

School District: Pleasanton Unified School District

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

Name of Bargaining Unit: Association of Pleasanton Teachers    Certified   X      Classified           

The proposed agreement covers the period beginning 7/1/2018 and ending 6/30/19\_

and will be acted on by the Governing Board at its meeting on 11/13/18

Letter requested from Alameda County Office of Education? (Check Box if Letter Needed)    ☐

**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	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1.	<b>Salary Schedule</b> (This is to include Step & Column, which is also reported separately in item 6)	\$ 71,630,862	\$ 1,790,772	\$ 1,790,772	\$ 1,790,772
			2.50%	0.00%	0.00%
2.	<b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.			\$ -	\$ -
			0.00%	0.00%	0.00%
2a.	<b>Description of Other Compensation</b>		\$ -	\$ -	\$ -
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 14,892,056	\$ 372,301	\$ 372,301	\$ 372,301
			2.50%	0.00%	0.00%
4.	<b>Health/Welfare Plans</b>	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	<b>Total Compensation - Add Items 1 through 4 to equal 5</b>	\$ 86,522,918	\$ 2,163,073	\$ 2,163,073	\$ 2,163,073
			2.50%	2.50%	2.50%
6.	<b>Step &amp; Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1.</b>	\$ 1,058,584	\$ 26,465	\$ 26,465	\$ 26,465
7.	<b>Total number of represented Employees (Use FTEs)</b>	787.6	787.6	787.6	787.6
8.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 109,856	\$ 2,746	\$ 2,746	\$ 2,746
			2.50%	2.50%	2.50%

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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"?

2.5% on-going salary increase retroactive to July 1st, 2018

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

No

11. Please include a summary of the proposed agreement, and when the settlement will be implemented, and any comments or explanations as necessary. (If more room is necessary, please attach additional sheet.)

N/A

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

N/A

- 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.).

N/A

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

N/A

- 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 agreement will decrease the ending balance. However, district wide reductions have been identified and will be implemented

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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.

N/A

- G. Source of Funding for Proposed Agreement

1. Current Year

Ending Fund Balance

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)?

LCFF revenue and Ending fund Balance

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

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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:	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)
<b>Revenues</b>				
Revenue Limit Sources (8010-8099)	\$ 131,293,869	\$ -		\$ 131,293,869
Remaining Revenues (8100-8799)	\$ 29,325,186	\$ -	\$ 250,000	\$ 29,575,186
<b>Total Revenues</b>	<b>\$ 160,619,055</b>	<b>\$ -</b>	<b>\$ 250,000</b>	<b>\$ 160,869,055</b>
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 84,581,633	\$ 1,790,772	\$ -	\$ 86,372,405
2000 Classified Salaries	\$ 18,548,529	\$ -	\$ -	\$ 18,548,529
3000 Employee Benefits	\$ 32,222,254	\$ 372,301	\$ -	\$ 32,594,555
4000 Books and Supplies	\$ 7,972,914	\$ -	\$ (1,112,251)	\$ 6,860,663
5000 Services and Operating Expenses	\$ 16,462,583	\$ -	\$ (385,600)	\$ 16,076,983
6000 Capital Outlay	\$ 1,005,433	\$ -	\$ -	\$ 1,005,433
7000 Other Outgo	\$ 1,188,125	\$ -	\$ -	\$ 1,188,125
<b>Total Expenditures</b>	<b>\$ 161,981,471</b>	<b>\$ 2,163,073</b>	<b>\$ (1,497,851)</b>	<b>\$ 162,646,693</b>
Operating Surplus (Deficit)	\$ (1,362,416)	\$ (2,163,073)	\$ 1,747,851	\$ (1,777,638)
Other Sources and Transfers In	\$ 668,200	\$ -	\$ -	\$ 668,200
Other Uses and Transfers Out	\$ (1,203,000)	\$ -	\$ -	\$ (1,203,000)
Current Year Increase (Decrease) In Fund Balance	\$ (1,897,216)	\$ (2,163,073)	\$ 1,747,851	\$ (2,312,438)
Beginning Balance	\$ 23,482,691			\$ 23,482,691
Current Year Ending Balance	\$ 21,585,475	\$ (2,163,073)	\$ 1,747,851	\$ 21,170,253
<b>Components of Ending Balance</b>				
Nonspendable and Restricted 9711-9740	\$ 4,613,823	\$ -	\$ -	\$ 4,625,645
Reserved for Economic Uncertainties 9789 (3%)	\$ 4,895,534	\$ 64,892	\$ (44,936)	\$ 4,915,491
Committed and Assigned 9770-9780	\$ 3,614,000	\$ -	\$ -	\$ 2,768,000
Unassigned/Unappropriated 9790	\$ 8,462,117			\$ 8,861,117

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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:

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Please include any additional comments and explanations of page 4 as necessary:

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**Public Disclosure of Collective Bargaining Agreement  
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## 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>	\$ 163,849,693
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. or \$50,000.	\$ 4,915,491

a. General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	\$ 4,915,491
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	\$ 8,861,117
c. Special Reserve Fund 17-Budgeted Reserve for Economic Uncertainties	\$ -
d. Special Reserve Fund 17-Budgeted Unassigned/Unappropriated Amount	\$ -
e. Article XIII-B Fund 72-Budgeted Reserve for Economic Uncertainties	\$ -
f. Article XIII-B Fund 72-Budgeted Unassigned/Unappropriated Amount	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 13,776,608

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

[illegible]

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**Revised MYP Including the Effects of Collective Bargaining**

District Name: Pleasanton Unified			
General Fund			
Multi-Year Projections			
Budget Year: 18/19			
	ADA: 15,036	ADA: 15,075	ADA: 15,100
	COLA: 3.7%	COLA: 2.57%	COLA: 2.67%
	Deficit:	Deficit:	Deficit:
<b>Revenues</b>	Year: FY 18/19	Year: FY 19/20	Year: FY 20/21
Revenue Limit Sources	131,293,869	136,293,797	139,913,237
Federal Revenue	3,499,538	3,499,538	3,499,538
Other State Revenue	23,167,176	20,585,770	20,585,770
Local Revenue	2,908,472	2,908,472	2,908,472
<b>Total Revenue</b>	<b>160,869,055</b>	<b>163,287,577</b>	<b>166,907,017</b>
<b>Expenditures</b>			
Certificated Salaries	86,372,405	86,372,405	87,667,991
Step & Column Adjustment		1,295,586	1,315,020
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	18,548,529	18,548,529	18,826,757
Step & Column Adjustment		278,228	282,401
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	32,594,555	35,011,126	36,819,403
Books & Supplies	6,860,663	7,366,762	5,258,506
Services, Other Operating Exp	16,076,983	15,549,360	15,664,252
Capital Outlay	1,005,433	305,864	305,864
Other Outgo	1,404,102	1,476,694	1,476,694
Direct Support/Indirect Costs	(215,977)	(215,977)	(215,977)
<b>Total Expenditures</b>	<b>162,646,693</b>	<b>165,988,577</b>	<b>167,400,911</b>
<b>Operating Surplus (Deficit)</b>	<b>(1,777,638)</b>	<b>(2,701,000)</b>	<b>(493,894)</b>
Other Financing Sources & Transfers In(Positive figure)	668,200	668,200	668,200
Other Financing Uses & Transfers Out (Neg Figure)	(1,203,000)	(1,203,000)	(1,203,000)
<b>Current Yr Inc(Dec) in Fund Balance</b>	<b>(2,312,438)</b>	<b>(3,235,800)</b>	<b>(1,028,694)</b>
<b>Beginning Fund Balance</b>	<b>23,482,691</b>	<b>21,170,253</b>	<b>17,934,453</b>
Audit Adjustments/Restatements			
<b>Ending Balance</b>	<b>21,170,253</b>	<b>17,934,453</b>	<b>16,905,759</b>
Restricted Balance	4,767,737	4,767,737	4,767,737
Required Reserve	4,915,491	5,015,747	5,058,117
Commitments	2,979,822	3,479,822	3,979,822
Unrestricted Balance (Incl Revolving)	8,507,203	4,671,147	3,100,083
Comments (Major changes):			

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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) N/A (Estimated)
- (b) Prior Year Base Revenue Limit per ADA:  
(Form RL, Line 1) \$ - (Actual)
- (c) Amount of Current Year Increase: (a) minus (b) N/A
- (d) Percentage Increase in BRL per ADA: (c) divided by (b) N/A
- (e) Indicate Total Settlement Percentage Increase from Section A,  
line 5, Page 1 for current year 2.50%

**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.*

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.

\_\_\_\_\_  
District Superintendent (or Designee)  
(Signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on November 13th, took action to approve the proposed Agreement with the \_\_\_\_\_ Bargaining Unit.

\_\_\_\_\_  
President (or Clerk), Governing Board  
(Signature)

\_\_\_\_\_  
Date

**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.



**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 the public disclosure.

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

<b>Year 1:</b>	<b>\$ 2,163,073</b>
<b>Year 2:</b>	<b>\$ 2,163,073</b>
<b>Year 3:</b>	<b>\$ 2,163,073</b>

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).*

<b>Budget Adjustment Categories</b>	<b>Increase (Decrease) Year 1</b>	<b>Increase (Decrease) Year 2</b>	<b>Increase (Decrease) Year 3</b>
<b>Revenues/Other Financing Sources</b>			
Add interest that was not in adopted budget	\$250,000	\$250,000	\$250,000
Add increase in Ada per demographic study		\$1,853,152	\$2,063,464
<b>Expenditures/Other Financing Uses</b>			
Reduce supply budgets across district departments	(\$112,251)	(\$112,251)	(\$112,251)
Reduce travel and conference budgets across district departments	(\$85,600)	(\$85,600)	(\$85,600)
Reduce textbook expenditure and align with year of adoption	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)
Reduce Utilities Budget	(\$300,000)	(\$300,000)	(\$300,000)
<b>Ending Balance Increase (Decrease)</b>	<b>\$1,747,851</b>	<b>\$3,601,003</b>	<b>\$3,811,315</b>

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Pleasanton Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Association of Teachers Bargaining Unit(s), during the term of the agreement, from 07/01/18 to 6/3/19.



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

David Haglund, Ed.D.

\_\_\_\_\_  
District Superintendent (Type Name)



\_\_\_\_\_  
Deputy Superintendent (Signature)  
Business Services

Micaela Ochoa, Ed.D.

\_\_\_\_\_  
Deputy Superintendent (Type Name)  
Business Services

11-8-18

\_\_\_\_\_  
Date

11/06/18

\_\_\_\_\_  
Date

**Pleasanton 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.*

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.

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

\_\_\_\_\_  
**Date**

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on November 13th 2018, took action to approve the proposed Agreement with the Association of Pleasanton Teachers Bargaining Unit.

\_\_\_\_\_  
**President (or Clerk), Governing Board**  
**(Signature)**

\_\_\_\_\_  
**Date**

**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.