

UBA

Board Item

County

Documentation

Certification of the Districts Ability to Meet the Costs of Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to the public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of Berkeley Unified District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Union of Berkeley Administrators during the term of the agreement from July 1, 2015 to June 30, 2016.

The budget revisions necessary to meet the costs of the agreement in each year of its term are itemized below. If the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c)

Budget Adjustment Categories	Increase(Decrease) Year 1	Increase(Decrease) Year 2	Increase(Decrease) Year 3
Revenues/Other Financing Sources			
Adult Education Revenue not transf'd	2,723,819		
Additional LCFF funding	2,700,499		
Expenditures/Other Financing Uses			
General Fund	219,738		
Ending Balance Increase (Decrease)	5,204,580		

N/A _____ (No budget revisions necessary)

_____ *These projections are based on the attached assumptions, which become an integral part of this document.*



District Superintendent (Signature)

Donald Evans

District Superintendent (Type Name)



Chief Business Official (Signature)

Javetta Cleveland

Chief Business Official (Type Name)

Date

9/1/15

Date

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

Name of Bargaining Unit: The Union of Berkeley Administrators Certificated X Classified

The proposed agreement covers a 4% salary increase effective July 1, 2015, and effective January 1, 2016, the District will increase its contribution to health benefits by the equivalent of 1%, which the parties agree equates to \$112/month increase (\$1,344 annual) to the District's contribution for Employee only, Employee plus One and Employee plus Two or More.

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 2014-15	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2015-16	Year 2 Increase/(Decrease) FY 2016-17	Year 3 Increase/(Decrease) FY 2017-18
1.	Salary Schedule (This is to include Step & Column, which is also reported separately in item 6)	\$ 61,576,660	\$ 163,740	\$ -	
			0.27%	0.00%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.				\$ -
			0.00%	0.00%	0.00%
2a.	Description of Other Compensation One-time bonus		\$ -		\$ -
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc. include increase in strs	\$ 10,500,180	\$ 25,278		
			0.24%	0.00%	0.00%
4.	Health/Welfare Plans	\$ 6,489,530	\$ 30,720		
			0.47%	0.00%	0.00%
5.	Total Compensation - Add Items 1 through 4 to equal 5	\$ 78,566,370	\$ 219,738	\$ -	\$ -
			0.28%	0.00%	0.00%
6.	Step & Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1.	\$ -	\$ 1,621	\$ -	\$ -
7.	Total number of represented Employees (Use FTEs including hourly)	1179.08	39.5		
8.	Total Compensation Average Cost per Employee	\$ 66,634	\$ 5,563	\$ -	\$ -
			8.35%	0.00%	0.00%

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

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"?

100%

10. Were any additional steps, columns or ranges added to the schedules? (If yes, please explain.)
No

11. Please Include comments and explanations as necessary. (If more room is necessary, please attach additional sheet.)

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

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.).
Increase to provide salary increases, and no impact on staff or programs

D. What Contingency Language is Included in the Proposed Agreement (e.g. reopeners, etc.)?

Contract effective through June 30, 2106

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 will increase deficit spending in the general fund, but there is sufficient fund balance to absorb the increase.

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

F. Identify Other Major Provisions that do not Directly Affect the District's Costs; such as Binding Arbitration, Grievances Procedures, etc.

Changes to the evaluation procedure including clarification regarding evaluation references, and tools for evaluation.

G. Source of Funding for Proposed Agreement

1. Current Year

For FY 2015-16 the district will be using the increase in gap funding

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)?

Multi-year projections show that fund balances and current year revenues will offset the ongoing increase on the salary schedule

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.)

see above

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

H. Impact of Proposed Agreement on Current Year Operating Budget (Ed. Code 42142)

	Column 1 Latest Board- Approved Budget Before Settlement As of: 01-31-2015	Column 2 Cost of Adjustments as a Result of Settlement	Column 3 Other Revisions Costs Increases (Decreases) lcff gap and onetime	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF/Revenue Limit Sources (8010-8099)	\$ 74,563,412	\$ -	\$ 6,541,087	\$ 81,104,499
Remaining Revenues (8100-8799)	\$ 35,594,118	\$ -	\$ 4,970,817	\$ 40,564,935
Total Revenues	\$ 110,157,530	\$ -	\$ 11,511,904	\$ 121,669,434
Expenditures				
1000 Certificated Salaries	\$ 46,954,924	\$ 145,072		\$ 47,099,996
2000 Classified Salaries	\$ 14,621,733		\$ -	\$ 14,621,733
3000 Employee Benefits	\$ 16,989,710	\$ 53,116	\$ -	\$ 17,042,826
4000 Books and Supplies	\$ 3,356,020	\$ -	\$ -	\$ 3,356,020
5000 Services and Operating Expenses	\$ 10,506,949	\$ -	\$ -	\$ 10,506,949
6000 Capital Outlay	\$ 78,719		\$ -	\$ 78,719
7000 Other Outgo	\$ (1,270,061)	\$ 21,550	\$ -	\$ (1,248,511)
Total Expenditures	\$ 91,237,994	\$ 219,738	\$ -	\$ 91,457,732
Operating Surplus (Deficit)	\$ 18,919,536	\$ (219,738)	\$ 11,511,904	\$ 30,211,702
Other Sources and Transfers In		\$ -	\$ -	\$ -
Other Uses and Transfers Out	\$ (21,281,029)		\$ -	\$ (21,281,029)
Current Year Increase (Decrease) In Fund Balance	\$ (2,361,493)	\$ (219,738)	\$ 11,511,904	\$ 8,930,673
Beginning Balance	\$ 10,377,149			\$ 8,593,066
Current Year Ending Balance	\$ 8,015,656	\$ (219,738)	\$ 11,511,904	\$ 17,523,739
Components of Ending Balance				
Nonspendable and Restricted 9711-9740	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties 9789 (3%)	\$ 2,552,428	\$ 6,592	\$ -	\$ 12,929,657
Committed and Assigned 9770-9780	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated 9790	\$ 5,463,228			\$ 4,594,082

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If the total amount of the adjustment in Column 2 on page 4 does not agree with the amount of the Total Compensation Increase in Section A, line 5, page 1 (e.g. increase was partially budgeted), explain the variance below:

Please include any additional comments and explanations of page 4 as necessary:

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

Revised MYP Including the Effects of Collective Bargaining

District Name: Berkeley Unified School District			
Unrestricted General Funds 01-08			
Multi-Year Projections			
Budget Year: 2015-16 - raises included for all Unions			
	ADA: 9839	ADA: 9883	ADA: 9883
	COLA:	COLA:	COLA:
	Deficit:	Deficit:	Deficit:
	Year: 2015-16	Year: 2016-17	Year: 2017-18
Revenues			
LCFF/ Revenue Limit Sources	81,104,499	83,632,842	85,982,426
Other State Revenue	7,210,532	1,249,984	1,249,984
Local Revenue	33,354,403	33,814,510	34,701,871
Total Revenue	121,669,434	118,697,336	121,934,281
Expenditures			
Certificated Salaries	50,019,503	50,019,503	52,082,057
Step & Column Adjustment		500,195	525,649
Cost-of-Living Adjustment			
Other Adjustments		1,562,359	
TA impact included 2% not in mypp		0	
Classified Salaries	15,611,025	15,611,025	16,101,332
Step & Column Adjustment		234,165	241,520
Cost-of-Living Adjustment			
Other Adjustments		256,141	(122,868)
TA impact Included	0	0	0
Employee Benefits	19,279,408	21,462,466	22,023,367
TA Benefits included		0	0
Books & Supplies	3,209,483	3,163,741	2,403,741
Services, Other Operating Exp	10,488,816	10,064,001	8,312,419
Capital Outlay	64,450	31,125	31,125
Other Outgo		0	
TA contribution included		0	0
Direct Support/Indirect Costs	(1,106,625)	(1,172,959)	(1,072,290)
Total Expenditures	97,566,060	101,731,762	100,526,052
Operating Surplus (Deficit)	24,103,374	16,965,574	21,408,229
Other Financing Sources & Transfers In(Positive figure)			
Other Financing Uses & Transfers Out (Neg Figure)	(21,978,255)	(19,180,439)	(19,200,439)
Current Yr Inc(Dec) in Fund Balance	2,125,119	(2,214,865)	2,207,790
Beginning Fund Balance	8,593,066	10,718,185	8,503,320
Audit Adjustments/Restatements			
Ending Balance	10,718,185	8,503,320	10,711,110
Restricted Balance			
Required Reserve			
Unrestricted Balance (Incl Revolving)			
Comments (Major changes):			

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

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 2013 County Office-provided Revenue Limit or+B263 Form RL, Line 3	<u>\$ 6,907.83</u> (Estimated)
(b) Prior Year Base Revenue Limit per ADA: (Form RL, Line 1)	<u>\$ 6,695.83</u> (Actual)
(c) Amount of Current Year Increase: (a) minus (b)	<u>\$ 212.00</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	<u>3.17%</u>
(e) Indicate Total Settlement Percentage Increase from Section A, line 5, Page 1 for current year	<u>0.28%</u>

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.

<p>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.</p>	
<p style="text-align: center;">_____ District Superintendent (or Designee) (Signature)</p>	<p style="text-align: center;">_____ Date</p>
<p>After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on September 9, 2015 took action to approve the proposed Agreement with the Union of Berkeley Administrators (UBA) Bargaining Unit.</p>	
<p style="text-align: center;">_____ President (or Clerk), Governing Board (Signature)</p>	<p style="text-align: center;">_____ Date</p>

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.