

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: California School Employees Association Certificated ____ Classified X

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 10/23/2018

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.	Salary Schedule (This is to include Step & Column, which is also reported separately in item 6)	\$ 15,172,166	\$ 379,304	\$ 379,304	\$ 379,304
			2.50%	2.50%	2.50%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.			\$ -	\$ -
			0.00%	0.00%	0.00%
2a.	Description of Other Compensation		\$ -	\$ -	\$ -
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 4,365,335	\$ 164,483	\$ 164,483	\$ 164,483
			3.77%	3.77%	3.77%
4.	Health/Welfare Plans	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Compensation - Add Items 1 through 4 to equal 5	\$ 19,537,501	\$ 543,787	\$ 543,787	\$ 543,787
			2.78%	2.78%	2.78%
6.	Step & Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	\$ 224,219	\$ 5,690	\$ 5,690	\$ 5,690
7.	Total number of represented Employees (Use FTEs)	344.8	344.8	344.8	344.8
8.	Total Compensation Average Cost per Employee	\$ 56,663	\$ 1,577	\$ 1,577	\$ 1,577
			2.78%	2.78%	2.78%

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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.

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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)
Revenues				
Revenue Limit Sources (8010-8099)	\$ 131,293,869	\$ -		\$ 131,293,869
Remaining Revenues (8100-8799)	\$ 29,325,186	\$ -		\$ 29,325,186
Total Revenues	\$ 160,619,055	\$ -	\$ -	\$ 160,619,055
Expenditures				
1000 Certificated Salaries	\$ 84,581,633	\$ 379,304	\$ -	\$ 84,960,937
2000 Classified Salaries	\$ 18,548,529	\$ -	\$ -	\$ 18,548,529
3000 Employee Benefits	\$ 32,222,254	\$ 164,483	\$ -	\$ 32,386,737
4000 Books and Supplies	\$ 7,972,914	\$ -	\$ -	\$ 7,972,914
5000 Services and Operating Expenses	\$ 16,462,583	\$ -		\$ 16,462,583
6000 Capital Outlay	\$ 1,005,433	\$ -	\$ -	\$ 1,005,433
7000 Other Outgo	\$ 1,188,125	\$ -	\$ -	\$ 1,188,125
Total Expenditures	\$ 161,981,471	\$ 543,787	\$ -	\$ 162,525,258
Operating Surplus (Deficit)	\$ (1,362,416)	\$ (543,787)	\$ -	\$ (1,906,203)
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)	\$ (543,787)	\$ -	\$ (2,441,003)
Beginning Balance	\$ 23,482,690			\$ 23,482,690
Current Year Ending Balance	\$ 21,585,474	\$ (543,787)	\$ -	\$ 21,041,687
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	\$ 5,011,178	\$ -	\$ -	\$ 5,011,178
Reserved for Economic Uncertainties 9789 (3%)	\$ 4,895,534	\$ 16,314	\$ -	\$ 4,911,848
Committed and Assigned 9770-9780	\$ 3,614,000	\$ -	\$ -	\$ 3,614,000
Unassigned/Unappropriated 9790	\$ 8,064,762			\$ 7,504,662

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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:

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**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>	\$ 163,728,258
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.	\$ 4,911,848

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

a. General Fund Budgeted Unrestricted Reserve for Economic Uncertainties	\$ 4,911,848
b. General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount	\$ 7,504,662
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	\$ 12,416,509

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

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: 15,036	ADA: 15,036
	COLA: 3.7%	COLA: 2.57%	COLA: 2.67%
	Deficit:	Deficit:	Deficit:
Revenues	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
Total Revenue	160,869,055	163,287,577	166,907,017
Expenditures			
Certificated Salaries	86,696,174	86,686,174	87,996,616
Step & Column Adjustment		1,310,442	1,319,949
Cost-of-Living Adjustment			
Other Adjustments			
Classified Salaries	19,012,242	19,012,242	19,297,426
Step & Column Adjustment		285,184	289,461
Cost-of-Living Adjustment			
Other Adjustments			
Employee Benefits	32,795,287	35,232,591	37,059,019
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)
Total Expenditures	163,634,907	167,009,336	168,451,810
Operating Surplus (Deficit)	(2,765,852)	(3,721,759)	(1,544,793)
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)
Current Yr Inc(Dec) In Fund Balance	(3,300,652)	(4,256,559)	(2,079,593)
Beginning Fund Balance	23,142,191	19,841,539	15,584,980
Audit Adjustments/Restatements			
Ending Balance	19,841,539	15,584,980	13,505,387
Restricted Balance	4,427,237	4,427,237	4,427,237
Required Reserve	4,945,137	5,046,370	5,089,644
Commitments	2,979,822	3,479,822	3,979,822
Unrestricted Balance (Incl Revolving)	7,489,343	2,631,551	8,684
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 2.78%

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 _____, 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:

Year 1:	\$ 543,788
Year 2:	\$ 543,788
Year 3:	\$ 543,788

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).

Budget Adjustment Categories	Increase (Decrease) Year 1	Increase (Decrease) Year 2	Increase (Decrease) Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Ending Balance Increase (Decrease)			

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 California School Employees Association Bargaining Unit(s), during the term of the agreement, from 07/01/18 to 6/30/19.



District Superintendent (Signature)

12-3-18

Date

David Haglund, Ed.D.

District Superintendent (Type Name)



Deputy Superintendent (Signature)

11/29/18

Date

Micaela Ochoa, Ed.D.

Deputy Superintendent (Type Name)

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.

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District Superintendent (or Designee)
(Signature)

Date

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on December 11th, 2018 took action to approve the proposed Agreement with the California School Employees Association, Pleasanton Chapter No. 155 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.

2018-2019 CLASSIFIED SALARY SCHEDULE

Effective July 1, 2018 - June 30, 2019

Monthly Salary Based on 261 Days

Range	Hourly Step 1	Hourly Step 2	Hourly Step 3	Hourly Step 4	Hourly Step 5
2	14.84	15.61	16.36	17.19	18.08
3	15.23	15.99	16.79	17.63	18.51
4	15.61	16.36	17.19	18.08	19.00
5	15.99	16.79	17.63	18.52	19.47
6	16.36	17.19	18.08	19.00	19.95
7	16.79	17.63	18.52	19.47	20.42
8	17.19	18.08	19.00	19.95	20.97
9	17.63	18.52	19.47	20.42	21.46
10	18.08	19.00	19.95	20.96	22.03
11	18.52	19.47	20.42	21.46	22.56
12	19.00	19.95	20.96	22.04	23.12
13	19.47	20.42	21.46	22.56	23.74
14	19.95	20.96	22.04	23.12	24.28
15	20.42	21.46	22.56	23.73	24.91
16	20.96	22.04	23.12	24.29	25.53
17	21.46	22.56	23.73	24.90	26.17
18	22.04	23.12	24.29	25.53	26.82
19	22.56	23.73	24.90	26.17	27.52
20	23.12	24.29	25.53	26.82	28.19
21	23.73	24.90	26.17	27.53	28.88
22	24.29	25.53	26.82	28.20	29.61
23	24.90	26.17	27.53	28.88	30.34
24	25.53	26.82	28.20	29.61	31.08
25	26.17	27.53	28.88	30.34	31.87
26	26.82	28.20	29.61	31.08	32.66
27	27.53	28.88	30.34	31.88	33.49
28	28.20	29.61	31.08	32.66	34.33
29	28.88	30.34	31.88	33.49	35.20
30	29.61	31.08	32.66	34.32	36.08

Effective July 1, 2018 - June 30, 2019, (hrly rate * 8 Hours/Day * 261 Days/12 months)

Includes 2.5% Increase over 2018-19 hourly rates.

Longevity payments for continuous satisfactory employment		
3% after 5 years	6% after 20 years	9% after 35 years
4% after 10 years	7% after 25 years	
5% after 15 Years	8% after 30 years	

SSP maximum amounts with medical \$9,417.50

Effective: 7/1/2018

without Medical \$7,745.31

Board Approved