

## 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, 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	<b>Salary Schedule</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 1,681,196	\$ -	\$ 50,436	\$ 51,949
			0.00%	3.00%	3.00%
2	<b>Other Compensation -</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
	<b>Description of other compensation</b>				
3	<b>Statutory Benefits -</b> STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 321,108	\$ -	\$ 9,633	\$ 9,922
			0.000%	3.00%	3.00%
4	<b>Health/Welfare Plans</b>	\$ 423,183			
			0.00%	0.00%	0.00%
5	<b>Total Compensation -</b> Add Items 1 through 4 to equal 5	\$ 2,425,487	\$ -	\$ 60,069	\$ 61,871
			0.000%	2.48%	2.49%
6	<b>Step and Column -</b> Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -		
7	<b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	18.30			
8	<b>Total Compensation Average Cost per Employee</b>	\$ 132,540	\$ -	\$ 3,282	\$ 3,381
			0.000%	2.48%	2.49%

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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 Credentialed Employees 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:

Harmony Union Teachers Association

	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)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 4,877,297	\$ -	\$ -	\$ 4,877,297
Remaining Revenues (8100-8799)	\$ 285,994	\$ -	\$ -	\$ 285,994
<b>TOTAL REVENUES</b>	<b>\$ 5,163,291</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 5,163,291</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 1,786,961		\$ -	\$ 1,786,961
Classified Salaries (2000-2999)	\$ 854,732	\$ -	\$ -	\$ 854,732
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				
<b>TOTAL EXPENDITURES</b>	<b>\$ 4,670,376</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,670,376</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>\$ 492,915</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 492,915</b>
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)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ 267,915</b>	<b>*</b>	<b>\$ -</b>	<b>\$ 267,915</b>
<b>BEGINNING BALANCE</b>	<b>\$ 1,416,081</b>			<b>\$ 1,416,081</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 1,683,996</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,683,996</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 500	\$ -	\$ -	\$ 500
Reserved for Economic Uncertainties (9770)	\$ 233,519	\$ -	\$ -	\$ 233,519
Designated Amounts (9775-9780)	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Unappropriated Amount (9790)	\$ 449,977	\$ -	\$ -	\$ 449,977

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## 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 (June 7, 2024)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 25,250	\$ -	\$ -	\$ 25,250
Remaining Revenues (8100-8799)	\$ 1,028,648	\$ -	\$ -	\$ 1,028,648
<b>TOTAL REVENUES</b>	\$ 1,053,898	\$ -	\$ -	\$ 1,053,898
<b>EXPENDITURES</b>				
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				
<b>TOTAL EXPENDITURES</b>	\$ 1,740,884	\$ -	\$ -	\$ 1,740,884
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (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
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (11,986)	*	\$ -	\$ (11,986)
<b>BEGINNING BALANCE</b>	\$ 164,168			\$ 164,168
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 152,182	\$ -	\$ -	\$ 152,182
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 152,182	\$ -	\$ -	\$ 152,182
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

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Harmony Union School District

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

### Combined General Fund

Bargaining Unit:

Harmony Union Teachers Association

	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)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 4,902,547	\$ -	\$ -	\$ 4,902,547
Remaining Revenues (8100-8799)	\$ 1,314,642	\$ -	\$ -	\$ 1,314,642
<b>TOTAL REVENUES</b>	<b>\$ 6,217,189</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,217,189</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 2,205,761	\$ -	\$ -	\$ 2,205,761
Classified Salaries (2000-2999)	\$ 1,215,223	\$ -	\$ -	\$ 1,215,223
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				
<b>TOTAL EXPENDITURES</b>	<b>\$ 6,411,260</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,411,260</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ (194,071)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (194,071)</b>
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)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ 255,929</b>	<b>*</b>	<b>\$ -</b>	<b>\$ 255,929</b>
<b>BEGINNING BALANCE</b>	<b>\$ 1,580,249</b>			<b>\$ 1,580,249</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 1,836,178</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,836,178</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 152,682	\$ -	\$ -	\$ 152,682
Reserved for Economic Uncertainties (9770)	\$ 233,519	\$ -	\$ -	\$ 233,519
Designated Amounts (9775-9780)	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Unappropriated Amount - Unrestricted (9790)	\$ 449,977	\$ -	\$ -	\$ 449,977
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	8.05%			8.05%

# Sonoma County Office of Education

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## I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

### Combined General Fund

Bargaining Unit:

Harmony Union Teachers Association

	2024-25	2025-26	2026-27
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
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
<b>TOTAL REVENUES</b>	\$ 6,217,189	\$ 6,296,166	\$ 6,555,782
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 2,205,761	\$ 2,059,885	\$ 2,156,482
Classified Salaries (2000-2999)	\$ 1,215,223	\$ 1,205,144	\$ 1,254,836
Employee Benefits (3000-3999)	\$ 1,792,036	\$ 1,805,258	\$ 1,872,070
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		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 6,411,260	\$ 6,334,957	\$ 6,569,093
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (194,071)	\$ (38,791)	\$ (13,311)
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
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 255,929	\$ (88,791)	\$ (63,311)
<b>BEGINNING BALANCE</b>	\$ 1,580,249	\$ 1,836,178	\$ 1,747,387
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 1,836,178	\$ 1,747,387	\$ 1,684,076
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$ 152,682	\$ 152,682	\$ 154,755
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 233,519	\$ 316,748	\$ 328,455
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)	\$ 449,977	\$ 277,957	\$ 200,866
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)	\$ 8,491,760	\$ 7,914,957	\$ 8,149,093
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)	\$ 424,588	\$ 395,748	\$ 407,455

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 233,519	\$ 316,748	\$ 328,455
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 449,977	\$ 277,957	\$ 200,866
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	\$ 925,975	\$ 844,184	\$ 785,800
f.	Reserve for Economic Uncertainties Percentage	10.90%	10.67%	9.64%

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:

The Three (3) Year Settlement amount was included in all three (3) budget years, which is why there is no increase. SY 2025-26 is expected to decrease 2.0 Certificated FTEs, which explains why out year Credentialed salaries and benefits are less than SY 2024-25.

**Sonoma County Office of Education**

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 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:**

Revenues/Other Financing Sources  
Expenditures/Other Financing Uses  
Ending Balance(s) Increase (Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	-
\$	-

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.**

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## Assumptions

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

2024-25 Credentialed Salary Schedule will be increased by 3% on-going.

2025-26 Credentialed Salary Schedule will be increased by 3% on-going.

2026-27 Credentialed Salary Schedule will be increased by 3% on-going.

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

n/a

**Sonoma County Office of Education**

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.

\_\_\_\_\_  
**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.**