

**Alameda Unified School District                      School District**  
**Public Disclosure of Collective Bargaining Agreement**  
*In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.*

**CERTIFICATE OF AFFORDABILITY**

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 public disclosure and included as part of the public disclosure documentation.

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

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

<b>Cost over current budget / MYP</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Cumulative cost over 3 years</b>
<b>One-time</b>	-	-	-	-
<b>On-going</b>	2,400,230	3,276,756	3,320,260	8,997,246
<b>Total</b>	2,400,230	3,276,756	3,320,260	8,997,246

**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).*

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
<b>Revenues/Other Financing Sources</b>			
Reduction in Deferred Maintenance	-	-	2,500,000
SPED-PreK One-time	691,101	691,101	691,101
<b>Expenditures/Other Financing Uses</b>			
Increased salary costs	2,400,230	3,276,756	3,320,260
PERS rate decrease	(175,000)	(175,000)	(175,000)
Expenditure Reductions		(1,000,000)	(1,000,000)
<b>Ending Fund Balance Increase (Decrease)</b>	<b>(1,534,129)</b>	<b>(1,410,655)</b>	<b>1,045,841</b>

Please review the above and sign below:

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Alameda Unified School District School District hereby certify that the District can meet the costs incurred under the Collective Bargaining



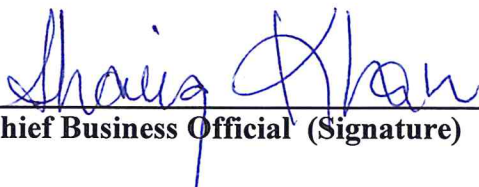
**District Superintendent (Signature)**

10/10/2019

**Date**

Pasquale Scuderi

**District Superintendent (Type Name)**



**Chief Business Official (Signature)**

10/10/2019

**Date**

Shariq Khan

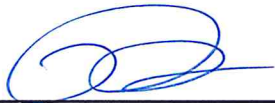
**Chief Business Official (Type Name)**

**Alameda Unified School District      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)**

10-16-19

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

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 10/29/2019, took action to approve the proposed Agreement with the Alameda Education Association 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.



**Alameda Unified School District      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)

10-16-19

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 10/29/2019, took action to approve the proposed Agreement with the CSEA 27 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.

Alameda Unified School District     **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)

10-16-19

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 10/29/2019, took action to approve the proposed Agreement with the CSEA 860 Bargaining Unit.

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

\_\_\_\_\_  
Date

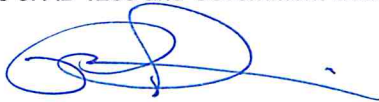
**Special Note:** The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.

**Alameda Unified School District    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)

10-16-19

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board,  
at its meeting on 10/29/2019, took action to approve the proposed  
Agreement with the UNREPRESENTED 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.



# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: Alameda Education Association

Certificated or Classified: Certificated

The proposed agreement covers the period beginning: 7/1/2019 and ending: 6/30/2022  
(date) (date)

The Governing Board will take action on: 10/29/2019  
(date)

Letter requested from Alameda County Office of Education? Yes (indicate yes or no)

## A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY 19-20	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 19-20	Year 2 Increase/(Decrease) FY 20-21	Year 3 Increase/(Decrease) FY 21-22
1.	<b>Salary Schedule</b> (Including Step & Column)	\$ 40,965,753	\$ 1,234,165.00	\$ 1,652,015	\$ 1,670,187
			3.01%	3.91%	3.81%
2.	<b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ 9,260	\$ 9,362	\$ 9,362
			0.02%	0.02%	0.02%
2a.	<b>Description of Other Compensation</b> (Listed on Line 2 above)				
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 9,372,964	\$ 284,496	\$ 401,721	\$ 401,076
			3.04%	4.16%	3.99%
4.	<b>Health/Welfare Increases</b>	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	<b>Total Cost of Negotiated Settlement</b> (Add Items 1 through 4 to equal 5)	\$ 50,338,717	\$ 1,527,921	\$ 2,063,098	\$ 2,080,625
			3.04%	3.98%	3.86%
6.	<b>Total number of represented Employees (Use FTEs)</b>	523.28	523.28	523.28	523.28
7.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 96,198	\$ 2,920	\$ 3,943	\$ 3,976

# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: CSEA 27

Certificated or Classified: Classified

The proposed agreement covers the period beginning: 7/1/2018 and ending: 6/30/2021  
(date) (date)

The Governing Board will take action on: 10/29/2019  
(date)

Letter requested from Alameda County Office of Education? Yes (indicate yes or no)

## A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1.	<b>Salary Schedule</b> (Including Step & Column)	\$ 9,740,508	\$ 294,163	\$ 397,046.12	\$ 401,811
			3.02%	3.96%	3.85%
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> (Listed on Line 2 above)				
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 3,087,741	\$ 93,250	\$ 137,696	\$ 146,982
			3.02%	4.33%	4.43%
4.	<b>Health/Welfare Increases</b>	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	<b>Total Cost of Negotiated Settlement</b> (Add Items 1 through 4 to equal 5)	\$ 12,828,249	\$ 387,413	\$ 534,742	\$ 548,793
			3.02%	4.05%	3.99%
6.	<b>Total number of represented Employees (Use FTEs)</b>	246.78	246.78	246.78	246.78
7.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 51,983	\$ 1,570	\$ 2,167	\$ 2,224



# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: CSEA 860

Certificated or Classified: Classified

The proposed agreement covers the period beginning: 7/1/2018 and ending: 6/30/2021  
(date) (date)

The Governing Board will take action on: 10/29/2019  
(date)

Letter requested from Alameda County Office of Education? Yes (indicate yes or no)

## A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1.	<b>Salary Schedule</b> (Including Step & Column)	\$ 3,733,231	\$ 112,743	\$ 152,173.53	\$ 154,000
			3.02%	3.96%	3.85%
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> (Listed on Line 2 above)				
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 1,183,434	\$ 35,739	\$ 52,774	\$ 56,333
			3.02%	4.33%	4.43%
4.	<b>Health/Welfare Increases</b>	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	<b>Total Cost of Negotiated Settlement</b> (Add Items 1 through 4 to equal 5)	\$ 4,916,665	\$ 148,482	\$ 204,947	\$ 210,333
			3.02%	4.05%	3.99%
6.	<b>Total number of represented Employees (Use FTEs)</b>	68.38	68.38	68.38	68.38
7.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 71,902	\$ 2,171	\$ 2,997	\$ 3,076

# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: Unrepresented

Certificated or Classified: Classified & Certificated

The proposed agreement covers the period beginning: N/A and ending: N/A  
(date) (date)

The Governing Board will take action on: 10/29/2019  
(date)

Letter requested from Alameda County Office of Education? Yes (indicate yes or no)

## A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1.	<b>Salary Schedule</b> (Including Step & Column)	\$ 9,131,396	\$ 275,768	\$ 372,217.14	\$ 376,684
			3.02%	3.96%	3.85%
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> (Listed on Line 2 above)				
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 2,312,654	\$ 69,906	\$ 100,945	\$ 103,347
			3.02%	4.24%	4.16%
4.	<b>Health/Welfare Increases</b>	\$ -	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	<b>Total Cost of Negotiated Settlement</b> (Add Items 1 through 4 to equal 5)	\$ 11,444,050	\$ 345,674	\$ 473,162	\$ 480,031
			3.02%	4.01%	3.91%
6.	<b>Total number of represented Employees (Use FTEs)</b>	80.38	80.38	80.38	80.38
7.	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 142,374	\$ 4,300	\$ 5,887	\$ 5,972



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

Name of District:

Alameda Unified School District

Name of Bargaining Unit:

Alameda Education Association

*/CSEA 27/CSEA 860  
UNREPRESENTED*

The Governing Board will take action on:

10/29/2019

**D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND**

	Column 1	Column 2	Column 3	Column 4
Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Latest Board-Approved Budget Before Settlement As of: 7-1-19	Adjustments as a result of Settlement	Other Revisions due to Settlement and/or Other Unit Agreements	Total New Budget (Col 1+2+3)
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 83,243,284	\$ 691,101	\$ -	\$ 83,934,385
Federal Revenue (8100-8299)	\$ -	\$ -	\$ -	\$ -
Other State Revenue (8300-8599)	\$ 1,794,035	\$ -	\$ -	\$ 1,794,035
Other Local Revenue (8600-8799)	\$ 13,670,548	\$ -	\$ -	\$ 13,670,548
<b>Total Revenues</b>	<b>\$ 98,707,867</b>	<b>\$ 691,101</b>	<b>\$ -</b>	<b>\$ 99,398,968</b>
<b>Expenditures</b>				
Certificated Salaries (1000-1999)	\$ 41,159,409	\$ 1,146,633	\$ -	\$ 42,306,042
Classified Salaries (2000-2999)	\$ 10,646,722	\$ 283,942	\$ -	\$ 10,930,664
Employee Benefits (3000-3999)	\$ 15,243,237	\$ 354,087	\$ -	\$ 15,597,324
Books and Supplies (4000-4999)	\$ 1,182,593	\$ -	\$ -	\$ 1,182,593
Services & Operating Expenses (5000-5999)	\$ 8,189,635	\$ -	\$ -	\$ 8,189,635
Capital Outlay (6000-6599)	\$ 159,906	\$ -	\$ -	\$ 159,906
Other Outgo (7100-7299 & 7400-7499)	\$ 369,372	\$ -	\$ -	\$ 369,372
Direct Support/Indirect Cost (7300-7399)	\$ (2,157,030)	\$ -	\$ -	\$ (2,157,030)
<b>Total Expenditures</b>	<b>\$ 74,793,844</b>	<b>\$ 1,784,662</b>	<b>\$ -</b>	<b>\$ 76,578,506</b>
Operating Surplus (Deficit)	\$ 23,914,023	\$ (1,093,561)	\$ -	\$ 22,820,462
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (25,889,415)	\$ -	\$ (615,568)	\$ (26,504,983)
Current Year Increase (Decrease) In Fund Balance	<b>\$ (1,975,392)</b>	<b>\$ (1,093,561)</b>	<b>\$ (615,568)</b>	<b>\$ (3,684,521)</b>
Beginning Balance	\$ 11,973,199			\$ 11,973,199
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 9,997,807	\$ (1,093,561)	\$ (615,568)	\$ 8,288,678
<b>Components of Ending Balance</b>				
Reserved and Legally Restricted (9711-9740)				\$ -
Reserved for Economic Uncertainties (9789)	\$ 3,505,295	\$ 72,007	\$ -	\$ 3,577,302
Designated Amounts (9775-9780)	\$ 1,111,853	\$ -	\$ -	\$ 1,111,853
Unappropriated Amounts (9790)	\$ 5,380,660			\$ 3,599,524



# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District:

Alameda Unified School District

Name of Bargaining Unit:

Alameda Education Association

*/CSEA27/CSEA860  
UNREPRESENTED*

The Governing Board will take action on:

10/29/2019

## D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of: 7-1-19	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 669,861	\$ -	\$ -	\$ 669,861
Federal Revenue (8100-8299)	\$ 3,643,240	\$ -	\$ -	\$ 3,643,240
Other State Revenue (8300-8599)	\$ 6,733,385	\$ -	\$ -	\$ 6,733,385
Other Local Revenue (8600-8799)	\$ 5,113,412	\$ -	\$ -	\$ 5,113,412
<b>Total Revenues</b>	<b>\$ 16,159,898</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 16,159,898</b>
<b>Expenditures</b>				
Certificated Salaries (1000-1999)	\$ 10,612,715	\$ 286,085	\$ -	\$ 10,898,800
Classified Salaries (2000-2999)	\$ 7,180,334	\$ 200,179	\$ -	\$ 7,380,513
Employee Benefits (3000-3999)	\$ 9,456,807	\$ 129,304	\$ -	\$ 9,586,111
Books and Supplies (4000-4999)	\$ 1,959,468	\$ -	\$ -	\$ 1,959,468
Services & Operating Expenses (5000-5999)	\$ 10,507,631	\$ -	\$ -	\$ 10,507,631
Capital Outlay (6000-6599)	\$ 210,000	\$ -	\$ -	\$ 210,000
Other Outgo (7100-7299 & 7400-7499)	\$ 218,884	\$ -	\$ -	\$ 218,884
Direct Support/Indirect Cost (7300-7399)	\$ 1,903,474	\$ -	\$ -	\$ 1,903,474
<b>Total Expenditures</b>	<b>\$ 42,049,313</b>	<b>\$ 615,568</b>	<b>\$ -</b>	<b>\$ 42,664,881</b>
Operating Surplus (Deficit)	\$ (25,889,415)	\$ (615,568)	\$ -	\$ (26,504,983)
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 25,889,415	\$ -	\$ 615,568	\$ 26,504,983
Current Year Increase (Decrease) In Fund Balance	\$ -	\$ (615,568)	\$ 615,568	\$ -
Beginning Balance	\$ 8,205,618			\$ 8,205,618
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 8,205,618	\$ (615,568)	\$ 615,568	\$ 8,205,618
<b>Components of Ending Balance</b>				
Reserved and Legally Restricted (9711-9740)	\$ 8,205,618	\$ -	\$ -	\$ 8,205,618
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 0			\$ 0

# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: Alameda Education Association

1/2SEA 27 / 2SEA 860  
UNREPRESENTED

The Governing Board will take action on: 10/29/2019

## D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of: 7-1-19	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
<b>Revenues</b>				
LCFF Sources (8010-8099)	\$ 83,913,145	\$ 691,101	\$ -	\$ 84,604,246
Federal Revenue (8100-8299)	\$ 3,643,240	\$ -	\$ -	\$ 3,643,240
Other State Revenue (8300-8599)	\$ 8,527,420	\$ -	\$ -	\$ 8,527,420
Other Local Revenue (8600-8799)	\$ 18,783,960	\$ -	\$ -	\$ 18,783,960
<b>Total Revenues</b>	<b>\$ 114,867,765</b>	<b>\$ 691,101</b>	<b>\$ -</b>	<b>\$ 115,558,866</b>
<b>Expenditures</b>				
Certificated Salaries (1000-1999)	\$ 51,772,124	\$ 1,432,718	\$ -	\$ 53,204,842
Classified Salaries (2000-2999)	\$ 17,827,056	\$ 484,121	\$ -	\$ 18,311,177
Employee Benefits (3000-3999)	\$ 24,700,044	\$ 483,391	\$ -	\$ 25,183,435
Books and Supplies (4000-4999)	\$ 3,142,061	\$ -	\$ -	\$ 3,142,061
Services & Operating Expenses (5000-5999)	\$ 18,697,266	\$ -	\$ -	\$ 18,697,266
Capital Outlay (6000-6599)	\$ 369,906	\$ -	\$ -	\$ 369,906
Other Outgo (7100-7299 & 7400-7499)	\$ 588,256	\$ -	\$ -	\$ 588,256
Direct Support/Indirect Cost (7300-7399)	\$ (253,556)	\$ -	\$ -	\$ (253,556)
<b>Total Expenditures</b>	<b>\$ 116,843,157</b>	<b>\$ 2,400,230</b>	<b>\$ -</b>	<b>\$ 119,243,387</b>
Operating Surplus (Deficit)	\$ (1,975,392)	\$ (1,709,129)	\$ -	\$ (3,684,521)
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ (1,975,392)	\$ (1,709,129)	\$ -	\$ (3,684,521)
Beginning Balance	\$ 20,178,818			\$ 20,178,818
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 18,203,426	\$ (1,709,129)	\$ -	\$ 16,494,297
<b>Components of Ending Balance</b>				
Reserved and Legally Restricted (9711-9740)	\$ 8,205,618	\$ -	\$ -	\$ 8,205,618
Reserved for Economic Uncertainties (9789)	\$ 3,505,295	\$ 72,007	\$ -	\$ 3,577,302
Designated Amounts (9775-9780)	\$ 1,111,853	\$ -	\$ -	\$ 1,111,853
Unappropriated Amounts - Unrestricted (9790)	\$ 5,380,660	\$ -	\$ -	\$ 5,380,660
Unappropriated Amounts - Restricted (9790)	\$ 0	\$ -	\$ -	\$ 0
Unrestricted Reserves Percentage	7.61%			7.51%



# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District:

Alameda Unified School District

Name of Bargaining Unit:

Alameda Education Association / KSEA 27 / CSEA 860  
UNREPRESENTED

The Governing Board will take action on:

10/29/2019

## E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	FY 2019-20	FY 2020-21	FY 2021-22
<b>Revenues</b>			
LCFF Revenue Sources	84,604,246	86,149,365	88,364,595
Federal Revenue	3,643,240	3,643,240	3,643,240
Other State Revenue	8,527,420	8,552,892	8,579,043
Local Revenue	18,783,960	18,783,960	18,783,960
Other Financing Sources	0		
<b>Total Revenue</b>	115,558,866	117,129,457	119,370,838
<b>Expenditures</b>			
Certificated Salaries	53,204,842	53,204,842	54,224,541
Step & Column Adjustment		532,406	509,705
<b>Settlement-Related Costs (+/-)</b>		487,293	21,388
Other Adjustments			
<b>Total Certificated Salaries</b>	53,204,842	54,224,541	54,755,634
Classified Salaries	18,311,177	18,311,177	18,697,890
Step & Column Adjustment		217,394	194,703
<b>Settlement-Related Costs (+/-)</b>		169,319	7,843
Other Adjustments			
<b>Total Classified Salaries</b>	18,311,177	18,697,890	18,900,436
Employee Benefits	25,183,435	27,248,071	27,570,320
<b>Settlement-Related Costs (+/-)</b>			
Books & Supplies	3,142,061	3,240,318	3,339,148
Services, Other Operating Exp	18,697,266	19,313,889	19,722,626
Capital Outlay	369,906	376,542	383,149
Other Outgo (Excluding Transfers of Indirect Costs)	588,256	588,256	588,256
Other Outgo - Transfers of Indirect Costs	(253,556)	(253,556)	(253,556)
Other Financing Uses	0		
Other Adjustments	(175,000)	(1,000,000)	(1,000,000)
<b>Total Expenditures</b>	119,068,387	122,435,951	124,006,013
<b>Net Increase(Decrease) in Fund Balance</b>	(3,509,521)	(5,306,494)	(4,635,175)
Beginning Fund Balance	20,178,818	16,669,297	11,362,803
Audit Adjustments/Restatements	0		
<b>Ending Balance</b>	16,669,297	11,362,803	6,727,628
<b>Components of Ending Balance</b>			
Revolving & Stores			
Restricted Balance & Other Designations	9,317,471	9,317,471	9,317,471
Required Reserve	3,577,302	3,673,079	3,720,180
Unrestricted Balance (Incl Revolving)	3,774,524	(1,627,746)	(6,310,023)
<b>ADA Assumption:</b>			
Comments (Major changes):			



# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

## F. State Reserve Standard

### 1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

	Year 1	Year 2	Year 3
a. Total Expenditures including Transfers Out and Other Uses	119,068,387	122,435,951	124,006,013
b. Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c. REU Amount:	\$ 3,572,052	\$ 3,673,079	\$ 3,720,180

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

a. General Fund Unrestricted REU	\$ 3,577,302	\$ 3,673,079	\$ 3,720,180
b. General Fund Unrestricted Unassigned/Unappropriated	\$ 3,774,524	\$ (1,627,746)	\$ (6,310,023)
c. Special Reserve Fund 17- REU	\$ 3,572,052	\$ 3,673,079	\$ 3,720,180
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ 4,898,993	\$ 4,797,966	\$ 4,750,865
g. Total District Budgeted Unrestricted Reserves	\$ 15,822,871	\$ 10,516,377	\$ 5,881,202

3. Has the minimum state-required reserve been met? Yes Yes Yes

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

# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: Alameda Education Association /CSEA 27/CSEA 860

The Governing Board will take action on: 10/29/2019

UNREPRESENTED

## B. Narrative Description of Agreement

8. **What was the negotiated percentage increase that was 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% Retro to 7/1/19, 2% effective 1/1/20, 1% effective 1/1/20 if a parcel tax passes, 8% effective 7/1/20 if a parcel tax passes

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

No

10. **Please include additional comments and explanations as necessary.**  
(If more room is necessary, please attach additional sheet.)

N/A

11. **Proposed negotiated changes in non-compensation items**  
(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

The Board is planning on putting a Parcel Tax on the March 2020 ballot. If the Parcel Tax passes, employees will get a 1% retro to 1/1/20 and 8% effective 7/1/20. If the Parcel Tax fails, the management and AEA will meet within 30 days to negotiate salary for 2020-21. If the Parcel Tax passes, then the reopener will be for 2021-22.

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievances procedures, etc.**

N/A

# Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Alameda Unified School District

Name of Bargaining Unit: Alameda Education Association /CSEA 27/CSEA 860

The Governing Board will take action on: 10/29/2019

UNREPRESENTED

## C. Source of Funding for Proposed Agreement

### 14. Source of Funding for Proposed Agreement

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

N/A

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (i.e., what will allow the district to afford this contract on an ongoing basis)?

Expenditure reductions, Reduction to deferred maintenance contribution, and potential reduction in reserve funds that are above the state required 3%.

### 15. 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.).

AUSD employees are one of the lowest paid in the Alameda County. The District experienced approximately 20% turnover in certificated employees. These agreed compensation increase will move the District towards offering a more competitive salary package and will enable the district to retain and attract talent

### 16. Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)? "Deficit spending" is 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

### 17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent Year	\$ (1,000,000)	Potential Expenditure Reductions
2nd Subsequent Year	\$ (1,000,000)	Potential Expenditure Reductions

Additional Explanation (if necessary)