

# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Berkeley Unified School District - Fund 01 Only

Name of Bargaining Unit: Berkeley Federation of Teachers

Certificated or Classified: Certificated

The proposed agreement covers the period beginning: 7/1/2019 and ending: 6/30/2021  
(date) (date)

The Governing Board will take action on: 11/20/2019  
(date)

Letter requested from Alameda County Office of Education? No (indicate yes or no)

## A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			FY	FY	FY
1.	<b>Salary Schedule</b> (Including Step & Column)	\$ 53,121,606	\$ 1,328,040	\$ 1,361,241	\$ 1,361,241
			2.50%	2.50%	2.44%
2.	<b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ 500,000	\$ 500,000	\$ 500,000
			0.94%	0.92%	0.90%
2a.	<b>Description of Other Compensation</b> (Listed on Line 2 above)		Other Terms of TA		
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 12,181,457	\$ 304,536	\$ 312,149	\$ 312,149
			2.50%	2.50%	2.44%
4.	<b>Health/Welfare Increases</b>	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	<b>Total Cost of Negotiated Settlement</b> (Add Items 1 through 4 to equal 5)	\$ 65,303,063	\$ 2,132,576	\$ 2,173,390	\$ 2,173,390
			3.27%	3.22%	3.12%
6.	<b>Total number of represented Employees (Use FTEs)</b>	675.7	670	674	674
7.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 96,645	\$ 3,183	\$ 3,225	\$ 3,225

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The Governing Board will take action on:

11/20/2019

## D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

	Column 1	Column 2	Column 3	Column 4
Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Latest Board-Approved Budget Before Settlement As of: July 1, 2019	Adjustments as a result of Settlement	Other Revisions due to Settlement and/or Other Unit Agreements	Total New Budget (Col 1+2+3)
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 93,046,030	\$ -	\$ -	\$ 93,046,030
Federal Revenue (8100-8299)	\$ -	\$ -	\$ -	\$ -
Other State Revenue (8300-8599)	\$ 1,876,027	\$ -	\$ -	\$ 1,876,027
Other Local Revenue (8600-8799)	\$ 2,360,800	\$ -	\$ -	\$ 2,360,800
<b>Total Revenues</b>	<b>\$ 97,282,857</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 97,282,857</b>
<b>Expenditures</b>				
Certificated Salaries (1000-1999)	\$ 45,500,967	\$ 1,049,006	\$ 409,836	\$ 46,959,809
Classified Salaries (2000-2999)	\$ 14,920,724	\$ -	\$ -	\$ 14,920,724
Employee Benefits (3000-3999)	\$ 21,257,846	\$ 240,045	\$ 90,164	\$ 21,588,055
Books and Supplies (4000-4999)	\$ 2,253,292	\$ -	\$ -	\$ 2,253,292
Services & Operating Expenses (5000-5999)	\$ 8,888,018	\$ -	\$ -	\$ 8,888,018
Capital Outlay (6000-6599)	\$ 58,450	\$ -	\$ -	\$ 58,450
Other Outgo (7100-7299 & 7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (3,085,585)	\$ -	\$ -	\$ (3,085,585)
<b>Total Expenditures</b>	<b>\$ 89,793,712</b>	<b>\$ 1,289,051</b>	<b>\$ 500,000</b>	<b>\$ 91,582,763</b>
Operating Surplus (Deficit)	\$ 7,489,145	\$ (1,289,051)	\$ (500,000)	\$ 5,700,094
Other Sources and Transfers In (8910-8979)	\$ (1,108,526)		\$ 3,200,000	\$ 2,091,474
Other Uses and Transfers Out (7610-7699)		\$ 282,481	\$ -	\$ 282,481
Contributions (8980-8999)	\$ (4,444,163)	\$ -	\$ -	\$ (4,444,163)
Current Year Increase (Decrease) In Fund Balance	<b>\$ 1,936,456</b>	<b>\$ (1,571,532)</b>	<b>\$ 2,700,000</b>	<b>\$ 3,064,924</b>
Beginning Balance	\$ 2,684,975			\$ 2,684,975
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 4,621,431	\$ (1,571,532)	\$ 2,700,000	\$ 5,749,899
<b>Components of Ending Balance</b>				
Reserved and Legally Restricted (9711-9740)				\$ -
Reserved for Economic Uncertainties (9789)	\$ 3,945,978	\$ 48,977	\$ 15,000	\$ 4,009,956
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 675,453			\$ 1,739,943



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Berkeley Federation of Teachers

The Governing Board will take action on:

11/20/2019

## D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of:	Column 2  Cost of of Settlement	Column 3  Other Revisions due to Settlement	Column 4  Total New Budget (Col 1+2+3)
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 634,462	\$ -	\$ -	\$ 634,462
Federal Revenue (8100-8299)	\$ 3,896,051	\$ -	\$ -	\$ 3,896,051
Other State Revenue (8300-8599)	\$ 9,064,280	\$ -	\$ -	\$ 9,064,280
Other Local Revenue (8600-8799)	\$ 9,328,869	\$ -	\$ -	\$ 9,328,869
<b>Total Revenues</b>	<b>\$ 22,923,662</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 22,923,662</b>
<b>Expenditures</b>				
Certificated Salaries (1000-1999)	\$ 9,684,814	\$ 49,758	\$ -	\$ 9,734,572
Classified Salaries (2000-2999)	\$ 8,463,318	\$ -	\$ -	\$ 8,463,318
Employee Benefits (3000-3999)	\$ 11,325,066	\$ 11,287	\$ -	\$ 11,336,353
Books and Supplies (4000-4999)	\$ 1,589,385	\$ -	\$ -	\$ 1,589,385
Services & Operating Expenses (5000-5999)	\$ 10,177,210	\$ -	\$ -	\$ 10,177,210
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299 & 7400-7499)	\$ 550	\$ -	\$ -	\$ 550
Direct Support/Indirect Cost (7300-7399)	\$ 498,561	\$ -	\$ -	\$ 498,561
<b>Total Expenditures</b>	<b>\$ 41,738,904</b>	<b>\$ 61,045</b>	<b>\$ -</b>	<b>\$ 41,799,949</b>
Operating Surplus (Deficit)	\$ (18,815,242)	\$ (61,045)	\$ -	\$ (18,876,287)
Other Sources and Transfers In (8910-8979)	\$ 18,872,921	\$ -	\$ -	\$ 18,872,921
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ 57,679	\$ (61,045)	\$ -	\$ (3,366)
Beginning Balance	\$ 2,401,636			\$ 2,401,636
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 2,459,315	\$ (61,045)	\$ -	\$ 2,398,270
<b>Components of Ending Balance</b>				
Reserved and Legally Restricted (9711-9740)	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 2,459,315			\$ 2,398,270

# Public Disclosure of Collective Bargaining Agreement

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Berkeley Unified School District - Fund 01 Only

Name of Bargaining Unit:

Berkeley Federation of Teachers

The Governing Board will take action on:

11/20/2019

## D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of:	Column 2  Cost of of Settlement	Column 3  Other Revisions due to Settlement	Column 4  Total New Budget (Col 1+2+3)
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 93,680,492	\$ -	\$ -	\$ 93,680,492
Federal Revenue (8100-8299)	\$ 3,896,051	\$ -	\$ -	\$ 3,896,051
Other State Revenue (8300-8599)	\$ 10,940,307	\$ -	\$ -	\$ 10,940,307
Other Local Revenue (8600-8799)	\$ 11,689,669	\$ -	\$ -	\$ 11,689,669
<b>Total Revenues</b>	<b>\$ 120,206,519</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 120,206,519</b>
<b>Expenditures</b>				
Certificated Salaries (1000-1999)	\$ 55,185,781	\$ 1,098,764	\$ 409,836	\$ 56,694,381
Classified Salaries (2000-2999)	\$ 23,384,042	\$ -	\$ -	\$ 23,384,042
Employee Benefits (3000-3999)	\$ 32,582,912	\$ 251,332	\$ 90,164	\$ 32,924,408
Books and Supplies (4000-4999)	\$ 3,842,677	\$ -	\$ -	\$ 3,842,677
Services & Operating Expenses (5000-5999)	\$ 19,065,228	\$ -	\$ -	\$ 19,065,228
Capital Outlay (6000-6599)	\$ 58,450	\$ -	\$ -	\$ 58,450
Other Outgo (7100-7299 & 7400-7499)	\$ 550	\$ -	\$ -	\$ 550
Direct Support/Indirect Cost (7300-7399)	\$ (2,587,024)	\$ -	\$ -	\$ (2,587,024)
<b>Total Expenditures</b>	<b>\$ 131,532,616</b>	<b>\$ 1,350,096</b>	<b>\$ 500,000</b>	<b>\$ 133,382,712</b>
Operating Surplus (Deficit)	\$ (11,326,097)	\$ (1,350,096)	\$ (500,000)	\$ (13,176,193)
Other Sources and Transfers In (8910-8979)	\$ 17,764,395	\$ -	\$ 3,200,000	\$ 20,964,395
Other Uses and Transfers Out (7610-7699)	\$ -	\$ 282,481	\$ -	\$ 282,481
Contributions (8980-8999)	\$ (4,444,163)	\$ -	\$ -	\$ (4,444,163)
Current Year Increase (Decrease) In Fund Balance	\$ 1,994,135	\$ (1,632,577)	\$ 2,700,000	\$ 3,061,558
Beginning Balance	\$ 5,086,611			\$ 5,086,611
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 7,080,746	\$ (1,632,577)	\$ 2,700,000	\$ 8,148,169
<b>Components of Ending Balance</b>				
Reserved and Legally Restricted (9711-9740)	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties (9789)	\$ 3,945,978	\$ 48,977	\$ 15,000	\$ 4,009,956
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ 675,453	\$ -	\$ -	\$ 675,453
Unappropriated Amounts - Restricted (9790)	\$ 2,459,315	\$ -	\$ -	\$ 2,459,315
Unrestricted Reserves Percentage	3.51%			3.51%



# Public Disclosure of Collective Bargaining Agreement

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Name of District:

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Name of Bargaining Unit:

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The Governing Board will take action on:

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## E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	FY 2019-20	FY2020-21	FY 2021-22
<b>Revenues</b>			
LCFF Revenue Sources	93,680,492	96,147,826	98,641,424
Federal Revenue	3,896,051	3,896,051	3,896,051
Other State Revenue	10,940,307	10,940,307	10,940,307
Local Revenue	11,689,669	11,689,669	11,689,669
Other Financing Sources	20,964,395	17,424,395	17,024,395
Other Adjustments			
<b>Total Revenue</b>	<b>141,170,914</b>	<b>140,098,248</b>	<b>142,191,846</b>
<b>Expenditures</b>			
Certificated Salaries	56,694,381	56,694,381	58,360,089
Step & Column Adjustment		566,944	583,601
<b>Settlement-Related Costs (+/-)</b>		1,098,764	
Other Adjustments			
<b>Total Certificated Salaries</b>	<b>56,694,381</b>	<b>58,360,089</b>	<b>58,943,690</b>
Classified Salaries	23,384,042	23,384,042	24,006,058
Step & Column Adjustment		622,016	638,561
<b>Settlement-Related Costs (+/-)</b>			
Other Adjustments			
<b>Total Classified Salaries</b>	<b>23,384,042</b>	<b>24,006,058</b>	<b>24,644,619</b>
Employee Benefits	32,924,408	35,008,130	35,358,211
<b>Settlement-Related Costs (+/-)</b>			
Books & Supplies	3,842,677	5,107,202	4,379,880
Services, Other Operating Exp	19,065,228	19,049,259	16,763,932
Capital Outlay	58,450	179,211	150,550
Other Outgo (Excluding Transfers of Indirect Costs)	550	0	
Other Outgo - Transfers of Indirect Costs	(2,587,024)	(2,925,709)	(2,597,024)
Other Financing Uses	282,481	282,481	0
Other Adjustments	4,444,163	4,044,163	3,644,163
<b>Total Expenditures</b>	<b>138,109,356</b>	<b>143,110,883</b>	<b>141,288,021</b>
<b>Net Increase(Decrease) in Fund Balance</b>	<b>3,061,558</b>	<b>(3,012,635)</b>	<b>903,825</b>
Beginning Fund Balance	5,086,611	8,148,169	5,135,534
Audit Adjustments/Restatements	0		
<b>Ending Balance</b>	<b>8,148,169</b>	<b>5,135,534</b>	<b>6,039,359</b>
<b>Components of Ending Balance</b>			
Revolving & Stores	100,000	100,000	10,000
Restricted Balance & Other Designations	0		
Required Reserve	4,009,956	4,293,326	4,238,641
Unrestricted Balance (Incl Revolving)	4,038,213	742,207	1,790,718
<b>ADA Assumption:</b>			
Comments (Major changes):			
2.5% salary increase in Year 2			

## Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

### F. State Reserve Standard

#### 1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

	Year 1	Year 2	Year 3
a. Total Expenditures including Transfers Out and Other Uses	138,109,356	143,110,883	141,288,021
b. Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c. REU Amount:	\$ 4,143,281	\$ 4,293,326	\$ 4,238,641

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

a. General Fund Unrestricted REU	\$ 4,009,956	\$ 4,293,326	\$ 4,238,641
b. General Fund Unrestricted Unassigned/Unappropriated	\$ 4,038,213	\$ 742,207	\$ 1,790,718
c. Special Reserve Fund 17- REU	\$ -	\$ -	\$ -
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ -	\$ -	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 8,048,169	\$ 5,035,534	\$ 6,029,359

#### 3. Has the minimum state-required reserve been met? Yes Yes Yes

If NO, how do you plan to restore your reserves?



# ***Public Disclosure of Collective Bargaining Agreement***

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Name of Bargaining Unit: Berkeley Federation of Teachers

The Governing Board will take action on: 11/20/2019

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## **B. Narrative Description of Agreement**

8. **What was the negotiated percentage increase that was 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"?

2.5% in year 1 nd 2.5% in year 2

9. **Were any additional steps, columns or ranges added to the schedules?**  
(If yes, please explain.)

Two steps will be added the the School Psuvhologist salary schedule

10. **Please include additional comments and explanations as necessary.**  
(If more room is necessary, please attach additional sheet.)

11. **Proposed negotiated changes in non-compensation items**  
(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

Reopener if the parcel tax does not pass in March

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievances procedures, etc.**

General provisions for transfer is posted for three days vs five days

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The Governing Board will take action on: 11/20/2019

## C. Source of Funding for Proposed Agreement

### 14. Source of Funding for Proposed Agreement

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

N/A

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (I.e., what will allow the district to afford this contract on an ongoing basis)?

Ongoing reduction in retiree benefits rate, on-going increase in transfer to the General Fund from the Parcel Tax Fund for changes in the staffing model (not a negotiated item)

### 15. 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.).

Budget reductions in the amount of \$1 million need to be made in FY 2020-21. The Superintendent's budget advisory committee in conjunction with staff and the Superintendent and the board will make the necessary reductions.

### 16. Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)? "Deficit spending" is 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.

Deficit spending will be reduced by budget reductions or increased revenue

### 17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent Year	\$ 4,044,163	Formula did not include Contributions to
2nd Subsequent Year	\$ 3,644,163	Formula did not include Contributions to

Additional Explanation (if necessary)



**Berkeley Unified School District - Fund 01 Only School District**

**Public Disclosure of Collective Bargaining Agreement**

*In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.*

**CERTIFICATE OF AFFORDABILITY**

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 public disclosure and included as part of the public disclosure documentation.

**The District projects the total monetary cost of the settlement to be as follows:**

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	-	-	-	-
On-going	2,132,576	3,765,153	3,765,153	9,662,882
Total	2,132,576	3,765,153	3,765,153	9,662,882

**Please check one of the following:**

☐ 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.

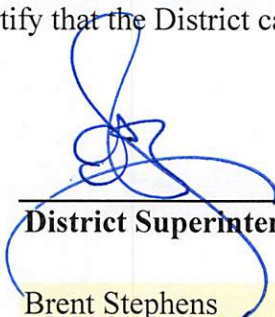
*Note that if the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c).*

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
<b>Revenues/Other Financing Sources</b>			
	3,200,000	5,500,000	5,000,000
<b>Expenditures/Other Financing Uses</b>			
Increased salary costs	2,132,576	3,765,153	3,765,153
<b>Ending Fund Balance Increase (Decrease)</b>	1,067,424	1,734,847	1,234,847

**Please review the above and sign below:**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the y Unified School District - Fund (School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

  
\_\_\_\_\_  
**District Superintendent (Signature)**

11/15/2019  
\_\_\_\_\_  
**Date**

Brent Stephens  
\_\_\_\_\_  
**District Superintendent (Type Name)**

  
\_\_\_\_\_  
**Chief Business Official (Signature)**

11/15/2019  
\_\_\_\_\_  
**Date**

Pauline Follansbee  
\_\_\_\_\_  
**Chief Business Official (Type Name)**



**Alameda Unified School District - Fund 01 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.

_____ <b>District Superintendent (or Designee)</b> (Signature)	_____ <b>Date</b>
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After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 11/20/2019, took action to approve the proposed Agreement with the Berkeley Federation of Teachers Bargaining Unit.

_____ <b>President (or Clerk), Governing Board</b> (Signature)	_____ <b>Date</b>
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**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.