure of the major provisions contained in this document, the governing board, at the following meeting, took action to</i> <i>approve the proposed Agreement with the</i>																													
										Ukiah Teachers' Association, Classified School Employees Association #194, Unrepresented - Certificated and Classified Management and Confidential										<i>Bargaining Unit.</i>									
<i>Date of Board meeting:</i>										November 14, 2019																			
President, Governing Board (Signature)										Date																			