

**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>\$ 2,405,235</b>
<b>Year 2:</b>	<b>\$ 2,468,527</b>
<b>Year 3:</b>	<b>\$ 2,515,207</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).*

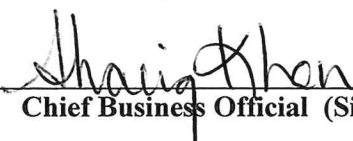
<b>Budget Adjustment Categories</b>	<b>Increase (Decrease) Year 1</b>	<b>Increase (Decrease) Year 2</b>	<b>Increase (Decrease) Year 3</b>
<b>Revenues/Other Financing Sources</b>			
<b>Expenditures/Other Financing Uses</b>			
<b>Salaries</b>	<b>1,969,405</b>	<b>1,991,069</b>	<b>2,012,971</b>
<b>Benefits</b>	<b>435,829</b>	<b>477,458</b>	<b>502,236</b>
<b>Ending Balance Increase (Decrease)</b>	<b>(2,405,234)</b>	<b>(2,468,527)</b>	<b>(2,515,206)</b>

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Alameda Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Alameda Education Association (AEA) Bargaining Unit(s), during the term of the agreement, from 7-1-18 to 6-30-19.

  
District Superintendent (Signature)

12/21/18  
Date

Sean McPhetridge  
District Superintendent (Type Name)

  
Chief Business Official (Signature)

12/21/18  
Date

\_\_\_\_\_  
Chief Business Official (Type Name)

School District: Alameda Unified School District

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

**Name of Bargaining Unit:** Alameda Education Association (AEA) **Certificated Bargaining Unit**

The proposed agreement covers the period beginning 7/1/18 and ending 6/30/19

and will be acted on by the Governing Board at its meeting on January 22, 2019

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 2018-19	Fiscal Impact of Proposed Agreement		
			Year 1	Year 2	Year 3
			Increase/(Decrease) FY 2018-19	Increase/(Decrease) FY 2019-20	Increase/(Decrease) FY 2020-21
1.	<b>Salary Schedule</b> (This is to include Step & Column, which is also reported separately in item 6)	\$ 39,123,775	\$ 1,620,882	\$ 1,638,712	\$ 1,656,738
			4.14%	4.19%	4.23%
2.	<b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ 348,523	\$ 352,357	\$ 356,233
			0.89%	21.74%	21.74%
2a.	<b>Description of Other Compensation</b>		\$ -	\$ -	\$ -
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 8,658,091	22.13% \$ 435,829	23.98% \$ 477,458	25% \$ 502,236
			5.03%	5.51%	5.80%
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>	\$ 47,781,866	\$ 2,405,234	\$ 2,468,527	\$ 2,515,206
			5.03%	5.17%	5.26%
6.	<b>Step &amp; Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1.</b>	\$ -		\$ 501,311	\$ 498,626
7.	<b>Total number of represented Employees (Use FTEs)</b>		538.3	533.3	533.3
8.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ -	\$ 4,468	\$ 4,629	\$ 4,716
			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"?

4.5% on-going compensation increase, effective 7-1-18. The amount is divided between salary schedule and longevity stipends. Addition of 1 day (approximately equal to .54%)

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.)

See attached

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

See attached

- 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.).

- 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.

This agreement will increase deficit spending. Alameda USD staff is one of the lowest paid in Alameda County.  
This increase will help in hiring and retaining employees which are needed to deliver basic services to students

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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.**

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- G. Source of Funding for Proposed Agreement**

1. Current Year

General Fund

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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)?

This contract will be paid by the General Fund. The Board reduced spending by 2.7M in 2018-19, and is committed to making additional expenditure reductions to increase employee compensation.

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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.)

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