

UBA

Public Disclosure of Collective Bargaining Agreement

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

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

Name of Bargaining Unit: Union of Berkeley Administrators

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: 12/11/2019
(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) FY 2019-20	Year 2 Increase/(Decrease) FY 2020-21	Year 3 Increase/(Decrease) FY 2021-22
1.	Salary Schedule (Including Step & Column)	\$ 4,525,320	\$ 113,133	\$ 115,962	\$ -
			2.50%	2.50%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)				
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
4.	Health/Welfare Increases	\$ 1,037,560	\$ 25,939	\$ 26,588	\$ -
			2.50%	2.50%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 5,562,880	\$ 139,072	\$ 142,550	\$ -
			2.50%	2.50%	0.00%
6.	Total number of represented Employees (Use FTEs)	47	47	47	0
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 118,359	\$ 2,959	\$ 3,033	\$ -

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The Governing Board will take action on:

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D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED 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: Oct 31, 2019	Column 2 Adjustments as a result of Settlement	Column 3 Other Revisions due to Settlement and/or Other Unit Agreements	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 93,039,540	\$ -	\$ -	\$ 93,039,540
Federal Revenue (8100-8299)	\$ -	\$ -	\$ -	\$ -
Other State Revenue (8300-8599)	\$ 2,434,647	\$ -	\$ -	\$ 2,434,647
Other Local Revenue (8600-8799)	\$ 3,141,659	\$ -	\$ -	\$ 3,141,659
Total Revenues	\$ 98,615,846	\$ -	\$ -	\$ 98,615,846
Expenditures				
Certificated Salaries (1000-1999)	\$ 47,308,837	\$ -	\$ -	\$ 47,308,837
Classified Salaries (2000-2999)	\$ 15,071,631	\$ -	\$ -	\$ 15,071,631
Employee Benefits (3000-3999)	\$ 20,923,864	\$ -	\$ -	\$ 20,923,864
Books and Supplies (4000-4999)	\$ 1,860,375	\$ -	\$ -	\$ 1,860,375
Services & Operating Expenses (5000-5999)	\$ 11,102,521	\$ -	\$ -	\$ 11,102,521
Capital Outlay (6000-6599)	\$ 694,122	\$ -	\$ -	\$ 694,122
Other Outgo (7100-7299 & 7400-7499)		\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (3,216,012)	\$ -	\$ -	\$ (3,216,012)
Total Expenditures	\$ 93,745,338	\$ -	\$ -	\$ 93,745,338
Operating Surplus (Deficit)	\$ 4,870,508	\$ -	\$ -	\$ 4,870,508
Other Sources and Transfers In (8910-8979)	\$ (5,726,711)	\$ -	\$ -	\$ (5,726,711)
Other Uses and Transfers Out (7610-7699)		\$ -	\$ -	\$ -
Contributions (8980-8999)		\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ (856,203)	\$ -	\$ -	\$ (856,203)
Beginning Balance	\$ 2,289,344			\$ 2,289,344
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 1,433,141	\$ -	\$ -	\$ 1,433,141
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)				\$ -
Reserved for Economic Uncertainties (9789)	\$ 4,321,090	\$ -	\$ -	\$ 4,321,090
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ (2,887,949)			\$ (2,887,949)

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Name of Bargaining Unit: **Union of Berkeley Administrators**

The Governing Board will take action on: **12/11/2019**

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: Oct 31, 2019	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Federal Revenue (8100-8299)	\$ 4,448,285	\$ -	\$ -	\$ 4,448,285
Other State Revenue (8300-8599)	\$ 11,214,612	\$ -	\$ -	\$ 11,214,612
Other Local Revenue (8600-8799)	\$ 10,762,714	\$ -	\$ -	\$ 10,762,714
Total Revenues	\$ 26,425,611	\$ -	\$ -	\$ 26,425,611
Expenditures				
Certificated Salaries (1000-1999)	\$ 9,850,621	\$ -	\$ -	\$ 9,850,621
Classified Salaries (2000-2999)	\$ 8,739,297	\$ -	\$ -	\$ 8,739,297
Employee Benefits (3000-3999)	\$ 12,245,286	\$ -	\$ -	\$ 12,245,286
Books and Supplies (4000-4999)	\$ 2,537,702	\$ -	\$ -	\$ 2,537,702
Services & Operating Expenses (5000-5999)	\$ 14,838,710	\$ -	\$ -	\$ 14,838,710
Capital Outlay (6000-6599)	\$ 1,517,055	\$ -	\$ -	\$ 1,517,055
Other Outgo (7100-7299 & 7400-7499)	\$ 550	\$ -	\$ -	\$ 550
Direct Support/Indirect Cost (7300-7399)	\$ 561,763	\$ -	\$ -	\$ 561,763
Total Expenditures	\$ 50,290,984	\$ -	\$ -	\$ 50,290,984
Operating Surplus (Deficit)	\$ (23,865,373)	\$ -	\$ -	\$ (23,865,373)
Other Sources and Transfers In (8910-8979)	\$ 21,238,018	\$ -	\$ -	\$ 21,238,018
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ (2,627,355)	\$ -	\$ -	\$ (2,627,355)
Beginning Balance	\$ 5,869,255			\$ 5,869,255
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 3,241,900	\$ -	\$ -	\$ 3,241,900
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 3,241,900	\$ -	\$ -	\$ 3,241,900
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ -			\$ -

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

Name of Bargaining Unit: Union of Berkeley Administrators

The Governing Board will take action on: 12/11/2019

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: Oct 31, 2019	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 93,039,540	\$ -	\$ -	\$ 93,039,540
Federal Revenue (8100-8299)	\$ 4,448,285	\$ -	\$ -	\$ 4,448,285
Other State Revenue (8300-8599)	\$ 13,649,259	\$ -	\$ -	\$ 13,649,259
Other Local Revenue (8600-8799)	\$ 13,904,373	\$ -	\$ -	\$ 13,904,373
Total Revenues	\$ 125,041,457	\$ -	\$ -	\$ 125,041,457
Expenditures				
Certificated Salaries (1000-1999)	\$ 57,159,458	\$ -	\$ -	\$ 57,159,458
Classified Salaries (2000-2999)	\$ 23,810,928	\$ -	\$ -	\$ 23,810,928
Employee Benefits (3000-3999)	\$ 33,169,150	\$ -	\$ -	\$ 33,169,150
Books and Supplies (4000-4999)	\$ 4,398,077	\$ -	\$ -	\$ 4,398,077
Services & Operating Expenses (5000-5999)	\$ 25,941,231	\$ -	\$ -	\$ 25,941,231
Capital Outlay (6000-6599)	\$ 2,211,177	\$ -	\$ -	\$ 2,211,177
Other Outgo (7100-7299 & 7400-7499)	\$ 550	\$ -	\$ -	\$ 550
Direct Support/Indirect Cost (7300-7399)	\$ (2,654,249)	\$ -	\$ -	\$ (2,654,249)
Total Expenditures	\$ 144,036,322	\$ -	\$ -	\$ 144,036,322
Operating Surplus (Deficit)	\$ (18,994,865)	\$ -	\$ -	\$ (18,994,865)
Other Sources and Transfers In (8910-8979)	\$ 15,511,307	\$ -	\$ -	\$ 15,511,307
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ (3,483,558)	\$ -	\$ -	\$ (3,483,558)
Beginning Balance	\$ 8,158,599			\$ 8,158,599
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 4,675,041	\$ -	\$ -	\$ 4,675,041
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 3,241,900	\$ -	\$ -	\$ 3,241,900
Reserved for Economic Uncertainties (9789)	\$ 4,321,090	\$ -	\$ -	\$ 4,321,090
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ (2,887,949)	\$ -	\$ -	\$ (2,887,949)
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Unrestricted Reserves Percentage	0.99%			0.99%

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12/11/2019

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	FY	FY	FY
Revenues			
LCFF Revenue Sources	93,039,540	95,499,995	97,986,348
Federal Revenue	4,448,285	4,448,285	4,448,285
Other State Revenue	13,649,259	13,649,259	13,649,289
Local Revenue	13,904,373	13,304,373	13,304,373
Other Financing Sources	15,511,307	16,811,307	14,811,307
Other Adjustments			
Total Revenue	140,552,764	143,713,219	144,199,602
Expenditures			
Certificated Salaries	57,159,458	57,159,458	59,081,530
Step & Column Adjustment		571,595	590,815
Settlement-Related Costs (+/-)		1,441,013	
Other Adjustments		(90,536)	123,709
Total Certificated Salaries	57,159,458	59,081,530	59,796,054
Classified Salaries	23,810,928	23,810,928	25,055,406
Step & Column Adjustment		633,371	666,474
Settlement-Related Costs (+/-)		611,107	
Other Adjustments			
Total Classified Salaries	23,810,928	25,055,406	25,721,880
Employee Benefits	33,169,150	36,305,662	37,220,016
Settlement-Related Costs (+/-)			
Books & Supplies	4,398,077	5,702,737	4,955,666
Services, Other Operating Exp	25,941,231	23,210,781	20,463,553
Capital Outlay	2,211,177	276,916	249,381
Other Outgo (Excluding Transfers of Indirect Costs)	550		
Other Outgo - Transfers of Indirect Costs	(2,654,249)	(2,682,845)	(2,700,527)
Other Financing Uses	0		
Other Adjustments			(1,000,000)
Total Expenditures	144,036,322	146,950,187	144,706,023
Net Increase(Decrease) in Fund Balance	(3,483,558)	(3,236,968)	(506,421)
Beginning Fund Balance	8,158,599	4,675,041	1,438,073
Audit Adjustments/Restatements	0		
Ending Balance	4,675,041	1,438,073	931,652
Components of Ending Balance			
Revolving & Stores			
Restricted Balance & Other Designations	3,241,900		
Required Reserve	4,321,090		
Unrestricted Balance (Incl Revolving)	(2,887,949)	1,438,073	931,652
ADA Assumption:			

Comments (Major changes):

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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	144,036,322	146,950,187	144,706,023
b. Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c. REU Amount:	\$ 4,321,090	\$ 4,408,506	\$ 4,341,181

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

a. General Fund Unrestricted REU	\$ 4,321,090	\$ -	\$ -
b. General Fund Unrestricted Unassigned/Unappropriated	\$ (2,887,949)	\$ 1,438,073	\$ 931,652
c. Special Reserve Fund 17- REU	\$ 3,661,986	\$ 3,672,972	\$ 3,683,991
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ -	\$ -	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 5,095,127	\$ 5,111,045	\$ 4,615,643

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

Yes

Yes

Yes

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

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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"?

2019-20 2.5 % increase , 2020-21 2.5% increase

9. **Were any additional steps, columns or ranges added to the schedules?**

(If yes, please explain.)

NO

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.)

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

Reopeners if the special tax does not pass in March 2020

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

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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)?

Increased contributions and reduction in retiree benefits rate

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.).

No impact

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.

Planned deficit spending to spend down the fund balance

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	\$ (90,536)	Removal of one-times
2nd Subsequent Year	\$ (876,291)	Net impact of budget reductions and increase re

Additional Explanation (if necessary)

Berkeley Unified District - General 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	139,074	142,055	-	281,129
Total	139,074	142,055	-	281,129

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).

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	139,074	142,055	-
Ending Fund Balance Increase (Decrease)	(139,074)	(142,055)	-

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 District - General Fund School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

District Superintendent (Signature)

12/11/2019

Date

Brent Stephens

District Superintendent (Type Name)

Chief Business Official (Signature)

12/11/2019

Date

Pauline Follansbee

Chief Business Official (Type Name)