

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:	Unrepresented
Certificated, Classified, Other:	Confidential

The proposed agreement covers the period beginning: **July 1, 2024** and ending: **June 30, 2027**
(date) (date)

The Governing Board will act upon this agreement on: **June 26, 2024**
(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 2024 - 25	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2024 - 25	Year 2 Increase/(Decrease) FY 2025 - 26	Year 3 Increase/(Decrease) FY 2026 - 27
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 508,817	\$ 32,550 6.40%	\$ 35,625 6.58%	\$ 38,921 6.75%
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
Description of other compensation				
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 136,872	\$ 8,756 6.397%	\$ 9,583 6.58%	\$ 10,470 6.75%
4 Health/Welfare Plans	\$ 105,795	0.00%	0.00%	0.00%
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 751,484	\$ 41,306 5.497%	\$ 45,208 5.70%	\$ 49,391 5.89%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -		
7 Total Number of Represented Employees (Use FTEs if appropriate)	5.00			
8 Total Compensation Average Cost per Employee	\$ 150,297	\$ 8,261 5.497%	\$ 9,042 5.70%	\$ 9,878 5.89%

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9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

Harmony USD has offered Unrepresented Employees a Confidential Management Salary Schedule based on a comprehensive salary survey, plus an on-schedule on-going 3% raise for each of the next three (3) school years; 2024-25, 2025-26 and 2026-27

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 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

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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.

The 3% on-going raise will be paid using unrestricted funds.

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 3% on-going raise will be paid using unrestricted funds.

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

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit:

Unrepresented

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (June 7, 2024)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 4,877,297	\$ -	\$ -	\$ 4,877,297
Remaining Revenues (8100-8799)	\$ 285,994	\$ -	\$ -	\$ 285,994
TOTAL REVENUES	\$ 5,163,291	\$ -	\$ -	\$ 5,163,291
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 1,786,961	\$ 6,700	\$ -	\$ 1,793,661
Classified Salaries (2000-2999)	\$ 854,732	\$ 25,850	\$ -	\$ 880,582
Employee Benefits (3000-3999)	\$ 1,379,066	\$ -	\$ -	\$ 1,379,066
Books and Supplies (4000-4999)	\$ 77,375	\$ -	\$ -	\$ 77,375
Services, Other Operating Expenses (5000-5999)	\$ 572,392	\$ -	\$ -	\$ 572,392
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (150)	\$ -	\$ -	\$ (150)
Other Adjustments				
TOTAL EXPENDITURES	\$ 4,670,376	\$ 32,550	\$ -	\$ 4,702,926
OPERATING SURPLUS/(DEFICIT)	\$ 492,915	\$ (32,550)	\$ -	\$ 460,365
Transfers In and Other Sources (8910-8979)	\$ 2,530,500	\$ -	\$ -	\$ 2,530,500
Transfers Out and Other Uses (7610-7699)	\$ 2,080,500	\$ -	\$ -	\$ 2,080,500
Contributions (8980-8999)	\$ (675,000)		\$ -	\$ (675,000)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 267,915	\$ *	\$ -	\$ 235,365
BEGINNING BALANCE	\$ 1,416,081			\$ 1,416,081
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,683,996	\$ (32,550)	\$ -	\$ 1,651,446
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 500	\$ -	\$ -	\$ 500
Reserved for Economic Uncertainties (9770)	\$ 233,519	\$ 1,628	\$ -	\$ 235,146
Designated Amounts (9775-9780)	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Unappropriated Amount (9790)	\$ 449,977	\$ (34,178)	\$ -	\$ 415,800

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit:

Unrepresented

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (June 7, 2024)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 25,250	\$ -	\$ -	\$ 25,250
Remaining Revenues (8100-8799)	\$ 1,028,648	\$ -	\$ -	\$ 1,028,648
TOTAL REVENUES	\$ 1,053,898	\$ -	\$ -	\$ 1,053,898
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 418,800		\$ -	\$ 418,800
Classified Salaries (2000-2999)	\$ 360,491		\$ -	\$ 360,491
Employee Benefits (3000-3999)	\$ 412,970		\$ -	\$ 412,970
Books and Supplies (4000-4999)	\$ 43,425	\$ -	\$ -	\$ 43,425
Services, Other Operating Expenses (5000-5999)	\$ 502,548	\$ -	\$ -	\$ 502,548
Capital Outlay (6000-6599)	\$ 2,500	\$ -	\$ -	\$ 2,500
Other Outgo (7100-7299) (7400-7499)	\$ 150	\$ -	\$ -	\$ 150
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 1,740,884	\$ -	\$ -	\$ 1,740,884
OPERATING SURPLUS (DEFICIT)	\$ (686,986)	\$ -	\$ -	\$ (686,986)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 675,000		\$ -	\$ 675,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (11,986)	*	\$ -	\$ (11,986)
BEGINNING BALANCE	\$ 164,168			\$ 164,168
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 152,182	\$ -	\$ -	\$ 152,182
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 152,182	\$ -	\$ -	\$ 152,182
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit:

Unrepresented

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (June 7, 2024)	Classified	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 4,902,547	\$ -	\$ -	\$ 4,902,547
Remaining Revenues (8100-8799)	\$ 1,314,642	\$ -	\$ -	\$ 1,314,642
TOTAL REVENUES	\$ 6,217,189	\$ -	\$ -	\$ 6,217,189
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 2,205,761	\$ 6,700	\$ -	\$ 2,212,461
Classified Salaries (2000-2999)	\$ 1,215,223	\$ 25,850	\$ -	\$ 1,241,073
Employee Benefits (3000-3999)	\$ 1,792,036	\$ -	\$ -	\$ 1,792,036
Books and Supplies (4000-4999)	\$ 120,800	\$ -	\$ -	\$ 120,800
Services, Other Operating Expenses (5000-5999)	\$ 1,074,940	\$ -	\$ -	\$ 1,074,940
Capital Outlay (6000-6599)	\$ 2,500	\$ -	\$ -	\$ 2,500
Other Outgo (7100-7299) (7400-7499)	\$ 150	\$ -	\$ -	\$ 150
Direct Support/Indirect Cost (7300-7399)	\$ (150)	\$ -	\$ -	\$ (150)
Other Adjustments				
TOTAL EXPENDITURES	\$ 6,411,260	\$ 32,550	\$ -	\$ 6,443,810
OPERATING SURPLUS (DEFICIT)	\$ (194,071)	\$ (32,550)	\$ -	\$ (226,621)
Transfer In and Other Sources (8910-8979)	\$ 2,530,500	\$ -	\$ -	\$ 2,530,500
Transfers Out and Other Uses (7610-7699)	\$ 2,080,500	\$ -	\$ -	\$ 2,080,500
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 255,929	\$ * (32,550)	\$ -	\$ 223,379
BEGINNING BALANCE	\$ 1,580,249			\$ 1,580,249
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,836,178	\$ (32,550)	\$ -	\$ 1,803,628
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 152,682	\$ -	\$ -	\$ 152,682
Reserved for Economic Uncertainties (9770)	\$ 233,519	\$ 1,628	\$ -	\$ 235,146
Designated Amounts (9775-9780)	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Unappropriated Amount - Unrestricted (9790)	\$ 449,977	\$ (34,178)	\$ -	\$ 415,800
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	8.05%			7.64%

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I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit:

Unrepresented

	2024-25	2025-26	2026-27
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 4,902,547	\$ 5,160,032	\$ 5,395,505
Remaining Revenues (8100-8799)	\$ 1,314,642	\$ 1,136,134	\$ 1,160,277
TOTAL REVENUES	\$ 6,217,189	\$ 6,296,166	\$ 6,555,782
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 2,212,461	\$ 2,059,885	\$ 2,156,482
Classified Salaries (2000-2999)	\$ 1,241,073	\$ 1,240,769	\$ 1,293,757
Employee Benefits (3000-3999)	\$ 1,792,036	\$ 1,814,841	\$ 1,882,540
Books and Supplies (4000-4999)	\$ 120,800	\$ 137,108	\$ 140,304
Services, Other Operating Expenses (5000-5999)	\$ 1,074,940	\$ 1,125,062	\$ 1,142,901
Capital Outlay (6000-6999)	\$ 2,500	\$ 2,500	\$ 2,500
Other Outgo (7100-7299) (7400-7499)	\$ 150	\$ 150	\$ 150
Direct Support/Indirect Cost (7300-7399)	\$ (150)	\$ (150)	\$ (150)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 6,443,810	\$ 6,380,165	\$ 6,618,484
OPERATING SURPLUS (DEFICIT)	\$ (226,621)	\$ (83,999)	\$ (62,702)
Transfers In and Other Sources (8910-8979)	\$ 2,530,500	\$ 1,530,000	\$ 1,530,000
Transfers Out and Other Uses (7610-7699)	\$ 2,080,500	\$ 1,580,000	\$ 1,580,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 223,379	\$ (133,999)	\$ (112,702)
BEGINNING BALANCE	\$ 1,580,249	\$ 1,803,628	\$ 1,669,629
CURRENT-YEAR ENDING BALANCE	\$ 1,803,628	\$ 1,669,629	\$ 1,556,927
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 152,682	\$ 152,682	\$ 154,755
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 235,146	\$ 319,008	\$ 330,924
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
Board Designated Amounts - Restricted (9775-9780)	\$ -		\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ 415,800	\$ 197,939	\$ 71,248
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

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J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		Classified	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 8,524,310	\$ 7,960,165	\$ 8,198,484
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)	\$ 426,216	\$ 398,008	\$ 409,924

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 235,146	\$ 319,008	\$ 330,924
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 415,800	\$ 197,939	\$ 71,248
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)			
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ 242,479	\$ 249,479	\$ 256,479
e.	Total Available Reserves	\$ 893,425	\$ 766,426	\$ 658,651
f.	Reserve for Economic Uncertainties Percentage	10.48%	9.63%	8.03%

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?

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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:

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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 Harmony Union School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2022 to June 30, 3024.

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:	Budget Adjustment Increase/(Decrease)
Revenues/Other Financing Sources	\$ -
Expenditures/Other Financing Uses	\$ 32,550
Ending Balance(s) Increase (Decrease)	\$ (32,550)

Subsequent Years

Budget Adjustment Categories:	Budget Adjustment Increase/(Decrease)
Revenues/Other Financing Sources	\$0.00
Expenditures/Other Financing Uses	\$0.00
Ending Balance(s) Increase (Decrease)	\$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 **Date**
(Signature)

I hereby certify I am unable to certify

_____ _____
Chief Business Official **Date**
(Signature)

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

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Assumptions

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

2024-25 Unrepresented and Confidential Management Salary Schedule will be increased by 3% on-going.

2025-26 Unrepresented and Confidential Management Salary Schedule will be increased by 3% on-going.

2026-27 Unrepresented and Confidential Management Salary Schedule will be increased by 3% on-going.

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

n/a

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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.

District Superintendent (or Designee)
(Signature)

Date

Stacy Kalember
Contact Person

707-874-1205 x 12
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on Monday, June 5, 2023, took action to approve the proposed Agreement with the Harmony Union Teacher Association 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.