

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

Name of District: Alameda Unified

Name of Bargaining Unit: Alameda Education Association (AEA)

Certificated or Classified: Certificated

The proposed agreement covers the period beginning: 7/1/2025 and ending: 6/30/2028  
 (date) (date)

The Governing Board will take action on: 3/24/2026  
 (date)

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

**A. Proposed Changes in Compensation**

|    | Bargaining Unit Compensation<br>Changes to General Fund as a result<br>of Collective Bargaining Agreement          | Annual Cost<br>Prior to<br>Proposed<br>Agreement<br>FY 2025-26 | Fiscal Impact of Proposed Agreement<br>(complete Year 2 and 3 for multiyear & overlapping agreements only) |   |   |
|----|--|--|--|---|---|
|    |  |  | Year 1<br>Increase/(Decrease)<br>FY 2025-26  | Year 2<br>Increase/(Decrease)<br>FY 2026-27 | Year 3<br>Increase/(Decrease)<br>FY 2027-28 |
| 1  | <b>Salary Schedule</b><br>Increase (Decrease)  | \$ 58,874,115  | \$ 3,132,928   | \$ 4,006,158                                | \$ 5,752,830                                |
|    |  |  | 5.32%  | 6.80%                                       | 9.77%                                       |
| 2  | <b>Step &amp; Column</b><br>Increase (Decrease) due to movement plus<br>any changes due to settlement              |  |  |   |   |
|    |  |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3a | <b>Other Compensation</b><br>Stipends, Bonuses, Longevity, Overtime<br>Differential, Callback or Standby Pay, etc. | \$ -   |  | \$ 232,400                                  | \$ 232,400                                  |
|    |  |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3b | <b>Description of Other Compensation</b><br>(Listed on Line 3 above)   |  |  |   |   |
| 4  | <b>Statutory Benefits - STRS, PERS, FICA,<br/>WC, UI, Medicare, etc.</b>   | \$ 14,883,376  | \$ 792,004   | \$ 1,071,508                                | \$ 1,513,066                                |
|    |  |  | 5.32%  | 7.20%                                       | 10.17%                                      |
| 5  | <b>Health/Welfare Increases</b>  |  | \$ 303,553   | \$ 954,417                                  | \$ 1,009,781                                |
|    |  |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 6  | <b>Total Cost of Negotiated Settlement</b><br>(Add Items 1 through 5 to equal 6)                                   | \$ 73,757,491  | \$ 4,228,485   | \$ 6,264,483                                | \$ 8,508,077                                |
|    |  |  | 5.73%  | 8.49%                                       | 11.54%                                      |
| 7  | <b>Total number of represented<br/>Employees</b> (Use FTEs)  | 559.95   | 559.95   | 559.95                                      | 559.95                                      |
| 8  | <b>Total Compensation <u>Average Cost</u><br/>per Employee</b>   | \$ 131,722   | \$ 7,552   | \$ 11,188                                   | \$ 15,194                                   |
|    |  |  | 5.73%  | 8.49%                                       | 11.54%                                      |

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

Name of District: Alameda Unified

Name of Bargaining Unit: California School Employees Association - Chap 860

Certificated or Classified: Certificated

The proposed agreement covers the period beginning: 7/1/2025 and ending: 6/30/2028  
 (date) (date)

The Governing Board will take action on: 3/24/2026  
 (date)

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

**A. Proposed Changes in Compensation**

| Bargaining Unit Compensation<br>Changes to General Fund as a result<br>of Collective Bargaining Agreement             | Annual Cost<br>Prior to<br>Proposed<br>Agreement<br>FY 2025-26 | Fiscal Impact of Proposed Agreement<br>(complete Year 2 and 3 for multiyear & overlapping agreements only) |   |   |
|---|--|--|---|---|
|   |  | Year 1<br>Increase/(Decrease)<br>FY 2025-26  | Year 2<br>Increase/(Decrease)<br>FY 2026-27 | Year 3<br>Increase/(Decrease)<br>FY 2027-28 |
| 1 <b>Salary Schedule</b><br>Increase (Decrease)   | \$ 5,532,975   | \$ 319,356   | \$ 409,077                                  | \$ 588,648                                  |
|   |  | 5.77%  | 7.39%                                       | 10.64%                                      |
| 2 <b>Step &amp; Column</b><br>Increase (Decrease) due to movement plus<br>any changes due to settlement               |  |  |   |   |
|   |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3a <b>Other Compensation</b><br>Stipends, Bonuses, Longevity, Overtime<br>Differential, Callback or Standby Pay, etc. |  |  | \$ 28,152                                   | \$ 28,152                                   |
|   |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3b <b>Description of Other Compensation</b><br>(Listed on Line 3 above)   |  |  |   |   |
| 4 <b>Statutory Benefits - STRS, PERS, FICA,<br/>WC, UI, Medicare, etc.</b>  | \$ 2,163,393   | \$ 124,868   | \$ 169,557                                  | \$ 242,279                                  |
|   |  | 5.77%  | 7.84%                                       | 11.20%                                      |
| 5 <b>Health/Welfare Increases</b>   |  | \$ 72,392  | \$ 180,617                                  | \$ 191,094                                  |
|   |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 6 <b>Total Cost of Negotiated Settlement</b><br>(Add Items 1 through 5 to equal 6)                                    | \$ 7,696,368   | \$ 516,616   | \$ 787,403                                  | \$ 1,050,174                                |
|   |  | 6.71%  | 10.23%                                      | 13.65%                                      |
| 7 <b>Total number of represented<br/>Employees</b> (Use FTEs)   | 74.75  | 74.75  | 74.75                                       | 74.75                                       |
| 8 <b>Total Compensation <u>Average Cost</u><br/>per Employee</b>  | \$ 102,961   | \$ 6,911   | \$ 10,534                                   | \$ 14,049                                   |
|   |  | 6.71%  | 10.23%                                      | 13.65%                                      |

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

Name of District: Alameda Unified

Name of Bargaining Unit: California School Employees Association - Chap 27

Certificated or Classified: Certificated

The proposed agreement covers the period beginning: 7/1/2025 and ending: 6/30/2028  
 (date) (date)

The Governing Board will take action on: 3/24/2026  
 (date)

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

**A. Proposed Changes in Compensation**

|    | Bargaining Unit Compensation<br>Changes to General Fund as a result<br>of Collective Bargaining Agreement          | Annual Cost<br>Prior to<br>Proposed<br>Agreement<br>FY 2025-26 | Fiscal Impact of Proposed Agreement<br>(complete Year 2 and 3 for multiyear & overlapping agreements only) |   |   |
|----|--|--|--|---|---|
|    |  |  | Year 1<br>Increase/(Decrease)<br>FY 2025-26  | Year 2<br>Increase/(Decrease)<br>FY 2026-27 | Year 3<br>Increase/(Decrease)<br>FY 2027-28 |
| 1  | <b>Salary Schedule</b><br>Increase (Decrease)  | \$ 12,673,576  | \$ 805,194   | \$ 1,031,409                                | \$ 1,484,164                                |
|    |  |  | 6.35%  | 8.14%                                       | 11.71%                                      |
| 2  | <b>Step &amp; Column</b><br>Increase (Decrease) due to movement plus<br>any changes due to settlement              |  |  |   |   |
|    |  |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3a | <b>Other Compensation</b><br>Stipends, Bonuses, Longevity, Overtime<br>Differential, Callback or Standby Pay, etc. |  |  | \$ 42,228                                   | \$ 42,228                                   |
|    |  |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3b | <b>Description of Other Compensation</b><br>(Listed on Line 3 above)   |  |  |   |   |
| 4  | <b>Statutory Benefits - STRS, PERS, FICA,<br/>WC, UI, Medicare, etc.</b>   | \$ 4,955,368   | \$ 314,831   | \$ 416,356                                  | \$ 599,567                                  |
|    |  |  | 6.35%  | 8.40%                                       | 12.10%                                      |
| 5  | <b>Health/Welfare Increases</b>  |  | \$ 51,459  | \$ 129,047                                  | \$ 136,533                                  |
|    |  |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 6  | <b>Total Cost of Negotiated Settlement</b><br>(Add Items 1 through 5 to equal 6)                                   | \$ 17,628,944  | \$ 1,171,485   | \$ 1,619,040                                | \$ 2,262,491                                |
|    |  |  | 6.65%  | 9.18%                                       | 12.83%                                      |
| 7  | <b>Total number of represented<br/>Employees</b> (Use FTEs)  | 293.82   | 293.82   | 293.82                                      | 293.82                                      |
| 8  | <b>Total Compensation <u>Average Cost</u><br/>per Employee</b>   | \$ 59,999  | \$ 3,987   | \$ 5,510                                    | \$ 7,700                                    |
|    |  |  | 6.65%  | 9.18%                                       | 12.83%                                      |

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

Name of District: Alameda Unified

Name of Bargaining Unit: Unrepresented Employees

Certificated or Classified: Certificated 65%, Classified 35%

The proposed agreement covers the period beginning: 7/1/2025 and ending: 6/30/2028  
 (date) (date)

The Governing Board will take action on: 3/24/2026  
 (date)

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

**A. Proposed Changes in Compensation**

| Bargaining Unit Compensation<br>Changes to General Fund as a result<br>of Collective Bargaining Agreement             | Annual Cost<br>Prior to<br>Proposed<br>Agreement<br>FY 2025-26 | Fiscal Impact of Proposed Agreement<br>(complete Year 2 and 3 for multiyear & overlapping agreements only) |   |   |
|---|--|--|---|---|
|   |  | Year 1<br>Increase/(Decrease)<br>FY 2025-26  | Year 2<br>Increase/(Decrease)<br>FY 2026-27 | Year 3<br>Increase/(Decrease)<br>FY 2027-28 |
| 1 <b>Salary Schedule</b><br>Increase (Decrease)   | \$ 11,212,626  | \$ 602,209   | \$ 770,539                                  | \$ 1,107,482                                |
|   |  | 5.37%  | 6.87%                                       | 9.88%                                       |
| 2 <b>Step &amp; Column</b><br>Increase (Decrease) due to movement plus<br>any changes due to settlement               |  |  |   |   |
|   |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3a <b>Other Compensation</b><br>Stipends, Bonuses, Longevity, Overtime<br>Differential, Callback or Standby Pay, etc. |  |  |   |   |
|   |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 3b <b>Description of Other Compensation</b><br>(Listed on Line 3 above)   |  |  |   |   |
| 4 <b>Statutory Benefits - STRS, PERS, FICA,<br/>WC, UI, Medicare, etc.</b>  | \$ 3,376,907   | \$ 181,367   | \$ 231,200                                  | \$ 334,238                                  |
|   |  | 5.37%  | 6.85%                                       | 9.90%                                       |
| 5 <b>Health/Welfare Increases</b>   |  | \$ 46,344  | \$ 155,398                                  | \$ 164,412                                  |
|   |  | 0.00%  | 0.00%                                       | 0.00%                                       |
| 6 <b>Total Cost of Negotiated Settlement</b><br>(Add Items 1 through 5 to equal 6)                                    | \$ 14,589,533  | \$ 829,919   | \$ 1,157,137                                | \$ 1,606,132                                |
|   |  | 5.69%  | 7.93%                                       | 11.01%                                      |
| 7 <b>Total number of represented<br/>Employees</b> (Use FTEs)   | 60.8   | 60.8   | 60.8  | 60.8  |
| 8 <b>Total Compensation <u>Average Cost</u><br/>per Employee</b>  | \$ 239,959   | \$ 13,650  | \$ 19,032                                   | \$ 26,417                                   |
|   |  | 5.69%  | 7.93%                                       | 11.01%                                      |

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

**Name of District:** Alameda Unified  
**Name of Bargaining Unit:** AEA/CSEA 860/CSEA 27/Unrepresented  
**The Governing Board will take action on:** 3/24/2026

**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<br>As of: 3/10/2026 | 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)   | \$ 112,148,201   | \$ -                                  | \$ -   | \$ 112,148,201               |
| Federal Revenue (8100-8299)  | \$ -   | \$ -                                  | \$ -   | \$ -                         |
| Other State Revenue (8300-8599)  | \$ 2,226,386   | \$ -                                  | \$ -   | \$ 2,226,386                 |
| Other Local Revenue (8600-8799)  | \$ 26,820,533  | \$ -                                  | \$ -   | \$ 26,820,533                |
| <b>Total Revenues</b>  | <b>\$ 141,195,120</b>  | <b>\$ -</b>                           | <b>\$ -</b>  | <b>\$ 141,195,120</b>        |
| <b>Expenditures</b>  |  |                                       |  |                              |
| Certificated Salaries (1000-1999)  | \$ 52,979,375  | \$ 3,041,116                          | \$ -   | \$ 56,020,491                |
| Classified Salaries (2000-2999)  | \$ 14,390,426  | \$ 934,403                            | \$ -   | \$ 15,324,829                |
| Employee Benefits (3000-3999)  | \$ 23,376,290  | \$ 1,614,124                          | \$ -   | \$ 24,990,414                |
| Books and Supplies (4000-4999)   | \$ 3,420,791   | \$ -                                  | \$ -   | \$ 3,420,791                 |
| Services & Operating Expenses (5000-5999)  | \$ 12,163,419  | \$ -                                  | \$ -   | \$ 12,163,419                |
| Capital Outlay (6000-6599)   | \$ 594,647   | \$ -                                  | \$ -   | \$ 594,647                   |
| Other Outgo (7100-7299 & 7400-7499)  | \$ 1,432,594   | \$ -                                  | \$ -   | \$ 1,432,594                 |
| Direct Support/Indirect Cost (7300-7399)   | \$ (4,064,164)   | \$ -                                  | \$ -   | \$ (4,064,164)               |
| <b>Total Expenditures</b>  | <b>\$ 104,293,378</b>  | <b>\$ 5,589,643</b>                   | <b>\$ -</b>  | <b>\$ 109,883,021</b>        |
| Operating Surplus (Deficit)  | \$ 36,901,742  | \$ (5,589,643)                        | \$ -   | \$ 31,312,099                |
| Other Sources and Transfers In (8910-8979)                                       | \$ -   | \$ -                                  | \$ -   | \$ -                         |
| Other Uses and Transfers Out (7610-7699)   | \$ 381,803   | \$ -                                  | \$ -   | \$ 381,803                   |
| Contributions (8980-8999)  | \$ (38,887,438)  | \$ -                                  | \$ -   | \$ (38,887,438)              |
| Current Year Increase (Decrease) In Fund Balance                                 | \$ (2,367,499)   | \$ (5,589,643)                        | \$ -   | \$ (7,957,142)               |
| Beginning Balance  | \$ 33,364,559  |                                       |  | \$ 33,364,559                |
| Pr. Year Audit Adj./Restatements (9793-9795)                                     |  |                                       |  | \$ -                         |
| Current Year Ending Balance  | \$ 30,997,060  | \$ (5,589,643)                        | \$ -   | \$ 25,407,417                |
| <b>Components of Ending Balance</b>  |  |                                       |  |                              |
| Reserved and Legally Restricted (9711-9740)                                      | \$ 50,000  |                                       |  | \$ 50,000                    |
| Reserved for Economic Uncertainties (9789)                                       | \$ 5,412,383.25  | \$ 202,395.12                         | \$ -   | \$ 5,614,778                 |
| Designated Amounts (9775-9780)   | \$ 2,910,489   |                                       |  | \$ 2,910,489                 |
| Unappropriated Amounts (9790)  | \$ 22,624,188  | \$ (5,792,038)                        | \$ -   | \$ 16,832,150                |
| Comments (Major changes):  |  |                                       |  |                              |

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

Name of District: **Alameda Unified**

Name of Bargaining Unit: **AEA/CSEA 860/CSEA 27/Unrepresented**

The Governing Board will take action on: **3/24/2026**

**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<br>Latest Board-<br>Approved<br>Budget Before<br>Settlement<br>As of:3/10/2026 | Column 2<br>Cost of<br>of Settlement | Column 3<br>Other Revisions<br>due to<br>Settlement | Column 4<br>Total New<br>Budget<br>(Col 1+2+3) |
|--|---|--------------------------------------|---|--|
| <b>Revenues</b>  |   |                                      |   |  |
| LCFF Sources (8010-8099)   | \$ 917,432  | \$ -                                 | \$ -  | \$ 917,432                                     |
| Federal Revenue (8100-8299)  | \$ 4,287,562  | \$ -                                 | \$ -  | \$ 4,287,562                                   |
| Other State Revenue (8300-8599)  | \$ 18,660,882   | \$ -                                 | \$ -  | \$ 18,660,882                                  |
| Other Local Revenue (8600-8799)  | \$ 10,939,485   | \$ -                                 | \$ -  | \$ 10,939,485                                  |
| <b>Total Revenues</b>  | <b>\$ 34,805,361</b>  | <b>\$ -</b>                          | <b>\$ -</b>   | <b>\$ 34,805,361</b>                           |
| <b>Expenditures</b>  |   |                                      |   |  |
| Certificated Salaries (1000-1999)  | \$ 16,795,839   | \$ 588,625                           | \$ -  | \$ 17,384,464                                  |
| Classified Salaries (2000-2999)  | \$ 9,203,133  | \$ 238,006                           | \$ -  | \$ 9,441,139                                   |
| Employee Benefits (3000-3999)  | \$ 15,480,462   | \$ 330,230                           | \$ -  | \$ 15,810,692                                  |
| Books and Supplies (4000-4999)   | \$ 3,903,300  | \$ -                                 | \$ -  | \$ 3,903,300                                   |
| Services & Operating Expenses (5000-5999)  | \$ 25,843,116   | \$ -                                 | \$ -  | \$ 25,843,116                                  |
| Capital Outlay (6000-6599)   | \$ 1,070,130  | \$ -                                 | \$ -  | \$ 1,070,130                                   |
| Other Outgo (7100-7299 & 7400-7499)  | \$ -  | \$ -                                 | \$ -  | \$ -   |
| Direct Support/Indirect Cost (7300-7399)   | \$ 3,441,614  | \$ -                                 | \$ -  | \$ 3,441,614                                   |
| <b>Total Expenditures</b>  | <b>\$ 75,737,594</b>  | <b>\$ 1,156,861</b>                  | <b>\$ -</b>   | <b>\$ 76,894,455</b>                           |
| Operating Surplus (Deficit)  | \$ (40,932,233)   | \$ (1,156,861)                       | \$ -  | \$ (42,089,094)                                |
| Other Sources and Transfers In (8910-8979)                                       | \$ -  | \$ -                                 | \$ -  | \$ -   |
| Other Uses and Transfers Out (7610-7699)   | \$ -  | \$ -                                 | \$ -  | \$ -   |
| Contributions (8980-8999)  | \$ 38,887,438   | \$ -                                 | \$ -  | \$ 38,887,438                                  |
| Current Year Increase (Decrease) In Fund Balance                                 | \$ (2,044,795)  | \$ (1,156,861)                       | \$ -  | \$ (3,201,656)                                 |
| Beginning Balance  | \$ 18,922,145   |                                      |   | \$ 18,922,145                                  |
| Pr. Year Audit Adj./Restatements (9793-9795)                                     |   |                                      |   | \$ -   |
| Current Year Ending Balance  | \$ 16,877,350   | \$ (1,156,861)                       | \$ -  | \$ 15,720,489                                  |
| <b>Components of Ending Balance</b>  |   |                                      |   |  |
| Reserved and Legally Restricted (9711-9740)                                      | \$ 15,720,489   | \$ -                                 | \$ -  | \$ 15,720,489                                  |
| Reserved for Economic Uncertainties (9789)                                       |   |                                      |   |  |
| Designated Amounts (9775-9780)   | \$ -  | \$ -                                 | \$ -  | \$ -   |
| Unappropriated Amounts (9790)  | \$ 1,156,861  |                                      |   | \$ -   |
| Comments (Major changes):  |   |                                      |   |  |

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

Name of District: Alameda Unified

Name of Bargaining Unit: AEA/CSEA 860/CSEA 27/Unrepresented

The Governing Board will take action on: 3/24/2026

**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<br>Latest Board-<br>Approved<br>Budget Before<br>Settlement<br><br>As of:3-10-2026 | Column 2<br><br>Cost of<br>of Settlement | Column 3<br><br>Other Revisions<br>due to<br>Settlement | Column 4<br><br>Total New<br>Budget<br>(Col 1+2+3) |
|--|---|--|---|--|
| <b>Revenues</b>  |   |  |   |  |
| LCFF Sources (8010-8099)   | \$ 113,065,633  | \$ -                                     | \$ -  | \$ 113,065,633                                     |
| Federal Revenue (8100-8299)  | \$ 4,287,562  | \$ -                                     | \$ -  | \$ 4,287,562                                       |
| Other State Revenue (8300-8599)  | \$ 20,887,268   | \$ -                                     | \$ -  | \$ 20,887,268                                      |
| Other Local Revenue (8600-8799)  | \$ 37,760,018   | \$ -                                     | \$ -  | \$ 37,760,018                                      |
| <b>Total Revenues</b>  | <b>\$ 176,000,481</b>   | <b>\$ -</b>                              | <b>\$ -</b>   | <b>\$ 176,000,481</b>                              |
| <b>Expenditures</b>  |   |  |   |  |
| Certificated Salaries (1000-1999)  | \$ 69,775,214   | \$ 3,629,741                             | \$ -  | \$ 73,404,955                                      |
| Classified Salaries (2000-2999)  | \$ 23,593,559   | \$ 1,172,409                             | \$ -  | \$ 24,765,968                                      |
| Employee Benefits (3000-3999)  | \$ 38,856,752   | \$ 1,944,354                             | \$ -  | \$ 40,801,106                                      |
| Books and Supplies (4000-4999)   | \$ 7,324,091  | \$ -                                     | \$ -  | \$ 7,324,091                                       |
| Services & Operating Expenses (5000-5999)  | \$ 38,006,535   | \$ -                                     | \$ -  | \$ 38,006,535                                      |
| Capital Outlay (6000-6599)   | \$ 1,664,777  | \$ -                                     | \$ -  | \$ 1,664,777                                       |
| Other Outgo (7100-7299 & 7400-7499)  | \$ 1,432,594  | \$ -                                     | \$ -  | \$ 1,432,594                                       |
| Direct Support/Indirect Cost (7300-7399)   | \$ (622,550)  | \$ -                                     | \$ -  | \$ (622,550)                                       |
| <b>Total Expenditures</b>  | <b>\$ 180,030,972</b>   | <b>\$ 6,746,504</b>                      | <b>\$ -</b>   | <b>\$ 186,777,476</b>                              |
| Operating Surplus (Deficit)  | \$ (4,030,491)  | \$ (6,746,504)                           | \$ -  | \$ (10,776,995)                                    |
| Other Sources and Transfers In (8910-8979)                                       | \$ -  | \$ -                                     | \$ -  | \$ -   |
| Other Uses and Transfers Out (7610-7699)   | \$ 381,803  | \$ -                                     | \$ -  | \$ 381,803   |
| Contributions (8980-8999)  | \$ -  | \$ -                                     | \$ -  | \$ -   |
| Current Year Increase (Decrease) In Fund Balance                                 | \$ (4,412,294)  | \$ (6,746,504)                           | \$ -  | \$ (11,158,798)                                    |
| Beginning Balance  | \$ 52,286,704   |  |   | \$ 52,286,704                                      |
| Pr. Year Audit Adj./Restatements (9793-9795)                                     | \$ -  |  |   | \$ -   |
| Current Year Ending Balance  | \$ 47,874,410   | \$ (6,746,504)                           | \$ -  | \$ 41,127,906                                      |
| <b>Components of Ending Balance</b>  |   |  |   |  |
| Reserved and Legally Restricted (9711-9740)                                      | \$ 15,770,489   | \$ -                                     | \$ -  | \$ 15,720,489                                      |
| Reserved for Economic Uncertainties (9789)                                       | \$ 5,412,383  | \$ 202,395                               | \$ -  | \$ 5,614,778                                       |
| Designated Amounts (9775-9780)   | \$ 2,910,489  | \$ -                                     | \$ -  | \$ 2,910,489                                       |
| Unappropriated Amounts - Unrestricted (9790)                                     | \$ 22,624,188   | \$ (5,792,038)                           | \$ -  | \$ 16,832,150                                      |
| Unappropriated Amounts - Restricted (9790)                                       | \$ 1,156,861  | \$ -                                     | \$ -  | \$ -   |
| Unrestricted Reserves Percentage   | 16.18%  |  |   | 11.99%   |
| Comments (Major changes):<br><br>  |   |  |   |  |

# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: AEA/CSEA 860/CSEA 27/Unrepresented

The Governing Board will take action on: 3/24/2026

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

|   | Year 1       | Year 2       | Year 3       |
|---|--------------|--------------|--------------|
|   | 2025-26      | 2026-27      | 2027-28      |
| <b>Revenues</b>                                     |              |              |              |
| LCFF Revenue Sources                                | 113,065,633  | 115,748,564  | 119,310,761  |
| Federal Revenue                                     | 4,287,562    | 3,980,228    | 3,980,228    |
| Other State Revenue                                 | 20,887,268   | 17,554,833   | 17,554,833   |
| Local Revenue                                       | 37,760,018   | 37,188,873   | 37,188,873   |
| Other Financing Sources                             | 0            |              |              |
| Other Adjustments                                   |              |              |              |
| <b>Total Revenue</b>                                | 176,000,481  | 174,472,498  | 178,034,695  |
| <b>Expenditures</b>                                 |              |              |              |
| Certificated Salaries                               | 73,404,955   | 73,404,955   | 73,767,128   |
| Step & Column Adjustment                            |              |              |              |
| <b>Settlement-Related Costs (+/-)</b>               |              | 1,517,226    | 2,371,774    |
| Other Adjustments                                   |              | (1,155,053)  | 457,487      |
| <b>Total Certificated Salaries</b>                  | 73,404,955   | 73,767,128   | 76,596,389   |
| Classified Salaries                                 | 24,765,968   | 24,765,968   | 25,088,845   |
| Step & Column Adjustment                            |              |              |              |
| <b>Settlement-Related Costs (+/-)</b>               |              | 479,099      | 723,458      |
| Other Adjustments                                   |              | (156,222)    | 18,568       |
| <b>Total Classified Salaries</b>                    | 24,765,968   | 25,088,845   | 25,830,871   |
| Employee Benefits                                   | 40,801,106   | 43,057,663   | 44,251,884   |
| <b>Settlement-Related Costs (+/-)</b>               |              |              |              |
| Books & Supplies                                    | 7,324,091    | 5,085,675    | 5,225,532    |
| Services, Other Operating Exp                       | 38,006,535   | 37,684,197   | 38,376,301   |
| Capital Outlay                                      | 1,664,777    | 1,752,130    | 1,800,314    |
| Other Outgo (Excluding Transfers of Indirect Costs) | 1,432,594    | 1,432,594    | 1,432,594    |
| Other Outgo - Transfers of Indirect Costs           | (622,550)    | (622,960)    | (622,960)    |
| Other Financing Uses                                | 381,803      | 381,803      | 381,803      |
| Other Adjustments                                   |              |              |              |
| <b>Total Expenditures</b>                           | 187,159,279  | 187,627,075  | 193,272,728  |
| <b>Net Increase(Decrease) in Fund Balance</b>       | (11,158,798) | (13,154,577) | (15,238,033) |
| Beginning Fund Balance                              | 52,286,704   | 41,127,906   | 27,973,329   |
| Audit Adjustments/Restatements                      | 0            |              |              |
| Ending Balance                                      | 41,127,906   | 27,973,329   | 12,735,296   |
| <b>Components of Ending Balance</b>                 |              |              |              |
| Revolving & Stores                                  | 50,000       | 50,000       | 50,000       |
| Restricted Balance & Other Designations             | 18,630,978   | 17,918,140   | 17,146,745   |
| Required Reserve                                    | 5,614,778    | 5,614,778    | 5,614,778    |
| Unrestricted Balance (Incl Revolving)               | 16,832,150   | 4,390,411    | (10,076,227) |
| <b>ADA Assumption:</b>                              | 8,869        | 8,869        | 8,869        |

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 | 187,159,279  | 187,627,075  | 193,272,728  |
| b. Required Reserve Percentage (REU) for this District       | 3.00%        | 3.00%        | 3.00%        |
| c. REU Amount:   | \$ 5,614,778 | \$ 5,628,812 | \$ 5,798,182 |

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

|  |               |               |                 |
|--|---------------|---------------|-----------------|
| a. General Fund Unrestricted REU                       | \$ 5,614,778  | \$ 5,614,778  | \$ 5,614,778    |
| b. General Fund Unrestricted Unassigned/Unappropriated | \$ 16,832,150 | \$ 4,390,411  | \$ (10,076,227) |
| c. Special Reserve Fund 17- REU                        | \$ 5,614,778  | \$ 5,614,778  | \$ 5,614,778    |
| d. Special Reserve Fund 17- Unassigned/Unappropriated  | \$ 9,500,000  | \$ 9,500,000  | \$ 9,500,000    |
| g. Total District Budgeted Unrestricted Reserves       | \$ 37,561,706 | \$ 25,119,967 | \$ 10,653,329   |

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

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

Row 73, line 2C; 3% REU is maintained in Fund 17. Since the MYP assigned part of Fund 1 EFB as REU, we are adding the REU maintained in Fund 17.

Row 74, Line 2D is \$9.5M that the district previously held for Parcel Tax legal fund, now being used for compensation (Marked as Stabilization Arrangements in SACS Fund 17)

**4. Is a retroactive payroll anticipated?** If yes, please provide a cashflow with an estimated timeline of when this will impact the District's General Fund cash.

# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: Alameda Education Association (AEA)

The Governing Board will take action on: 3/24/2026

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## 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"?

2025-26: 3% retroactive to 7/1/2025, 1% retroactive to 1/1/2026, 2% one-time, \$1,168/month in medical contribution. 2026-27: 3% on-going, Ongoing annual Stipend to complete mandated trainings (\$400 for AEA, \$235 for CSEA 27/860), \$1500/month for employee only and \$1700/month for Employee+ plans. 2027-28: 3% ongoing, Medical contribution to \$1800 for Employee + plans

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

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

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

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

For 2027-28, if the COLA is above 3%, but less than 4%, the district will pass that additional COLA to the bargaining unit. If the COLA is above 4%, then the contract will reopen

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

# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: CSEA 27

The Governing Board will take action on: 3/24/2026

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## 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"?

2025-26: 3% retroactive to 7/1/2025, 1% retroactive to 1/1/2026, 2% one-time, \$1,168/month in medical contribution. 2026-27: 3% on-going, Ongoing annual Stipend to complete mandated trainings (\$400 for AEA, \$235 for CSEA 27/860), \$1500/month for employee only and \$1700/month for Employee+ plans. 2027-28: 3% ongoing, Medical contribution to \$1800 for Employee + plans

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# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: CSEA 860

The Governing Board will take action on: 3/24/2026

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## 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"?

2025-26: 3% retroactive to 7/1/2025, 1% retroactive to 1/1/2026, 2% one-time, \$1,168/month in medical contribution. 2026-27: 3% on-going, Ongoing annual Stipend to complete mandated trainings (\$400 for AEA, \$235 for CSEA 27/860), \$1500/month for employee only and \$1700/month for Employee+ plans. 2027-28: 3% ongoing, Medical contribution to \$1800 for Employee + plans

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

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

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

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

For 2027-28, if the COLA is above 3%, but less than 4%, the district will pass that additional COLA to the bargaining unit. If the COLA is above 4%, then the contract will reopen

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

# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: Unrepresented Employees

The Governing Board will take action on: 3/24/2026

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## 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"?

2025-26: 3% retroactive to 7/1/2025, 1% retroactive to 1/1/2026, 2% one-time, \$1,168/month in medical contribution. 2026-27: 3% on-going, \$1500/month for employee only and \$1700/month for Employee+ plans. 2027-28: 3% ongoing, Medical contribution to \$1800 for Employee + plans

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

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

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

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

Not Applicable

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

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

Name of District: **Alameda Unified**

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

The Governing Board will take action on: **3/24/2026**

**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?

The one-time portion of the agreement will be paid by 6/30/2026

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)?

Ongoing part, over the short-term (3-4 years) will be funded by fund balance, reducing additional reserves, and disc. block grants. Over the long-term, the district will have to reduce expenditures to match revenue

**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.).

This agreement will position the district to recruit and retain employees b remaining competitive in a tight labor market

**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.

AUSD employees are one of the lowest paid in the County. The TA increases deficit spending, however will move the District towards offering a competitive salary. The District will keep monitoring its budget to retain solvency.

**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 | \$ (1,311,275) | Reduction of staff paid through COVID funds |
| 2nd Subsequent Year | \$ 476,055     | Move counselor FTE from restricted to       |

Additional Explanation (if necessary)

# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: CSEA 27

The Governing Board will take action on: 3/24/2026

## C. Source of Funding for Proposed Agreement

### 14. Source of Funding for Proposed Agreement

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Additional Explanation (if necessary)

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

Name of District: **Alameda Unified**

Name of Bargaining Unit: **CSEA 860**

The Governing Board will take action on: **3/24/2026**

**C. Source of Funding for Proposed Agreement**

**14. Source of Funding for Proposed Agreement**

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Additional Explanation (if necessary)

# Public Disclosure of Collective Bargaining Agreement

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

Name of District: Alameda Unified

Name of Bargaining Unit: Unrepresented Employees

The Governing Board will take action on: 3/24/2026

## C. Source of Funding for Proposed Agreement

### 14. Source of Funding for Proposed Agreement

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Additional Explanation (if necessary)

**Alameda Unified 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>                       | 2,280,294     | -             | -             | 2,280,294                           |
| <b>On-going</b>                       | 6,746,504     | 9,828,063     | 13,426,874    | 30,001,441                          |
| <b>Total</b>                          | 9,026,798     | 9,828,063     | 13,426,874    | 32,281,735                          |

**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<br>Increase (Decrease) |                    |                     |
|--|---|--------------------|---------------------|
|  | Year 1  | Year 2             | Year 3              |
| <b>Revenues/Other Financing Sources</b>            |   |                    |                     |
|  |   |                    |                     |
|  |   |                    |                     |
|  |   |                    |                     |
| <b>Expenditures/Other Financing Uses</b>           |   |                    |                     |
| Increased salary costs                             | 9,026,798                                     | 9,828,063          | 13,426,874          |
|  |   |                    |                     |
|  |   |                    |                     |
| <b>Ending Fund Balance<br/>Increase (Decrease)</b> | <b>(9,026,798)</b>                            | <b>(9,828,063)</b> | <b>(13,426,874)</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 hereby certify that the District can meet the costs incurred under the Collective Bargaining

  
Pasquale Scuderi (03/12/2026 17:08:20 PDT)

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

03/12/2026

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

Pasquale Scuderi

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



\_\_\_\_\_  
**Chief Business Official (Signature)**

03/12/2026

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

Shariq Khan

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

**Alameda 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.

  
Pasquale Scuderi (03/12/2026 17:08:20 PDT)

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

3/12/2026

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

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 3/24/2026, took action to approve the proposed Agreement with the CSEA-27/CSEA-860/AEA/UNREP 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.