



**TYPE:** Special Called Board Meeting

**DATE:** 6/5/2023    **TIME:** 7:00 PM    **CODE:**

**LOCATION:** Assembly Hall 1935 Bohemian Highway, Occidental, CA 95465

There is no closed session for this meeting. Open session begins at 7 pm. All documents relating to the following agenda items are available for public review in the Administrative Office of the Harmony Union School District during office hours at least 24 hours prior to the scheduled Board meeting. The Harmony District Board of Education meetings are open to the public, except for certain subjects that are addressed in closed session in accordance with the Ralph M. Brown Act. If anyone wishes to attend and requires special accommodations due to a handicapping condition, as outlined in the Americans with Disabilities Act, please contact the superintendent at least two working days prior to the meeting.

**1.0 Call to Order**

**2.0 Pledge of Allegiance**

**3.0 Approval of the Agenda**

**4.0 Communication**

- A) Public Comment on Open Session Items

**5.0 Action Items**

- 5.1 Consideration of Successor Contract, MOU's (Memorandum of Understanding) between HUTA (Harmony Union Teachers Association) and HUSD for school year 2022-23 Action
- 5.2 Consideration of Salary Schedules for SYs 2022-23 and 2023-24 - Certificated Employees Action
- 5.3 Consideration of AB1200 Report for Certificated Employees Action

**6.0 Next Board Meeting**

**7.0 Adjournment**

Agendas have been posted at the Harmony School public bulletin board and the Harmony Union School District Website at [www.harmonyusd.org](http://www.harmonyusd.org).



# Harmony Union School District

## AGENDA ITEM

<b>Meeting Date:</b>	6/5/2023 - 7:00 PM
<b>Category:</b>	Action Items
<b>Type:</b>	Action
<b>Subject:</b>	5.1 Consideration of Successor Contract, MOU's (Memorandum of Understanding) between HUTA (Harmony Union Teachers Association) and HUSD for school year 2022-23
<b>Strategic Plans:</b>	
<b>Policy:</b>	
<b>Enclosure</b>	
<b>File Attachment:</b>	
<b>Description:</b>	
<b>Background Information:</b>	
<b>Fiscal Implications:</b>	
<b>Recommendation:</b>	That the board approves the Successor Contract, MOU's (Memorandum of Understanding) between HUTA (Harmony Union Teachers Association) and HUSD for school year 2022-23
<b>Approvals:</b>	Recommended By:  Matthew Morgan - Superintendent/Principal



<b>Meeting Date:</b>	6/5/2023 - 7:00 PM
<b>Category:</b>	Action Items
<b>Type:</b>	Action
<b>Subject:</b>	5.2 Consideration of Salary Schedules for SYs 2022-23 and 2023-24 - Certificated Employees
<b>Strategic Plans:</b>	
<b>Policy:</b>	
<b>Enclosure</b>	
<b>File Attachment:</b>	 2022-23 Certificated SS.pdf  2023-24 Certificated SS.pdf
<b>Description:</b>	
<b>Background Information:</b>	
<b>Fiscal Implications:</b>	
<b>Recommendation:</b>	That the board approve the Salary Schedules for SYs 2022-23 and 2023-24 - Certificated Employees
<b>Approvals:</b>	Recommended By:  Matthew Morgan - Superintendent/Principal

HARMONY UNION SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 FISCAL YEAR 2022-23

**A 6.0 % increase was applied to the 2021-22 Salary Schedule effective July 1, 2022.  
 Contract: 185 contract days for 2022-23**

COLUMN	1	2	3	4
	BA<45	BA+45	BA+60	BA+75
STEP				
1	61,069	63,082	65,096	67,109
2	63,054	65,133	67,211	69,290
3	65,103	67,249	69,396	71,542
4	67,219	69,435	71,651	73,867
5	69,404	71,692	73,980	76,268
6	71,659	74,022	76,384	78,746
7	73,988	76,427	78,867	81,306
8	76,393	78,911	81,430	83,948
9	78,876	81,476	84,076	86,676
10	81,439	84,124	86,809	89,493
11	84,086	86,858	89,630	92,402
12	86,819	89,681	92,543	95,405
13	88,229	91,138	94,047	96,955
14	89,663	92,619	95,575	98,531
15	91,120	94,124	97,128	100,132
16	92,601	95,654	98,706	101,759
17	94,106	97,208	100,310	103,413
18	95,635	98,788	101,940	105,093
19	97,189	100,393	103,597	106,801
20	98,768	102,024	105,280	108,537
21	100,373	103,682	106,991	110,300
22	102,004	105,367	108,730	112,093
23	103,662	107,079	110,497	113,914
24	105,346	108,819	112,292	115,765
25	105,346	108,819	113,205	116,706
26	105,346	108,819	114,126	117,655
27	105,346	108,819	115,053	118,612
28	105,346	108,819	115,989	119,576
29	105,346	108,819	116,932	120,548
30	105,346	108,819	117,882	121,528

Hourly rate: \$68.70  
 Highest step: \$121,528  
 Masters Stipend: \$948  
 1/2 Day Rate for Substitute: \$125  
 Daily Rate for Substitute: \$225  
 Daily Rate for Substitute Long Term: \$225

**Salary Schedule Algorithm & Calculations**

Column 4 Step 1 is the Foundation Salary cell used to calculate Initial column value  
 Column 3 Step 1 is 97% of Column 4 Step 1  
 Column 2 Step 1 is 94% of Column 4 Step 1  
 Column 1 Step 1 is 91% of Column 4 Step 1  
 Steps 2 through 12 increase by 3.25% of the step above  
 Steps 13 through 24 increase by 1.625% of the step above  
 Steps 24 through 30 increase by 0.8125% of the step above In column 3 and 4 only  
 Column 1 and 2 do not increase for step 25 through 30  
 Hourly Rate is Column 3, Step 10 / Annual Contract hours (2022-23 = 1263.55hrs/yr)

1.0 FTE increase 1 step/year  
 New hires may receive up to 7 years of credit for prior experience.  
 With board approval, the District may give more than 7 years credit.

Board Approved: \_\_\_\_\_

HARMONY UNION SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 FISCAL YEAR 2023-24

**A 5.0 % increase was applied to the 2022-23 Salary Schedule effective July 1, 2023.  
 Contract: 185 contract days for 2023-24**

COLUMN	1	2	3	4
	BA<45	BA+45	BA+60	BA+75
STEP				
1	64,122	66,236	68,350	70,464
2	66,206	68,389	70,571	72,754
3	68,358	70,611	72,865	75,119
4	70,580	72,906	75,233	77,560
5	72,873	75,276	77,678	80,081
6	75,242	77,722	80,203	82,683
7	77,687	80,248	82,809	85,370
8	80,212	82,856	85,501	88,145
9	82,819	85,549	88,279	91,010
10	85,510	88,329	91,149	93,968
11	88,290	91,200	94,111	97,021
12	91,159	94,164	97,169	100,175
13	92,640	95,694	98,748	101,803
14	94,146	97,249	100,353	103,457
15	95,676	98,830	101,984	105,138
16	97,230	100,436	103,641	106,846
17	98,810	102,068	105,325	108,583
18	100,416	103,726	107,037	110,347
19	102,048	105,412	108,776	112,140
20	103,706	107,125	110,544	113,963
21	105,391	108,866	112,340	115,815
22	107,104	110,635	114,166	117,696
23	108,844	112,433	116,021	119,609
24	110,613	114,260	117,906	121,553
25	110,613	114,260	118,865	122,541
26	110,613	114,260	119,831	123,537
27	110,613	114,260	120,805	124,542
28	110,613	114,260	121,787	125,554
29	110,613	114,260	122,778	126,575
30	110,613	114,260	123,776	127,604

Hourly rate: \$72.14  
 Highest step: \$127,604  
 Masters Stipend: \$948  
 1/2 Day Rate for Substitute: \$125  
 Daily Rate for Substitute: \$225  
 Daily Rate for Substitute Long Term: \$225

**Salary Schedule Algorithm & Calculations**

Column 4 Step 1 is the Foundation Salary cell used to calculate Initial column value  
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 Steps 13 through 24 increase by 1.625% of the step above  
 Steps 24 through 30 increase by 0.8125% of the step above In column 3 and 4 only  
 Column 1 and 2 do not increase for step 25 through 30  
 Hourly Rate is Column 3, Step 10 / Annual Contract hours (2023-24 = 1263.55hrs/yr)

1.0 FTE increase 1 step/year  
 New hires may receive up to 7 years of credit for prior experience.  
 With board approval, the District may give more than 7 years credit.

Board Approved: \_\_\_\_\_



<b>Meeting Date:</b>	6/5/2023 - 7:00 PM
<b>Category:</b>	Action Items
<b>Type:</b>	Action
<b>Subject:</b>	5.3 Consideration of AB1200 Report for Certificated Employees
<b>Strategic Plans:</b>	
<b>Policy:</b>	
<b>Enclosure</b>	AB1200 Certificated 2022-23
<b>File Attachment:</b>	 5-17 revised AB1200 Certificated 2022-23.pdf
<b>Description:</b>	As a requirement of the budget process, when a change is anticipated due to salary changes, the District must submit a report to SCOE (Sonoma County Office of Education) as outlined in AB1200. This report is for the HUTA salary settlement.
<b>Background Information:</b>	
<b>Fiscal Implications:</b>	
<b>Recommendation:</b>	That the board approve the AB 1200 report for certificated employees
<b>Approvals:</b>	Recommended By:  Matthew Morgan - Superintendent/Principal

**Sonoma County Office of Education**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
**in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449**

Name of School District:	Harmony Union School District
Name of Bargaining Unit:	Harmony Union Teachers Association
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: July 1, 2022 (date) and ending: June 30, 2023 (date)

The Governing Board will act upon this agreement on: May 17, 2023 (date)

**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 2022 - 23	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2022 - 23	Year 2 Increase/(Decrease) FY 2023 - 24	Year 3 Increase/(Decrease) FY -
1 <b>Salary Schedule</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 1,348,544	\$ 80,917	\$ 71,561	\$ 75,002
		6.00%	5.01%	5.00%
2 <b>Other Compensation -</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 97,500	\$ 190,830	\$ 5,000	\$ 5,000
		195.72%	1.73%	1.70%
Description of other compensation		Off-schedule payment of 13% off of 6% on-schedule; Increase to stipends		
3 <b>Statutory Benefits -</b> STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 415,015	\$ 77,991	\$ 21,973	\$ 22,961
		18.792%	4.46%	4.46%
4 <b>Health/Welfare Plans</b>	\$ 295,260	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5 <b>Total Compensation -</b> Add Items 1 through 4 to equal 5	\$ 2,156,319	\$ 349,738	\$ 98,534	\$ 102,963
		16.219%	3.93%	3.95%
6 <b>Step and Column -</b> Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 27,819	\$ 28,467
7 <b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	15.00			
8 <b>Total Compensation Average Cost per Employee</b>	\$ 143,755	\$ 23,316	\$ 6,569	\$ 6,864
		16.219%	3.93%	3.95%

Harmony Union School District

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"?

For FY 2022-23, Harmony USD offered HUTA an on-schedule on-going 6% raise; plus an off-schedule one-time payment of 13% off of the 6% raise. For FY 2023-24, Harmony USD offered HUTA an on-schedule on-going 5% raise.

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

n/a

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

n/a

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes  No

If yes, please describe the cap amount.

100% single, 95% for 2-party, and 90% for 3-party+

**B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

n/a

**C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

n/a

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

n/a

**E. Will this agreement create or increase 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.

Yes. The 6% on-going raise will be paid using unrestricted funds. The 13% payment will be funded from the Budget Stabilization currently at \$2.4million.

**F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

**G. Source of Funding for Proposed Agreement:**

1. Current Year

The 6% on-going raise will be paid using unrestricted funds. The 13% payment will be funded from the Budget Stabilization currently at \$2.4million.

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)?

General Fund

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.)

General Fund

## Harmony Union School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Unrestricted General Fund**

Bargaining Unit:

Harmony Union Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (March 9, 2023 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 4,167,995	\$ -	\$ -	\$ 4,167,995
Remaining Revenues (8100-8799)	\$ 391,544	\$ -	\$ -	\$ 391,544
<b>TOTAL REVENUES</b>	\$ 4,559,539	\$ -	\$ -	\$ 4,559,539
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 1,324,991	\$ 235,550	\$ -	\$ 1,560,541
Classified Salaries (2000-2999)	\$ 834,133	\$ -	\$ -	\$ 834,133
Employee Benefits (3000-3999)	\$ 1,156,359	\$ 67,592	\$ -	\$ 1,223,951
Books and Supplies (4000-4999)	\$ 128,465	\$ -	\$ -	\$ 128,465
Services, Other Operating Expenses (5000-5999)	\$ 472,734	\$ -	\$ -	\$ 472,734
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (150)	\$ -	\$ -	\$ (150)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 3,916,532	\$ 303,142	\$ -	\$ 4,219,674
<b>OPERATING SURPLUS/(DEFICIT)</b>	\$ 643,007	\$ (303,142)	\$ -	\$ 339,865
Transfers In and Other Sources (8910-8979)	\$ 1,768,245	\$ -	\$ -	\$ 1,768,245
Transfers Out and Other Uses (7610-7699)	\$ 1,827,631	\$ -	\$ -	\$ 1,827,631
Contributions (8980-8999)	\$ (431,000)	\$ (50,000)	\$ -	\$ (481,000)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 152,621	\$ *	\$ -	\$ (200,521)
<b>BEGINNING BALANCE</b>	\$ 3,310,158			\$ 3,310,158
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 3,462,779	\$ (353,142)	\$ -	\$ 3,109,637
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 500	\$ -	\$ -	\$ 500
Reserved for Economic Uncertainties (9770)	\$ 268,915	\$ 210,984	\$ -	\$ 479,899
Designated Amounts (9775-9780)	\$ 2,400,000	\$ -	\$ -	\$ 2,400,000
Unappropriated Amount (9790)	\$ 793,364	\$ (564,126)	\$ -	\$ 229,238

\* Please see question on page 7.

## Harmony Union School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Restricted General Fund**

Bargaining Unit:

Harmony Union Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (March 9, 2023 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 25,199	\$ -	\$ -	\$ 25,199
Remaining Revenues (8100-8799)	\$ 897,097	\$ -	\$ -	\$ 897,097
<b>TOTAL REVENUES</b>	\$ 922,296	\$ -	\$ -	\$ 922,296
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 409,588	\$ 36,197	\$ -	\$ 445,785
Classified Salaries (2000-2999)	\$ 188,260	\$ -	\$ -	\$ 188,260
Employee Benefits (3000-3999)	\$ 376,400	\$ 10,399	\$ -	\$ 386,799
Books and Supplies (4000-4999)	\$ 67,070	\$ -	\$ -	\$ 67,070
Services, Other Operating Expenses (5000-5999)	\$ 375,797	\$ -	\$ -	\$ 375,797
Capital Outlay (6000-6599)	\$ 44,500	\$ -	\$ -	\$ 44,500
Other Outgo (7100-7299) (7400-7499)	\$ 150	\$ -	\$ -	\$ 150
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 1,461,765	\$ 46,595	\$ -	\$ 1,508,360
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (539,469)	\$ (46,595)	\$ -	\$ (586,064)
Transfers in and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 431,000	\$ 50,000	\$ -	\$ 481,000
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (108,469)	\$ * 3,405	\$ -	\$ (105,064)
<b>BEGINNING BALANCE</b>	\$ 281,468			\$ 281,468
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 172,999	\$ 3,405	\$ -	\$ 176,404
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 172,999	\$ -	\$ -	\$ 172,999
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ 3,405	\$ -	\$ 3,405

\* Please see question on page 7.

## Harmony Union School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Bargaining Unit:		Combined General Fund Harmony Union Teachers Association			
	Column 1	Column 2	Column 3	Column 4	
	Latest Board- Approved Budget Before Settlement (March 9, 2023 )	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)	
<b>REVENUES</b>					
Revenue Limit Sources (8010-8099)	\$ 4,193,194	\$ -	\$ -	\$ 4,193,194	
Remaining Revenues (8100-8799)	\$ 1,288,641	\$ -	\$ -	\$ 1,288,641	
<b>TOTAL REVENUES</b>	<b>\$ 5,481,835</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 5,481,835</b>	
<b>EXPENDITURES</b>					
Certificated Salaries (1000-1999)	\$ 1,734,579	\$ 271,747	\$ -	\$ 2,006,326	
Classified Salaries (2000-2999)	\$ 1,022,393	\$ -	\$ -	\$ 1,022,393	
Employee Benefits (3000-3999)	\$ 1,532,759	\$ 77,991	\$ -	\$ 1,610,750	
Books and Supplies (4000-4999)	\$ 195,535	\$ -	\$ -	\$ 195,535	
Services, Other Operating Expenses (5000-5999)	\$ 848,531	\$ -	\$ -	\$ 848,531	
Capital Outlay (6000-6599)	\$ 44,500	\$ -	\$ -	\$ 44,500	
Other Outgo (7100-7299) (7400-7499)	\$ 150	\$ -	\$ -	\$ 150	
Direct Support/Indirect Cost (7300-7399)	\$ (150)	\$ -	\$ -	\$ (150)	
Other Adjustments					
<b>TOTAL EXPENDITURES</b>	<b>\$ 5,378,297</b>	<b>\$ 349,738</b>	<b>\$ -</b>	<b>\$ 5,728,035</b>	
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ 103,538</b>	<b>\$ (349,738)</b>	<b>\$ -</b>	<b>\$ (246,200)</b>	
Transfer In and Other Sources (8910-8979)	\$ 1,768,245	\$ -	\$ -	\$ 1,768,245	
Transfers Out and Other Uses (7610-7699)	\$ 1,827,631	\$ -	\$ -	\$ 1,827,631	
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -	
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ 44,152</b>	<b>\$ *</b> <b>(349,738)</b>	<b>\$ -</b>	<b>\$ (305,586)</b>	
<b>BEGINNING BALANCE</b>	<b>\$ 3,591,626</b>			<b>\$ 3,591,626</b>	
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -	
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 3,635,778</b>	<b>\$ (349,738)</b>	<b>\$ -</b>	<b>\$ 3,286,040</b>	
<b>COMPONENTS OF ENDING BALANCE:</b>					
Reserved Amounts (9711-9740)	\$ 173,499	\$ -	\$ -	\$ 173,499	
Reserved for Economic Uncertainties (9770)	\$ 268,915	\$ 210,984	\$ -	\$ 479,899	
Designated Amounts (9775-9780)	\$ 2,400,000	\$ -	\$ -	\$ 2,400,000	
Unappropriated Amount - Unrestricted (9790)	\$ 793,364	\$ (564,126)	\$ -	\$ 229,238	
Unappropriated Amount - Restricted (9790)	\$ -	\$ 3,405	\$ -	\$ 3,405	
Reserve for Economic Uncertainties Percentage	14.74%			9.39%	

\* Please see question on page 7.

Harmony Union School District

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit: Harmony Union Teachers Association

	2022-23	2023-24	2024-25
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 4,193,194	\$ 4,481,363	\$ 4,622,487
Remaining Revenues (8100-8799)	\$ 1,288,641	\$ 843,905	\$ 849,921
<b>TOTAL REVENUES</b>	\$ 5,481,835	\$ 5,325,268	\$ 5,472,408
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 2,006,326	\$ 1,859,261	\$ 1,939,263
Classified Salaries (2000-2999)	\$ 1,022,393	\$ 1,068,140	\$ 1,108,341
Employee Benefits (3000-3999)	\$ 1,610,750	\$ 1,617,306	\$ 1,625,803
Books and Supplies (4000-4999)	\$ 195,535	\$ 174,825	\$ 176,554
Services, Other Operating Expenses (5000-5999)	\$ 848,531	\$ 769,085	\$ 651,010
Capital Outlay (6000-6999)	\$ 44,500	\$ 10,500	\$ 10,500
Other Outgo (7100-7299) (7400-7499)	\$ 150	\$ 150	\$ 150
Direct Support/Indirect Cost (7300-7399)	\$ (150)	\$ (150)	\$ (150)
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 5,728,035	\$ 5,499,117	\$ 5,511,471
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (246,200)	\$ (173,849)	\$ (39,063)
Transfers In and Other Sources (8910-8979)	\$ 1,768,245	\$ 1,745,000	\$ 1,730,000
Transfers Out and Other Uses (7610-7699)	\$ 1,827,631	\$ 1,785,000	\$ 1,785,000
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (305,586)	\$ (213,849)	\$ (94,063)
<b>BEGINNING BALANCE</b>	\$ 3,591,626	\$ 3,286,040	\$ 3,072,191
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 3,286,040	\$ 3,072,191	\$ 2,978,128
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$ 173,499	\$ 6,098	\$ 535
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 479,899	\$ 274,956	\$ 275,574
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ 2,400,000	\$ 2,000,000	\$ 2,000,000
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ 229,238	\$ 781,910	\$ 692,792
Unappropriated Amounts - Restricted (9790)	\$ 3,405	\$ 9,228	\$ 9,228

**WARNING: 9790 entries must be positive**

**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		Current Year	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 7,555,666	\$ 7,284,117	\$ 7,296,471
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	5.00%	5.00%	5.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 377,783	\$ 364,206	\$ 364,824

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 479,899	\$ 274,956	\$ 275,574
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 229,238	\$ 781,910	\$ 692,792
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)			
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ 494,303	\$ 499,303	\$ 504,303
e.	Total Available Reserves	\$ 1,203,440	\$ 1,556,169	\$ 1,472,669
f.	Reserve for Economic Uncertainties Percentage	15.93%	21.36%	20.18%

3. Do unrestricted reserves meet the state minimum reserve amount?

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

Harmony Union School District

5. 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 on Page 1 (i.e., increase was partially budgeted), explain the variance below:

Column 2 of page 4c matches Section A, Line 5 on page 1.

6. Please include any additional comments and explanations of Page 4 as necessary:

Harmony Union School District

**L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or both of the signatures should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the \_\_\_\_\_ District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from \_\_\_\_\_ to \_\_\_\_\_.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

**Budget Adjustment Categories:**

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase (Decrease)

**Budget Adjustment Increase/(Decrease)**

\$	-
\$	349,738
\$	(349,738)

Subsequent Years

**Budget Adjustment Categories:**

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase (Decrease)

**Budget Adjustment Increase/(Decrease)**

	\$0.00
	\$0.00
	\$0.00

**Budget Revisions**

If the district does not adopt all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

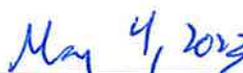
**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

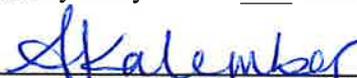
**Certifications**

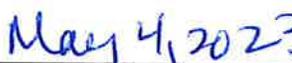
I hereby certify       I am unable to certify

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

  
 \_\_\_\_\_  
 Date

I hereby certify       I am unable to certify

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

  
 \_\_\_\_\_  
 Date

**Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.**

**Assumptions**

The assumptions upon which this certification is made are as follows:

2022-23 settlement is for 2 (two) years.

2022-23 Certificated Salary Schedule will be increased by 6% on-going.

2022-23 Certificated staff will also receive a one-time OFF-SCHEDULE payment of 13%.

2023-24 Certificated Salary Schedule will be increased by 5% on-going.

Concerns regarding affordability of agreement in subsequent years (if any):

n/a

Harmony Union School District

M. CERTIFICATION NO. 2

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 Section 3547.5.

*[Handwritten Signature]*

District Superintendent (or Designee)  
(Signature)

*May 4, 2023*

Date

*Stacy Kalember*

Contact Person

*707 874 1205 \* 12*

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on \_\_\_\_\_, took action to approve the proposed Agreement with the \_\_\_\_\_ Bargaining Unit.

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

\_\_\_\_\_  
Date

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.