

**Delano Union School District**  
**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5  
 Delano Union Elementary School Teachers Association - **Certificated**

The proposed agreement covers the period beginning July 1, 2025 and ending June 30, 2026 and will be acted upon by the Governing Board at its meeting on November 12, 2025.

**Note:**

1% salary increase =	\$ 399,902	\$411,899	\$411,899
1% statutory benefit increase =	\$ 87,458	\$90,082	\$90,082
1% salary and statutory benefit increase =	\$ 487,360	\$501,981	\$501,981

A. Proposed Change in Compensation - Fund 01 - General Fund					
		Fiscal Impact of Proposed Agreement			Comments
		Current Year 2024-2025	Year 2 2025-2026	Year 3 2026-2027	
<b>Compensation</b>					
1. Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
2. Salary Schedule - Increase/(Decrease)	Cost (+/-)	\$ 599,853	\$ -	\$ -	Salary schedule increase of 1.5%
	Percent	1.50%	0.00%	0.00%	
3. Other Compensation - Increase/(Decrease) of Refunds -  Description:	Cost (+/-)	\$ 199,951.00	\$ -	\$ -	One time bonus of 0.5%
	Percent	0.50%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 174,916.00	\$ -	\$ -	Statutory benefit costs on salary increase and one time bonus.
	Percent	2.00%	0.00%	0.00%	
5. Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-)		\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 974,720	\$ -	\$ -	
	Percent	2.00%	0.00%	0.00%	
7. Total Number of Represented Employees		406.0	406	406	
8. Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-)	\$ 2,401	\$ -	\$ -	
	Percent	2.00%	0.00%	0.00%	

**B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

Perfect attendance (Article III, Section C) has been removed.

**C. What are the specific impacts on instructional and support programs to accommodate the settlement?**

N/A

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

N/A

**E. Source of Funding for Proposed Agreement**

Various resources in Fund 01, Fund 09, Fund 12 that are currently being used for salaries & benefits.

*1. State Reserve Standard*

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	120,174,255
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	3,605,228

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	7,176,113
b. General Fund Budgeted Unrestricted Reserved Amounts	\$	-
c. General Fund Budgeted Unrestricted Board Designated Amounts	\$	6,786,846
d. General Fund Budgeted Unappropriated Amount	\$	2,852,530
e. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$	-
f. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$	-
g. Article XIII-B Fund (J0241) - Budgeted Designated for Economic Uncertainties	\$	-
h. Article XIII-B Fund (J0241) - Budgeted Unappropriated Amount		
i. Total District Budgeted Unrestricted Reserves	\$	16,815,489

*3. Do unrestricted reserves meet the state standard minimum reserve amounts?*

Yes

**Impact Of Proposed Agreement On Current Year Operating Budget-DUESTA  
Fund 01 - General Fund**

Description	Column 1 Latest Board Approved Budget	Column 2 Adjustments for 45 Day Revisions	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
<b>Revenues</b>				
Revenue Limit Sources (8010-8099)	\$ 67,627,793	\$ -	\$ -	\$ 67,627,793
Remaining Revenues (8100-8799)	\$ 39,822,553	\$ -	\$ -	\$ 39,822,553
<b>Total Revenues</b>	\$ 107,450,346	\$ -	\$ -	\$ 107,450,346
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 42,404,188	\$ -	\$ 799,804	\$ 43,203,992
2000 Classified Salaries	\$ 19,814,728	\$ -	\$ -	\$ 19,814,728
3000 Employees' Benefits	\$ 33,656,865	\$ -	\$ 22,576	\$ 33,679,441
4000 Books & Supplies	\$ 11,689,899	\$ -	\$ (250,000)	\$ 11,439,899
5000 Services & Operating Expenses	\$ 9,285,667	\$ -	\$ -	\$ 9,285,667
6000 Capital Outlay	\$ 1,013,453	\$ -	\$ -	\$ 1,013,453
7000 Other	\$ 1,737,075	\$ -	\$ -	\$ 1,737,075
<b>Total Expenditures</b>	\$ 119,601,875	\$ -	\$ 572,380	\$ 120,174,255
Operating Surplus (Deficit)	\$ (12,151,529)	\$ -	\$ (572,380)	\$ (12,723,909)
Other Sources and Transfers In	\$ 595,000			\$ 595,000
Other Uses and Transfers Out			\$ -	\$ -
Current Yr Incr/(Decr) In Fund Balance	\$ (11,556,529)	\$ -	\$ (572,380)	\$ (12,128,909)
Beginning Balance	\$ 40,423,297			\$ 40,423,297
Current-Year Ending Balance	\$ 28,866,768		\$ (572,380)	\$ 28,294,388
Components of Ending Balance				
Reserved Amounts	\$ -			\$ -
Reserved for Economic Uncertainties	\$ 7,176,113			\$ 7,176,113
Board Designated Amounts	\$ 6,786,846		\$ -	\$ 6,786,846
Legally Restricted	\$ 11,478,899			\$ 11,478,899
Undesignated Amounts	\$ 3,424,910			\$ 2,852,530

\* If the total amount of the Adjustment in Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted, there were revenue revisions as reflected in Col. 3., etc.), explain the variance below.

Please include comments and explanations as necessary:

> Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 because part of the salary increase is from other funds and the one time bonus will be from the ending fund balance.

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

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the **Delano Union Elementary School District**, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the **Delano Union Elementary Teacher's Association Bargaining Unit, during the term of the agreement from July 1, 2025 to June 30, 2026.**

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

	Budget Adjustment Increase (Decrease)
Budget Adjustment Categories:	
Revenues/Other financing Sources	\$ -
Expenditures/Other Financing Uses	\$ <u>572,380</u>
Ending Balance Increase (Decrease)	\$ <u><u>(572,380)</u></u>

N/A        (no budget revisions necessary)



\_\_\_\_\_  
District Superintendent

11/4/2025  
Date



\_\_\_\_\_  
Chief Business Officer

11/4/2025  
Date

**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 summaries 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 "Disclosure of Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Financial Officer  
(Signature)

\_\_\_\_\_  
Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on **November 12, 2025** took action to approve the proposed Agreement with the **Delano Union Elementary Teacher's Association Bargaining Unit**.

\_\_\_\_\_  
President (or Clerk) of the Governing Board  
(Signature)

\_\_\_\_\_  
Date