

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:	Sonoma Valley Unified School District
Name of Bargaining Unit:	Valley of the Moon Teachers Association
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: January 11, 2024 and ending: June 30, 2024  
(date) (date)

The Governing Board will act upon this agreement on: January 11, 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 - 2023-24	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		FY 2023-24	FY -	FY -
1 <b>Salary Schedule</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 262,279,605	\$ -	\$ -	\$ -
	\$ 262,279,605	0.00%	0.00%	0.00%
2 <b>Other Compensation -</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	0	\$ 30,000	\$ -	\$ -
3 <b>Description of other compensation</b>	one time early tell of 2,000			
3 <b>Statutory Benefits -</b> STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 10,970,015	\$ 2,400	\$ -	\$ -
	10970015	0.022%	0.00%	0.00%
4 <b>Health/Welfare Plans</b>	\$ 7,632,488	\$ -	\$ -	\$ -
	7632488	0.00%	0.00%	0.00%
5 <b>Total Compensation -</b> Add Items 1 through 4 to equal 5	\$ 280,882,108	\$ 32,400	\$ -	\$ -
		0.012%	0.00%	0.00%
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)	186.30			
8 <b>Total Compensation Average Cost per Employee</b>	\$ 1,507,687	\$ 174	\$ -	\$ -
		0.012%	0.00%	0.00%

## Sonoma Valley Unified 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"?

No percentage increase was negotiated. This is a side letter only offering an early tell incentive

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

There were additional steps, columns or ranges in this agreement

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

District is offering a one-time \$2,000 early tell incentive to certificated staff submitting their nonrevocable retirement notification

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

If yes, please describe the cap amount.

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

There were no noncompensations items in this agreement

- 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.)

The district is experiencing large deficit spending each year, this offer does increase the deficit but will provide the district with information regarding the number of staff the district will need to layoff in March. The district will reduce expenditures in noninstructional areas to cover the cost of this agreement.



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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.

This agreement will not increase deficit spending in the current or subsequent years. The district will offset the cost of this incentive by cutting expenditures in other areas.

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

n/a

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

## 1. Current Year

general fund

## 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)?

There will be no ongoing costs

## 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.)

n/a

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

Bargaining Unit:

Valley of the Moon Teachers Association

	Column 1 Latest Board-Approved Budget Before Settlement (As of December 14, 2023 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 53,178,849	\$ -	\$ -	\$ 53,178,849
Remaining Revenues (8100-8799)	\$ 1,123,322	\$ -	\$ -	\$ 1,123,322
<b>TOTAL REVENUES</b>	\$ 54,302,171	\$ -	\$ -	\$ 54,302,171
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 18,641,912	\$ 30,000	\$ -	\$ 18,671,912
Classified Salaries (2000-2999)	\$ 7,541,956	\$ -	\$ -	\$ 7,541,956
Employee Benefits (3000-3999)	\$ 12,988,536	\$ 2,400	\$ -	\$ 12,990,936
Books and Supplies (4000-4999)	\$ 1,930,105	\$ -	\$ -	\$ 1,930,105
Services, Other Operating Expenses (5000-5999)	\$ 3,808,935	\$ (32,400)	\$ -	\$ 3,776,535
Capital Outlay (6000-6599)	\$ 486,981	\$ -	\$ -	\$ 486,981
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (122,122)	\$ -	\$ -	\$ (122,122)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 45,276,303	\$ -	\$ -	\$ 45,276,303
<b>OPERATING SURPLUS/(DEFICIT)</b>	\$ 9,025,868	\$ -	\$ -	\$ 9,025,868
Transfers In and Other Sources (8910-8979)	\$ 209,165	\$ -	\$ -	\$ 209,165
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (12,795,390)	\$ -	\$ -	\$ (12,795,390)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (3,560,357)	\$ *	\$ -	\$ (3,560,357)
<b>BEGINNING BALANCE</b>	\$ 6,790,550			\$ 6,790,550
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 3,230,193	\$ -	\$ -	\$ 3,230,193
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 10,000	\$ -	\$ -	\$ 10,000
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ 3,220,193	\$ -	\$ -	\$ 3,220,193

\* Please see question on page 7.



## Sonoma Valley Unified School District

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

Bargaining Unit:

Valley of the Moon Teachers Association

	Column 1 Latest Board-Approved Budget Before Settlement (As of December 14, 2023 )	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 757,857	\$ -	\$ -	\$ 757,857
Remaining Revenues (8100-8799)	\$ 12,542,988	\$ -	\$ -	\$ 12,542,988
<b>TOTAL REVENUES</b>	\$ 13,300,845	\$ -	\$ -	\$ 13,300,845
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 7,586,048	\$ -	\$ -	\$ 7,586,048
Classified Salaries (2000-2999)	\$ 4,630,777	\$ -	\$ -	\$ 4,630,777
Employee Benefits (3000-3999)	\$ 6,991,350	\$ -	\$ -	\$ 6,991,350
Books and Supplies (4000-4999)	\$ 994,172	\$ -	\$ -	\$ 994,172
Services, Other Operating Expenses (5000-5999)	\$ 9,347,759	\$ -	\$ -	\$ 9,347,759
Capital Outlay (6000-6599)	\$ 310,865	\$ -	\$ -	\$ 310,865
Other Outgo (7100-7299) (7400-7499)	\$ 122,122	\$ -	\$ -	\$ 122,122
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 29,983,093	\$ -	\$ -	\$ 29,983,093
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (16,682,248)	\$ -	\$ -	\$ (16,682,248)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 13,464,494	\$ -	\$ -	\$ 13,464,494
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (3,217,754)	\$ *	\$ -	\$ (3,217,754)
<b>BEGINNING BALANCE</b>	\$ 9,409,142			\$ 9,409,142
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 6,191,388	\$ -	\$ -	\$ 6,191,388
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 6,191,388	\$ -	\$ -	\$ 6,191,388
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

## Sonoma Valley Unified School District

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

Bargaining Unit:

Valley of the Moon Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of December 14, 2023)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 53,936,706	\$ -	\$ -	\$ 53,936,706
Remaining Revenues (8100-8799)	\$ 13,666,310	\$ -	\$ -	\$ 13,666,310
<b>TOTAL REVENUES</b>	\$ 67,603,016	\$ -	\$ -	\$ 67,603,016
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 26,227,960	\$ 30,000	\$ -	\$ 26,257,960
Classified Salaries (2000-2999)	\$ 12,172,733	\$ -	\$ -	\$ 12,172,733
Employee Benefits (3000-3999)	\$ 19,979,886	\$ 2,400	\$ -	\$ 19,982,286
Books and Supplies (4000-4999)	\$ 2,924,277	\$ -	\$ -	\$ 2,924,277
Services, Other Operating Expenses (5000-5999)	\$ 13,156,694	\$ (32,400)	\$ -	\$ 13,124,294
Capital Outlay (6000-6599)	\$ 797,846	\$ -	\$ -	\$ 797,846
Other Outgo (7100-7299) (7400-7499)	\$ 122,122	\$ -	\$ -	\$ 122,122
Direct Support/Indirect Cost (7300-7399)	\$ (122,122)	\$ -	\$ -	\$ (122,122)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 75,259,396	\$ -	\$ -	\$ 75,259,396
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (7,656,380)	\$ -	\$ -	\$ (7,656,380)
Transfer In and Other Sources (8910-8979)	\$ 209,165	\$ -	\$ -	\$ 209,165
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 134,646,494	\$ -	\$ -	\$ 134,646,494
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 127,199,279	\$ *	\$ -	\$ 127,199,279
<b>BEGINNING BALANCE</b>	\$ 16,199,692			\$ 16,199,692
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 143,398,971	\$ -	\$ -	\$ 143,398,971
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$ 6,201,388	\$ -	\$ -	\$ 6,201,388
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount - Unrestricted (9790)	\$ 3,220,193	\$ -	\$ -	\$ 3,220,193
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	4.28%			4.28%



## Sonoma Valley Unified School District

**I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS****Combined General Fund**

Bargaining Unit:

Valley of the Moon Teachers Association

	Current Year	Year 2	Year 3
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 53,936,706	\$ 55,742,252	\$ 67,379,881
Remaining Revenues (8100-8799)	\$ 13,666,310	\$ 13,380,061	\$ 3,456,929
<b>TOTAL REVENUES</b>	\$ 67,603,016	\$ 69,122,313	\$ 70,836,810
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 26,257,960	\$ 25,035,641	\$ 25,026,943
Classified Salaries (2000-2999)	\$ 12,172,733	\$ 11,823,287	\$ 11,922,325
Employee Benefits (3000-3999)	\$ 19,982,286	\$ 19,748,984	\$ 19,786,585
Books and Supplies (4000-4999)	\$ 2,924,277	\$ 2,884,518	\$ 2,728,039
Services, Other Operating Expenses (5000-5999)	\$ 13,124,294	\$ 12,877,066	\$ 12,638,305
Capital Outlay (6000-6999)	\$ 797,846	\$ 300,000	\$ 260,000
Other Outgo (7100-7299) (7400-7499)	\$ 122,122	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (122,122)	\$ -	\$ -
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 75,259,396	\$ 72,669,496	\$ 72,362,197
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (7,656,380)	\$ (3,547,183)	\$ (1,525,387)
Transfers In and Other Sources (8910-8979)	\$ 209,165	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 127,199,279	\$ (3,547,183)	\$ (1,525,387)
<b>BEGINNING BALANCE</b>	\$ 16,199,692	\$ 8,296,371	\$ 4,749,188
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 143,398,971	\$ 4,749,188	\$ 3,223,801
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$ 6,201,388	\$ 4,631,496	\$ 3,221,605
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ -	\$ -	\$ -
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ 3,220,193	\$ 117,692	\$ 2,196
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

## Sonoma Valley Unified School District

**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)	\$ 75,259,396	\$ 72,669,496	\$ 72,362,197
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	0.03	3.00%	3.00%
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)	\$ 2,257,782	\$ 2,180,085	\$ 2,170,866

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 3,220,193	\$ 117,692	\$ 2,196
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 3,220,193	\$ 117,692	\$ 2,196
f.	Reserve for Economic Uncertainties Percentage	4.28%	0.16%	0.00%

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

Current Year  
Year 2  
Year 3

Yes ☒  
Yes ☐  
Yes ☐

No ☐  
No ☒  
No ☒

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

The district plans on not filling vacant positions and possible laying off employees if necessary



## Sonoma Valley Unified 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:

Total adjustments match the increase

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

The district is trying to right size the staffing levels and this incentive will help the district better plan for the subsequent years

## Sonoma Valley Unified 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 \_\_\_\_\_

**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

*Jeanette Roling - Chier*  
District Superintendent  
(Signature)

1/4/24  
Date

☒ I hereby certify ☐ I am unable to certify

*Bina H*  
Chief Business Official  
(Signature)

1/4/24  
Date

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



## Sonoma Valley Unified School District

**Assumptions**

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

The district plans to not fill the positions of those retiring this year. This incentive will allow staff to better anticipated those retiring

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

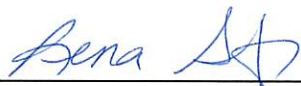
There are no concerns regarding affordability of agreement

## Sonoma Valley Unified 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



Contact Person



Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its

meeting on January 11, 2024 , took action to approve the proposed Agreement

with the VMTA

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.