

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

Name of Bargaining Unit: **California School Employees Association (CSEA), Chapter 60**
 Certificated _____ Classified X

The proposed agreement covers the period beginning July 1, 2015 and ending **(ongoing)**

and was acted on by the Governing Board at its meeting on August 26, 2015 .

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 Adopted Budget | Fiscal Impact of Proposed Agreement | | |
|---------------------------------------|---|--|---|---|---|
| | | | Year 1 Increase/(Decrease) FY 2015-16 | Year 2 Increase/(Decrease) FY 2016-17 | Year 3 Increase/(Decrease) FY 2017-18 |
| 2015-16 Adopted Budget - General Fund | | | | | |
| 1. | Salary Schedule (This is to include Step & Column, which is also reported separately in item 6) | \$ 5,305,228 | \$ 65,858 | \$ 66,846 | \$ 67,849 |
| | | | 1.24% | 1.26% | 1.28% |
| 2. | Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc. | | \$ - | \$ - | \$ - |
| | | | 0.00% | 0.00% | 0.00% |
| 2a. | Description of Other Compensation selective stipends | | \$ - | \$ - | \$ - |
| 3. | Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc. | \$ 1,068,930 | \$ 14,633 | \$ 15,154 | \$ 16,704 |
| | | | 1.37% | 1.42% | 1.56% |
| 4. | Health/Welfare Plans | \$ - | \$ - | \$ - | \$ - |
| | | | 0.00% | 0.00% | 0.00% |
| 5. | Total Compensation - Add Items 1 through 4 to equal 5 | \$ 6,374,158 | \$ 80,491 | \$ 82,000 | \$ 84,553 |
| | | | 1.26% | 1.29% | 1.33% |
| 6. | Step & Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1. | ; | \$ - | \$ - | \$ - |
| 7. | Total number of represented Employees (Use FTEs) | 126 | 0 | 0 | 0 |
| 8. | Total Compensation Average Cost per Employee | \$ 50,589 | \$ - | \$ - | \$ - |
| | | | 0.00% | 0.00% | 0.00% |

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9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

Increase 1.25% across the salary schedule for all CSEA members, effective 7/1/2015.

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

No

11. Please Include comments and explanations as necessary. (If more room is necessary, please attach additional sheet.)

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

None

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.).

Increase in salary compensation to help offset employees' share of increased CalPERS cost will enhance staff's morale

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

None

E. Will this Agreement Create, Increase, or Decrease Deficit Financing in the Current or Subsequent Year(s)?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

The agreement will add cost to the total expenditures but due to one-time funding in 2015-16, the fiscal year is not projected to be deficit spending. However, deficit spending will resume in FY 2016-17 and 2017-18 due primarily to the increased costs of CalSTRS and CalPERS.

Piedmont Unified School District
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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.

None

G. Source of Funding for Proposed Agreement

1. Current Year

General Fund

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)?

General Fund

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

Piedmont Unified School District
Public Disclosure of Collective Bargaining Agreement
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H. Impact of Proposed Agreement on Current Year Operating Budget (Ed. Code 42142)

| FY 2015-16 Adopted Budget : Costs Included in Adopted Budget for 2015-16 | Column 1 Latest Board- Approved Budget Before Settlement As of: 2015-16 Adopted Budget | Column 2 Cost of Adjustments as a Result of Settlement | Column 3 Other Revisions Costs Increases (Decreases) | Column 4 Total New Budget (Col 1+2+3) |
|---|--|--|--|--|
| Revenues | | | | |
| Revenue Limit Sources (8010-8099) | \$ - | \$ - | \$ - | \$ - |
| Remaining Revenues (8100-8799) | \$ - | \$ - | \$ - | \$ - |
| Total Revenues | \$ - | \$ - | \$ - | \$ - |
| Expenditures | | | | |
| 1000 Certificated Salaries | \$ - | \$ - | \$ - | \$ - |
| 2000 Classified Salaries | \$ - | \$ - | \$ - | \$ - |
| 3000 Employee Benefits | \$ - | \$ - | \$ - | \$ - |
| 4000 Books and Supplies | \$ - | \$ - | \$ - | \$ - |
| 5000 Services and Operating Expenses | \$ - | \$ - | \$ - | \$ - |
| 6000 Capital Outlay | \$ - | \$ - | \$ - | \$ - |
| 7000 Other Outgo & indirect costs | \$ - | \$ - | \$ - | \$ - |
| Total Expenditures | \$ - | \$ - | \$ - | \$ - |
| Operating Surplus (Deficit) | \$ - | \$ - | \$ - | \$ - |
| Other Sources and Transfers In | \$ - | \$ - | \$ - | \$ - |
| Other Uses and Transfers Out | \$ - | \$ - | \$ - | \$ - |
| Current Year Increase (Decrease) In Fund Balance | \$ - | \$ - | \$ - | \$ - |
| | | | | |
| Beginning Balance | \$ - | \$ - | \$ - | \$ - |
| Current Year Ending Balance | \$ - | \$ - | \$ - | \$ - |
| Components of Ending Balance | | | | |
| Reserved and Legally Restricted 9711-9740 | \$ - | \$ - | \$ - | \$ - |
| Reserved for Economic Uncertainties 9770 (3%) | \$ - | \$ - | \$ - | \$ - |
| Board Designated Amounts 9775-9780 | \$ - | \$ - | \$ - | \$ - |
| Unappropriated Amounts 9790 | \$ - | \$ - | \$ - | \$ - |

Piedmont Unified School District
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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:

Piedmont Unified School District
Public Disclosure of Collective Bargaining Agreement
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I. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

| | |
|--|-------|
| a. Total Expenditures, Transfers Out, and Uses (Page 4, Column 4, total Expense & Other Uses and Transfers Out <i>(Must include restricted and unrestricted expenditures)</i> | \$ - |
| b. State Standard Minimum Reserve Percentage for this District | 3.00% |
| c. State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a. times Line b. <u>or</u> \$50,000. | \$ - |

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

| | |
|--|------|
| a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties | \$ - |
| b. General Fund Budgeted Unrestricted Unappropriated Amount | \$ - |
| c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties | \$ - |
| d. Special Reserve Fund 17-Budgeted Unappropriated Amount | \$ - |
| e. Article XIII-B Fund 72-Budgeted Designated for Economic Uncertainties | \$ - |
| f. Article XIII-B Fund 72-Budgeted Unappropriated Amount | \$ - |
| g. Total District Budgeted Unrestricted Reserves | \$ - |

3. Do unrestricted reserves meet the state standard minimum reserve amount? YES NO

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

Piedmont Unified School District
Public Disclosure of Collective Bargaining Agreement

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Revised MYP Including the Effects of Collective Bargaining

| District Name: PIEDMONT UNIFIED SCHOOL DISTRICT | | | |
|---|---------------|---------------|---------------|
| General Fund | | | |
| Multi-Year Projections | | | |
| Budget Year: 2015-16 Adopted Budget | | | |
| Costs included in Adopted Budget for 2015-16 | ADA: 2630 | ADA: | ADA: |
| | COLA: | COLA: | COLA: |
| | Deficit: | Deficit: | Deficit: |
| | Year: 2015-16 | Year: 2016-17 | Year: 2017-18 |
| Revenues | | | |
| Revenue Limit Sources | 0 | 0 | 0 |
| Federal Revenue | 0 | 0 | 0 |
| Other State Revenue | 0 | 0 | 0 |
| Local Revenue | 0 | 0 | 0 |
| Total Revenue | 0 | 0 | 0 |
| Expenditures | | | |
| Certificated Salaries | 0 | 0 | 0 |
| Step & Column Adjustment | | | |
| Cost-of-Living Adjustment | | | |
| Other Adjustments | | | |
| Classified Salaries | 0 | 0 | 0 |
| Step & Column Adjustment | | | |
| Cost-of-Living Adjustment | | | |
| Other Adjustments | | | |
| Employee Benefits | 0 | 0 | 0 |
| Books & Supplies | 0 | 0 | 0 |
| Services, Other Operating Exp | 0 | 0 | 0 |
| Capital Outlay | 0 | 0 | 0 |
| Other Outgo | | | |
| Direct Support/Indirect Costs | | 0 | 0 |
| Total Expenditures | 0 | 0 | 0 |
| Operating Surplus (Deficit) | 0 | 0 | 0 |
| Other Financing Sources & Transfers In(Positive figure) | | | |
| Other Financing Uses & Transfers Out (Neg Figure) | 0 | 0 | 0 |
| Current Yr Inc(Dec) in Fund Balance | 0 | 0 | 0 |
| Beginning Fund Balance | 0 | 0 | 0 |
| Audit Adjustments/Restatements | | | |
| Ending Balance | 0 | 0 | 0 |
| Restricted Balance | | | |
| Required Reserve - 3% | 0 | 0 | 0 |
| Unrestricted Balance (Incl Revolving) *** | 0 | 0 | 0 |

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Public Disclosure of Collective Bargaining Agreement
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Comments (Major changes):

*** FY 2016-17 represents funding level as of 2014-15 Second Interim. Since then, the May Revise has projected additional funding. Plus, the District has made some budgetary adjustments to reflect this settlement.

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Public Disclosure of Collective Bargaining Agreement
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J. Salary Notification Requirement

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

Comparison of Proposed Agreement to Change in District Base Revenue Limit

| | |
|--|--|
| (a) Current Year Base Revenue Limit (BRL) per ADA: (obtain from the FY _____ County Office-provided Revenue Limit or+B263 Form RL, Line 3 | <u> </u> \$ <u> </u> - (Estimated) |
| (b) Prior Year Base Revenue Limit per ADA: (Form RL, Line 1) | <u> </u> \$ <u> </u> - (Actual) |
| (c) Amount of Current Year Increase: (a) minus (b) | <u> </u> \$ <u> </u> - |
| (d) Percentage Increase in BRL per ADA: (c) divided by (b) | <u> </u> 0.00% |
| (e) Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year | <u> </u> 1.26% |

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 _____, took action to approve the proposed Agreement with the _____ 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.