

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

Name of District: Albany Unified

Name of Bargaining Unit: All Units

Certificated or Classified: Certificated and Classified

The proposed agreement covers the period beginning: 7/1/2025 and ending: 6/30/2026
 (date) (date)

The Governing Board will take action on: 3/10/2026
 (date)

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

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement	Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
		Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1 Salary Schedule Increase (Decrease)	\$ 37,140,111	\$ 742,351		
		2.00%	0.00%	0.00%
2 Step & Column Increase (Decrease) due to movement plus any changes due to settlement				
		0.00%	0.00%	0.00%
3a Other Compensation Stipends, Bonuses, Longevity Overlap, Differential, Callback or Standby Pay, etc.				
		0.00%	0.00%	0.00%
3b Description of Other Compensation (Listed on Line 3 above)				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 12,671,715	\$ 253,434		
		2.00%	0.00%	0.00%
5 Health/Welfare Increases				
		0.00%	0.00%	0.00%
6 Total Cost of Negotiated Settlement (Add Items 1 through 5 to equal 6)	\$ 49,789,256	\$ 995,785	\$ -	\$ -
		2.00%	0.00%	0.00%
7 Total number of represented Employees (Use FTEs)	365	365		
8 Total Compensation Average Cost per Employee	\$ 136,409	\$ 2,728	\$ -	\$ -
		2.00%	0.00%	0.00%

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Name of District: **Albany Unified**

Name of Bargaining Unit: **All Units**

The Governing Board will take action on: **3/10/2026**

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 As of: 12/09/2025	Adjustments as a result of Settlement	Other Revisions due to Settlement and/or Other Unit Agreements	Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 44,925,582	\$ -	\$ -	\$ 44,925,582
Federal Revenue (8100-8299)	\$ -	\$ -	\$ -	\$ -
Other State Revenue (8300-8599)	\$ 842,520	\$ -	\$ -	\$ 842,520
Other Local Revenue (8600-8799)	\$ 2,489,183	\$ -	\$ -	\$ 2,489,183
Total Revenues	\$ 48,257,285	\$ -	\$ -	\$ 48,257,285
Expenditures				
Certificated Salaries (1000-1999)	\$ 17,254,783	\$ 345,096	\$ -	\$ 17,599,881
Classified Salaries (2000-2999)	\$ 5,677,772	\$ 111,315	\$ -	\$ 5,677,087
Employee Benefits (3000-3999)	\$ 11,535,340	\$ 127,046	\$ -	\$ 11,535,340
Books and Supplies (4000-4999)	\$ 747,631	\$ -	\$ -	\$ 747,631
Services & Operating Expenses (5000-5999)	\$ 4,522,369	\$ -	\$ -	\$ 4,522,369
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299 & 7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (431,427)	\$ -	\$ -	\$ (431,427)
Total Expenditures	\$ 39,067,424	\$ 583,457	\$ -	\$ 39,650,881
Operating Surplus (Deficit)	\$ 9,189,861	\$ (583,457)	\$ -	\$ 8,606,404
Other Sources and Transfers In (8910-8979)	\$ 28,300	\$ -	\$ -	\$ 28,300
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (10,325,130)	\$ -	\$ -	\$ (10,325,130)
Current Year Increase (Decrease) In Fund Balance	\$ (1,106,969)	\$ (583,457)	\$ -	\$ (1,690,426)
Beginning Balance	\$ 7,065,988			\$ 7,065,988
Pr. Year Audit Adj./Restatements (9793-9795)				\$ -
Current Year Ending Balance	\$ 5,959,019	\$ (583,457)	\$ -	\$ 5,375,562
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 25,000			\$ 25,000
Reserved for Economic Uncertainties (9789)	\$ 2,250,063.03	\$ 29,873.55	\$ -	\$ 2,279,937

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Designated Amounts (9775-9780)	\$	1,500,042			\$	1,500,042		
Unappropriated Amounts (9790)	\$	2,183,914	\$	(613,330)	\$	-	\$	1,570,584
Comments (Major changes): <div style="background-color: yellow; height: 40px; width: 100%;"></div>								

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Public Disclosure of Collective Bargaining Agreement
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Name of District:

Albany Unified

Name of Bargaining Unit:

All Units

The Governing Board will take action on:

3/10/2026

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 Latest Board- Approved Budget Before Settlement As of: 12/09/2025	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 290,205	\$ -	\$ -	\$ 290,205
Federal Revenue (8100-8299)	\$ 1,046,548	\$ -	\$ -	\$ 1,046,548
Other State Revenue (8300-8599)	\$ 9,830,524	\$ -	\$ -	\$ 9,830,524
Other Local Revenue (8600-8799)	\$ 10,158,150	\$ -	\$ -	\$ 10,158,150
Total Revenues	\$ 21,325,427	\$ -	\$ -	\$ 21,325,427
Expenditures				
Certificated Salaries (1000-1999)	\$ 10,185,732	\$ 199,720	\$ -	\$ 10,385,452
Classified Salaries (2000-2999)	\$ 4,397,191	\$ 86,219	\$ -	\$ 4,483,410
Employee Benefits (3000-3999)	\$ 9,690,593	\$ 126,389	\$ -	\$ 9,816,982
Books and Supplies (4000-4999)	\$ 2,845,347	\$ -	\$ -	\$ 2,845,347
Services & Operating Expenses (5000-5999)	\$ 9,022,918	\$ -	\$ -	\$ 9,022,918
Capital Outlay (6000-6599)	\$ 132,918	\$ -	\$ -	\$ 132,918
Other Outgo (7100-7299 & 7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399, 7500-7599)	\$ 72,306	\$ -	\$ -	\$ 72,306
Total Expenditures	\$ 35,934,677	\$ 412,328	\$ -	\$ 36,347,005
Operating Surplus (Deficit)	\$ (14,609,250)	\$ (412,328)	\$ -	\$ (15,021,578)
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 10,325,130	\$ -	\$ -	\$ 10,325,130
Current Year Increase (Decrease) In Fund Balance	\$ (4,284,120)	\$ (412,328)	\$ -	\$ (4,696,448)
Beginning Balance	\$ 5,361,836			\$ 5,361,836
Pr. Year Audit Adj./Restatements (9793-9795)				\$ -
Current Year Ending Balance	\$ 1,077,716	\$ (412,328)	\$ -	\$ 665,388
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ -	\$ -	\$ -	\$ -

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Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 1,077,716			\$ 665,388
Comments (Major changes):				

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Name of District:

Albany Unified

Name of Bargaining Unit:

All Units

The Governing Board will take action on:

3/10/2026

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 Latest Board- Approved Budget Before Settlement As of: 12/09/2025	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 45,215,787	\$ -	\$ -	\$ 45,215,787
Federal Revenue (8100-8299)	\$ 1,046,548	\$ -	\$ -	\$ 1,046,548
Other State Revenue (8300-8599)	\$ 10,673,044	\$ -	\$ -	\$ 10,673,044
Other Local Revenue (8600-8799)	\$ 12,647,333	\$ -	\$ -	\$ 12,647,333
Total Revenues	\$ 69,582,712	\$ -	\$ -	\$ 69,582,712
Expenditures				
Certificated Salaries (1000-1999)	\$ 27,785,613	\$ 544,816	\$ -	\$ 27,785,613
Classified Salaries (2000-2999)	\$ 10,074,279	\$ 197,535	\$ -	\$ 10,074,279
Employee Benefits (3000-3999)	\$ 21,225,932	\$ 253,434	\$ -	\$ 21,225,932
Books and Supplies (4000-4999)	\$ 3,592,978	\$ -	\$ -	\$ 3,592,978
Services & Operating Expenses (5000-5999)	\$ 13,545,287	\$ -	\$ -	\$ 13,545,287
Capital Outlay (6000-6599)	\$ 132,918	\$ -	\$ -	\$ 132,918
Other Outgo (7100-7299 & 7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (359,121)	\$ -	\$ -	\$ (359,121)
Total Expenditures	\$ 75,002,101	\$ 995,785	\$ -	\$ 75,997,886
Operating Surplus (Deficit)	\$ (5,419,389)	\$ (995,785)	\$ -	\$ (6,415,174)
Other Sources and Transfers In (8910-8979)	\$ 28,300	\$ -	\$ -	\$ 28,300
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ (5,391,089)	\$ (995,785)	\$ -	\$ (6,386,874)
Beginning Balance	\$ 12,427,824			\$ 12,427,824
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 7,036,735	\$ (995,785)	\$ -	\$ 6,040,950
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 25,000	\$ -	\$ -	\$ -

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Reserved for Economic Uncertainties (9789)	\$ 2,250,063	\$ 29,874	\$ -	\$ 2,279,937
Designated Amounts (9775-9780)	\$ 1,500,042	\$ -	\$ -	\$ 1,500,042
Unappropriated Amounts - Unrestricted (9790)	\$ 2,183,914	\$ (613,330)	\$ -	\$ 1,570,584
Unappropriated Amounts - Restricted (9790)	\$ 1,077,716	\$ -	\$ -	\$ 665,388
Unrestricted Reserves Percentage	7.35%			5.07%

Comments (Major changes):

[Redacted area]

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Public Disclosure of Collective Bargaining Agreement
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Name of District: Albany Unified

Name of Bargaining Unit: All Units

The Governing Board will take action on: 3/10/2026

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	FY	FY	FY
Revenues			
LCFF Revenue Sources	45,215,787	46,255,682	47,320,975
Federal Revenue	1,046,548	1,046,548	1,046,548
Other State Revenue	10,673,044	9,585,303	9,604,844
Local Revenue	12,647,333	12,942,611	13,228,293
Other Financing Sources	28,300	28,300	28,300
Other Adjustments			
Total Revenue	69,611,012	69,858,444	71,228,960
Expenditures			
Certificated Salaries	27,785,613	27,785,613	28,296,868
Step & Column Adjustment		11,255	424,453
Settlement-Related Costs (+/-)			
Other Adjustments			
Total Certificated Salaries	27,785,613	28,296,868	28,721,321
Classified Salaries	10,074,279	10,074,279	10,225,393
Step & Column Adjustment		151,114	153,381
Settlement-Related Costs (+/-)			
Other Adjustments			
Total Classified Salaries	10,074,279	10,225,393	10,378,774
Employee Benefits	21,225,932	21,597,286	21,921,245
Settlement-Related Costs (+/-)			
Books & Supplies	3,592,978	2,028,204	2,083,372
Services, Other Operating Exp	13,545,287	10,386,499	9,676,007
Capital Outlay	132,918		
Other Outgo (Excluding Transfers of Indirect Costs)	0		
Other Outgo - Transfers of Indirect Costs	(359,121)	(359,121)	(359,121)
Other Financing Uses	0		
Other Adjustments		(550,000)	(550,000)
Total Expenditures	75,997,886	71,625,129	71,871,598
Net Increase(Decrease) in Fund Balance	(6,386,874)	(1,766,685)	(642,638)
Beginning Fund Balance	12,427,824	6,040,950	4,274,265
Audit Adjustments/Restatements	0		
Ending Balance	6,040,950	4,274,265	3,631,626
Components of Ending Balance			
Revolving & Stores			
Restricted Balance & Other Designations	1,500,042	1,432,503	358,978
Required Reserve	2,279,937	2,148,754	2,156,148
Unrestricted Balance (Incl Revolving)	2,260,971	693,008	1,116,500
ADA Assumption:			

Comments (Major changes):

Decisions for the anticipated reduction needed will begin in FY27

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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	75,997,886	71,625,129	71,871,598
b. Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c. REU Amount:	\$ 2,279,937	\$ 2,148,754	\$ 2,156,148

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

a. General Fund Unrestricted REU	\$ 2,279,937	\$ 2,148,754	\$ 2,156,148
b. General Fund Unrestricted Unassigned/Unappropriated	\$ 2,260,971	\$ 693,008	\$ 1,116,500
c. Special Reserve Fund 17- REU	\$ -	\$ -	\$ -
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ -	\$ -	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 4,540,908	\$ 841,762	\$ 3,272,648

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

Yes Yes Yes

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

[Yellow shaded area for response]

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.

District will release one time unappropriated fund balance funds to address cashflow

[Yellow shaded area for response]

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Name of District: Albany Unified

Name of Bargaining Unit: All Units

The Governing Board will take action on: 3/10/2026

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"?

2%

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

No

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

NA

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

Prep time for particular elementary positions, resulting in a total of 150 minutes of preparation time during the school week. Lower caseload at the middle school for counselors and district psychologists to support student services and manage caseloads.

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

NA

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

NA

Public Disclosure of Collective Bargaining Agreement

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Name of District: Albany Unified

Name of Bargaining Unit: All Units

The Governing Board will take action on: 3/10/2026

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?

NA

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)?

LCFF and releasing discretionary funding

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.).

In the multiyear projections, Albany USD will bring a resolution for expenditure reductions (current estimate ~\$1M for impacting FY28) in unrestricted funds.

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.

It will increase the deficit spending in the current and subsequent years. In the multiyear projections, Albany USD will bring a resolution for expenditure reductions (current estimate ~\$1M) in unrestricted funds.

17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent Year	\$ (550,000)	Reduction to balance unrestricted in FY27
2nd Subsequent Year	\$ (550,000)	Reduction to balance unrestricted in FY28

Additional Explanation (if necessary)

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Albany 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.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	-	-	-	-
On-going	995,705	1,013,709	1,028,915	3,038,409
Total	995,705	1,013,709	1,028,915	3,038,409

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).

Public Disclosure of Collective Bargaining Agreement

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

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	995,785	1,013,709	1,028,915
Resolution for expenditure reductions		(550,000)	(550,000)
Ending Fund Balance Increase (Decrease)	(995,785)	(463,709)	(478,915)

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 _____ Unified _____ School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

District Superintendent (Signature)

2/20/2026

Date

Sara Stone

District Superintendent (Type Name)

Chief Business Official (Signature)

2/20/2026

Date

Linda Wu

Chief Business Official (Type Name)

Public Disclosure of Collective Bargaining Agreement
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Albany 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.

_____ 2/20/2026
District Superintendent (or Designee) **Date**
(Signature)

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 3/10/2026, took action to approve the proposed Agreement with the All Unions Bargaining Unit.

_____ _____
President (or Clerk) Governing Board **Date**
(Signature)

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.