

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: Confidential and Management Employees    Certificated   X      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 12/11/18

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

<b>X</b>
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**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)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			FY	FY	FY
1.	<b>Salary Schedule</b> (This is to include Step & Column, which is also reported separately in item 6)	\$ 9, 86,118	\$ 240,903	\$ 240,903	\$ 240,903
			2.50%	2.50%	2.50%
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>	\$ 2,120,175	\$ 53,005	\$ 53,005	\$ 53,005
			2.50%	2.50%	2.50%
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>	\$ 11,756,293	\$ 293,908	\$ 293,908	\$ 293,908
			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>	\$ 142,435	\$ 3,561	\$ 3,561	\$ 3,561
7.	<b>Total number of represented Employees (Use FTEs)</b>	66	66	66	66
8.	<b>Total Compensation Average Cost per Employee</b>	\$ 178,126	\$ 4,453	\$ 4,453	\$ 4,453
			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.

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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	\$ -		\$ 29,325,186
<b>Total Revenues</b>	<b>\$ 160,619,055</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 160,619,055</b>
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 84,581,633	\$ 204,304	\$ -	\$ 84,785,937
2000 Classified Salaries	\$ 18,548,529	\$ 36,599	\$ -	\$ 18,585,128
3000 Employee Benefits	\$ 32,222,254	\$ 53,005	\$ -	\$ 32,275,259
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
<b>Total Expenditures</b>	<b>\$ 161,981,471</b>	<b>\$ 293,908</b>	<b>\$ -</b>	<b>\$ 162,275,379</b>
Operating Surplus (Deficit)	\$ (1,362,416)	\$ (293,908)	\$ -	\$ (1,656,324)
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)	\$ (293,908)	\$ -	\$ (2,191,124)
Beginning Balance	\$ 23,482,690			\$ 23,482,690
Current Year Ending Balance	\$ 21,585,474	\$ (293,908)	\$ -	\$ 21,291,566
<b>Components of Ending Balance</b>				
Nonspendable and Restricted 9711-9740	\$ 5,011,178	\$ -	\$ -	\$ 5,011,178
Reserved for Economic Uncertainties 9789 (3%)	\$ 4,895,534	\$ 8,817	\$ -	\$ 4,904,351
Committed and Assigned 9770-9780	\$ 3,614,000	\$ -	\$ -	\$ 3,614,000
Unassigned/Unappropriated 9790	\$ 8,064,762			\$ 7,762,037

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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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**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:
	Year: FY 18/19	Year: FY 19/20	Year: FY 20/21
<b>Revenues</b>			
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	86,696,174	86,686,174	87,996,616
Step & Column Adjustment		1,310,442	1,319,950
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)
<b>Total Expenditures</b>	<b>163,634,907</b>	<b>167,009,335</b>	<b>168,451,811</b>
<b>Operating Surplus (Deficit)</b>	<b>(2,765,852)</b>	<b>(3,721,758)</b>	<b>(1,544,794)</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>(3,300,652)</b>	<b>(4,256,558)</b>	<b>(2,079,594)</b>
<b>Beginning Fund Balance</b>	<b>23,142,191</b>	<b>19,841,539</b>	<b>15,584,981</b>
Audit Adjustments/Restatements			
<b>Ending Balance</b>	<b>19,841,539</b>	<b>15,584,981</b>	<b>13,505,387</b>
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	2,631,552	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 2.50%

**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 \_\_\_\_\_, took action to approve the proposed Agreement with the Confidential and Management Employees 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 property 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>\$ 293,908</b>
<b>Year 2:</b>	<b>\$ 293,908</b>
<b>Year 3:</b>	<b>\$ 293,908</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>			
<b>Expenditures/Other Financing Uses</b>			
<b>Ending Balance Increase (Decrease)</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 Confidential and Management Employees Bargaining Unit(s), during the term of the agreement, from 7/1/18 to 6/30/19.

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

12-8-18  
\_\_\_\_\_  
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.*

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 December 11th, 2018\_ took action to approve the proposed Agreement with the Confidential and Management Employees

\_\_\_\_\_  
**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 MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

Effective July 1, 2018 - June 30, 2019

Certificated Management	R	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Director, Student Programs & Services	20	220	147,673	150,625	153,638	156,708	159,846	168,268
Senior Director, Student Services	20	220	147,673	150,625	153,638	156,708	159,846	168,268
Senior Director	1	220	147,673	150,625	153,639	156,708	159,847	163,041
Principal, Grades 9-12	2	220	145,216	148,122	151,083	154,105	157,186	160,332
Principal, Grades 6-8	4	215	137,757	140,511	143,323	146,188	149,113	152,095
Director	3	220	137,854	140,613	143,424	146,289	149,216	152,202
Principal, Grades K-5	7	210	130,319	132,928	135,585	138,299	141,065	143,883
Principal, Alternative Education	8	215	133,402	136,070	138,796	141,569	144,400	147,288
Director of Adult Education & Summer Programs	5	212	129,871	132,469	135,118	137,819	140,576	143,390
Coordinator, Career Tech & Apprenticeship								
Vice Principal, Grades 9-12	12	210	128,506	131,076	133,700	136,373	139,100	141,883
Coordinator, Alternative Programs	6	210	127,090	129,634	132,225	134,870	137,567	140,318
Coordinator	11	210	127,091	129,634	132,226	134,869	137,568	140,318
Coordinator, Special Projects	10	215	130,117	132,718	135,375	138,080	140,841	143,658
Coordinator, Extended Day Academic Intervention Program								
Coordinator, Assessment								
Assistant Director, Clinical Services								
Assistant Director	18	220	133,143	135,804	138,523	141,291	144,117	146,999
Program Director TV/TIP	19	215	130,118	132,718	135,373	138,079	140,843	143,659
Coordinator 2	9	190	114,342	116,629	118,962	121,340	123,768	126,243
Vice Principal, Grades 6-8	13	207	122,782	125,239	127,742	130,296	132,904	135,561
Coordinator, PBIS Grant								
Vice Principal, Alternative Education	17	207	121,612	124,046	126,527	129,057	131,640	134,272
Vice Principal, Grades K-5	16	200	115,114	117,414	119,763	122,160	124,603	127,096
Curriculum Specialist	14	203	116,126	118,447	120,815	123,233	125,698	128,214
Assistant Principal, Adult Ed.	15	203	116,126	118,447	120,815	123,233	125,698	128,214

Masters Stipend \$1,300

Doctorate Stipend \$1,650

Nat'l Board Certification Stipend \$500

Classified Management/ Confidential	R	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director	4	225	137,854	140,613	143,424	146,289	149,217	152,202
Director *	1	225	130,548	133,160	135,823	138,539	141,309	144,136
Coordinator 1	2	225	121,895	124,331	126,771	129,307	131,893	134,532
Project Manager, Construction and Facilities								
Coordinator 2	3	225	101,181	103,616	106,055	108,491	110,926	113,365
Manager, Custodial Services & Operations								
Administrative Asst. to Superintendent	5	225	88,510	91,189	93,872	96,552	99,233	101,916
Public Information Officer	7	225	91,910	94,693	97,478	100,262	103,045	105,831
Administrative Assistant	6	225	80,466	83,147	85,829	88,510	91,189	93,872
Management Assistant	8	225	80,465	83,147	85,829	88,510	91,191	93,871

Masters Stipend \$1,300

Doctorate Stipend \$1,650

Nat'l Board Certification Stipend \$500

Longevity payments for continuous satisfactory employment as a classified manager or confidential employee

\*Child Nutrition Director work year is 215 days at the per diem on Page 2

Includes 2.5% Increase over 2017-2018 rates.

Effective: 7/1/2018

Board Approved:  
B. AB 1200 Public Disclosure MGMT\_CONF  
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# 2018- 2019 MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

Effective July 1, 2018 - June 30, 2019

Certificated Management		Work						
	R	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Director, Student Programs & Services	20	220	671.24	684.66	698.36	712.31	726.57	764.85
Senior Director, Student Services	20	220	671.24	684.66	698.36	712.31	726.57	764.85
Senior Director	1	220	671.24	684.66	698.36	712.31	726.58	741.09
Principal, Grades 9-12	2	220	660.07	673.28	686.74	700.48	714.48	728.78
Principal, Grades 6-8	4	215	640.73	653.54	666.62	679.95	693.55	707.42
Director	3	220	626.61	639.15	651.93	664.95	678.26	691.83
Principal, Grades K-5	7	210	620.56	632.99	645.64	658.57	671.74	685.16
Principal, Alternative Education	8	215	620.47	632.88	645.56	658.46	671.63	685.06
Director of Adult Education & Summer Programs	5	212	620.47	621.50	622.52	623.55	624.57	625.60
Coordinator, Career Tech & Apprenticeship								
Vice Principal, Grades 9-12	12	210	611.93	624.17	636.67	649.39	662.38	675.63
Coordinator, Alternative Programs	6	210	605.19	617.30	629.64	642.24	665.08	668.18
Coordinator	11	210	605.19	617.30	629.65	642.24	655.09	668.18
Coordinator, Special Projects	10	215	605.19	606.22	607.24	608.27	609.29	610.32
Coordinator, Extended Day Academic Intervention Program								
Coordinator, Assessment								
Assistant Director, Clinical Services								
Assistant Director	18	220	605.19	617.29	629.65	642.23	655.08	668.18
Program Director TV/TIP	19	215	605.20	617.29	629.64	642.23	655.08	668.18
Coordinator 2	9	190	601.80	613.84	626.11	638.63	651.41	664.44
Vice Principal, Grades 6-8	13	207	593.15	605.02	617.11	629.45	642.05	654.88
Coordinator, PBIS Grant								
Vice Principal, Alternative Education	17	207	587.50	599.26	611.24	623.46	635.94	648.66
Vice Principal, Grades K-5	16	200	575.57	587.07	598.81	610.80	623.02	635.48
Curriculum Specialist	14	203	572.05	583.48	595.15	607.06	619.20	631.60
Assistant Principal, Adult Ed.	15	203	572.05	583.48	595.15	607.06	619.20	631.60

Classified Management/ Confidential		Work						
	R	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director	4	225	612.69	624.95	637.44	650.18	663.19	676.45
Director *	1	225	580.21	591.82	603.66	615.73	628.04	640.61
Coordinator 1	2	225	541.75	552.58	563.43	574.70	586.19	597.92
Coordinator 2	3	225	449.69	460.52	471.35	482.18	493.00	503.84
Manager, Custodial Services & Operations								
Administrative Asst. to Superintendent	5	225	393.38	405.29	417.21	429.12	441.03	452.96
Public Information Officer	7	225	408.49	420.86	433.24	445.61	457.98	470.36
Administrative Assistant	6	225	357.63	369.54	381.46	393.38	405.29	417.21
Management Assistant	8	225	357.63	369.54	381.46	393.38	405.29	417.21

Longevity payments for continuous satisfactory employment as a classified manager or confidential employee

\*Child Nutrition Director 2 work year is 215 days at this per diem

Includes 2.5% Increase over 2017-2018 rates.

Effective: 7/1/2018

Board Approved: