

**Orange County Department of Education
District Fiscal Services**

FINAL

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449**

School District - Bargaining Unit: Orange Unified School District - Orange Unified Education Association (OUEA)
Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2025 and ending: June 30, 2026
(date) (date)

The Governing Board will act upon this agreement on: May 21, 2026
(date)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
1 Salary Schedule Increase (Decrease)	\$ 138,079,650	\$ 5,521,848	\$ -	\$ -
		4.00%	0.00%	0.00%
2 Step and Column Increase (Decrease) Due to movement plus	\$ -	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
3 Other Compensation - Year 1 Increase One-time off-schedule payment of \$785 (prorated for less than 1 FTE). One-time Retirement Incentive Year 2 ILT Stipend, SAI workload Stipend, Nurse 3 Add'l days, Dual Immersion Stipend Description of other compensation:		\$ 957,457	\$ 605,524	\$ -
		0.69%	0.44%	0.00%
		\$ -	\$ -	\$ -
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 32,876,765	\$ 1,534,628	\$ 144,375	\$ -
		4.67%	0.44%	0.00%
5 Health/Welfare Plans		\$ -	\$ 1,551,500	\$ -
		0.00%	1.12%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 170,956,415	\$ 8,013,933	\$ 2,301,399	\$ -
7 Total Number of Represented Employees	1,444.04	1444.04	1444.04	1444.04
8 Total Compensation Average Cost per Employee	\$ 118,388	\$ 5,550	\$ 1,594	\$ -
		4.69%	1.35%	0.00%

**Orange County Department of Education
District Fiscal Services**

FINAL

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"?

4% on-schedule raise retro to 7/1/25 for Teacher/Nurse, Counselor, Media Spec., Psychologist & SLP schedules. One-time \$785 off-schedule payment based on full-time equivalency (FTE) and for less than full-time equivalency will receive prorated off-schedule payment

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.

Misc. hourly rate defined as 0.08% of Step 1/Col 1 Teacher/Nurse salary. Retroactive on-schedule payments shall be made on or around October 1, 2026

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

If yes, please describe the cap amount.

The District contributes toward health insurance premiums up to the following caps per benefit year:

Effective 10/1/2026 (Cap increase of \$1,000 to Employee only, \$1,500 to Employee +1, \$2,000 to Family)

Employee Only - \$9,796; Employee +1 Dependent - \$19,157 ; Family - \$24,576

Premium costs exceeding the cap are paid by the employee through payroll deductions.

B. Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Art. 5: Behavior framework committee continues; update due 10/31/26. Art. 6: IEP/SST/504 mtgs start \leq 10 min after student day, end within 60 min. Art. 9: Elem. IEP students (50%+ gen ed) on teacher roster; combo classes assigned equitably. Art. 13: Cooling run-times extended 1 hr post-instruction; safe/functional environment maintained.

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

Counselors' ratios maintained for middle and high schools, the district will use reasonable efforts to assign elementary counselors at each site. 6 elementary ILT member stipend \$1,500 per year; TK-6 grades Dual immersion (Mandarin and Spanish) teacher's stipend for \$333 per semester for a total of \$1,000 per year added per Appendix B7. MOU for SAI Workload stipend for \$1,000 for 2026-27 year; one -time \$1,700 retirement stipend for eligible employees who retire by June 1, 2026, with 15 years of service and TK/K meet and Greet MOU for 2025-26 year.

D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

N/A

E. Will this agreement create, increase or decrease 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.

General Fund is projected to decrease by about \$111M in 2025–26 after the settlement due to one-time costs and transfers out. The ongoing 4% salary increase, and higher health & welfare caps are funded through LCFF revenues.

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

Ongoing costs are funded with ongoing LCFF revenue and General Fund attrition savings: 4% on-schedule salary increase retroactive to 7/1/2025 (Teacher/Nurse, Counselor, Media Specialist, Psychologist, SLT schedules); increased Health & Welfare caps (EE only \$8,296→\$9,796; EE+1 \$17,657→\$19,157; Family \$22,576→\$24,576); new Elementary ILT stipend (\$1,500/yr) and Dual Immersion stipend (\$1,000/yr). One-time costs are covered by one-time General Fund reserves: \$785 off-schedule payment per FTE, \$1,700 early-retirement notification stipend, SAI workload stipend up to \$1,000 (26-27 only), Nurse additional-days per-diem (up to 3 days, 26-27 only), and OUEA President release reimbursement (offset by Association).

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)?

Ongoing revenues and attrition within General Fund will sustain an ongoing 4% raise.

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 -This is a single-year agreement.

**Orange County Department of Education
District Fiscal Services**

FINAL

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **Orange Unified Education Association (OUEA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/12/2026)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 303,012,084			\$ 303,012,084
Remaining Revenues (8100-8799)	\$ 25,898,385			\$ 25,898,385
TOTAL REVENUES	\$ 328,910,469	\$ -	\$ -	\$ 328,910,469
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 125,194,396	\$ 4,600,307		\$ 129,794,703
Classified Salaries (2000-2999)	\$ 42,544,539			\$ 42,544,539
Employee Benefits (3000-3999)	\$ 66,230,463	\$ 1,091,716		\$ 67,322,179
Books and Supplies (4000-4999)	\$ 8,289,618			\$ 8,289,618
Services, Other Operating Expenses (5000-5999)	\$ 25,656,006			\$ 25,656,006
Capital Outlay (6000-6599)	\$ 5,151,762			\$ 5,151,762
Other Outgo (7100-7299) (7400-7499)	\$ 5,723,186			\$ 5,723,186
Direct Support/Indirect Cost (7300-7399)	\$ (5,805,029)			\$ (5,805,029)
Other Adjustments				
TOTAL EXPENDITURES	\$ 272,984,941	\$ 5,692,023	\$ -	\$ 278,676,964
OPERATING SURPLUS (DEFICIT)	\$ 55,925,528	\$ (5,692,023)	\$ -	\$ 50,233,505
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 3,746,213			\$ 3,746,213
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 114,652,939			\$ 114,652,939
CONTRIBUTIONS (8980-8999)	\$ (43,659,103)			\$ (43,659,103)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (98,640,301)	\$ (5,692,023)	\$ -	\$ (104,332,324)
BEGINNING BALANCE	\$ 159,097,513			\$ 159,097,513
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 60,457,212	\$ (5,692,023)	\$ -	\$ 54,765,189
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 408,485			\$ 408,485
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ 6,498,114			\$ 6,498,114
Other Assignments (9780)	\$ 37,355,334	\$ (5,932,442)		\$ 31,422,892
Reserve for Economic Uncertainties (9789)	\$ 16,195,279	\$ 240,419		\$ 16,435,698
Unassigned/Unappropriated (9790)	\$ -			\$ -

* Please see question on page 7.

**Orange County Department of Education
District Fiscal Services**

FINAL

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **Orange Unified Education Association (OUEA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/12/2026)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ -			\$ -
Remaining Revenues (8100-8799)	\$ 104,469,892			\$ 104,469,892
TOTAL REVENUES	\$ 104,469,892	\$ -	\$ -	\$ 104,469,892
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 36,407,904	\$ 1,878,998		\$ 38,286,902
Classified Salaries (2000-2999)	\$ 22,174,577			\$ 22,174,577
Employee Benefits (3000-3999)	\$ 38,943,084	\$ 442,912		\$ 39,385,996
Books and Supplies (4000-4999)	\$ 15,488,693			\$ 15,488,693
Services, Other Operating Expenses (5000-5999)	\$ 28,449,812			\$ 28,449,812
Capital Outlay (6000-6599)	\$ 4,547,322			\$ 4,547,322
Other Outgo (7100-7299) (7400-7499)	\$ 1,267,042			\$ 1,267,042
Direct Support/Indirect Cost (7300-7399)	\$ 4,926,313			\$ 4,926,313
Other Adjustments				
TOTAL EXPENDITURES	\$ 152,204,747	\$ 2,321,910	\$ -	\$ 154,526,657
OPERATING SURPLUS (DEFICIT)	\$ (47,734,855)	\$ (2,321,910)	\$ -	\$ (50,056,765)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -			\$ -
CONTRIBUTIONS (8980-8999)	\$ 43,659,103			\$ 43,659,103
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (4,075,752)	\$ (2,321,910)	\$ -	\$ (6,397,662)
BEGINNING BALANCE	\$ 56,722,602			\$ 56,722,602
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 52,646,850	\$ (2,321,910)	\$ -	\$ 50,324,940
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ -			\$ -
Restricted Reserves (9740)	\$ 52,646,850	\$ (2,321,910)		\$ 50,324,940
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Other Assignments (9780)	\$ -			\$ -
Reserve for Economic Uncertainties (9789)	\$ -			\$ -
Unassigned/Unappropriated (9790)	\$ -			\$ -

* Please see question on page 7.

**Orange County Department of Education
District Fiscal Services**

FINAL

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: **Orange Unified Education Association (OUEA)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/12/2026)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 303,012,084	\$ -	\$ -	\$ 303,012,084
Remaining Revenues (8100-8799)	\$ 130,368,277	\$ -	\$ -	\$ 130,368,277
TOTAL REVENUES	\$ 433,380,361	\$ -	\$ -	\$ 433,380,361
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 161,602,300	\$ 6,479,305	\$ -	\$ 168,081,605
Classified Salaries (2000-2999)	\$ 64,719,116	\$ -	\$ -	\$ 64,719,116
Employee Benefits (3000-3999)	\$ 105,173,547	\$ 1,534,628	\$ -	\$ 106,708,175
Books and Supplies (4000-4999)	\$ 23,778,311	\$ -	\$ -	\$ 23,778,311
Services, Other Operating Expenses (5000-5999)	\$ 54,105,818	\$ -	\$ -	\$ 54,105,818
Capital Outlay (6000-6599)	\$ 9,699,084	\$ -	\$ -	\$ 9,699,084
Other Outgo (7100-7299) (7400-7499)	\$ 6,990,228	\$ -	\$ -	\$ 6,990,228
Direct Support/Indirect Cost (7300-7399)	\$ (878,716)	\$ -	\$ -	\$ (878,716)
Other Adjustments				
TOTAL EXPENDITURES	\$ 425,189,688	\$ 8,013,933	\$ -	\$ 433,203,621
OPERATING SURPLUS (DEFICIT)	\$ 8,190,673	\$ (8,013,933)	\$ -	\$ 176,740
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 3,746,213	\$ -	\$ -	\$ 3,746,213
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 114,652,939	\$ -	\$ -	\$ 114,652,939
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (102,716,053)	\$ (8,013,933)	\$ -	\$ (110,729,986)
BEGINNING BALANCE	\$ 215,820,115			\$ 215,820,115
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 113,104,062	\$ (8,013,933)	\$ -	\$ 105,090,129
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 408,485	\$ -	\$ -	\$ 408,485
Restricted Reserves (9740)	\$ 52,646,850	\$ (2,321,910)	\$ -	\$ 50,324,940
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ 6,498,114	\$ -	\$ -	\$ 6,498,114
Other Assignments (9780)	\$ 37,355,334	\$ (5,932,442)	\$ -	\$ 31,422,892
Reserve for Economic Uncertainties (9789)	\$ 16,195,279	\$ 240,419	\$ -	\$ 16,435,698
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

* Please see question on page 7.

**Orange County Department of Education
District Fiscal Services**

FINAL

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: **Orange Unified Education Association (OUEA)**

	2025-26	2026-27	2027-28
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Local Control Funding Formula Sources (8010-8099)	\$ 303,012,084	\$ 306,871,959	\$ 311,115,420
Remaining Revenues (8100-8799)	\$ 130,368,277	\$ 119,265,860	\$ 117,218,160
TOTAL REVENUES	\$ 433,380,361	\$ 426,137,819	\$ 428,333,580
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 168,081,605	\$ 169,299,093	\$ 170,872,611
Classified Salaries (2000-2999)	\$ 64,719,116	\$ 66,376,764	\$ 67,510,219
Employee Benefits (3000-3999)	\$ 106,708,175	\$ 108,560,000	\$ 108,935,173
Books and Supplies (4000-4999)	\$ 23,778,311	\$ 17,855,794	\$ 14,906,780
Services, Other Operating Expenses (5000-5999)	\$ 54,105,818	\$ 54,077,588	\$ 52,015,897
Capital Outlay (6000-6999)	\$ 9,699,084	\$ 3,963,200	\$ 15,000
Other Outgo (7100-7299) (7400-7499)	\$ 6,990,228	\$ 6,679,067	\$ 6,143,114
Direct Support/Indirect Cost (7300-7399)	\$ (878,716)	\$ (878,716)	\$ (878,716)
Other Adjustments			
TOTAL EXPENDITURES	\$ 433,203,621	\$ 425,932,790	\$ 419,520,078
OPERATING SURPLUS (DEFICIT)	\$ 176,740	\$ 205,029	\$ 8,813,502
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 3,746,213	\$ 3,744,578	\$ 3,744,185
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 114,652,939	\$ 7,884,586	\$ 9,971,701
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (110,729,986)	\$ (3,934,979)	\$ 2,585,986
BEGINNING BALANCE	\$ 215,820,115	\$ 105,090,129	\$ 101,155,150
CURRENT-YEAR ENDING BALANCE	\$ 105,090,129	\$ 101,155,150	\$ 103,741,136
COMPONENTS OF ENDING BALANCE:			
Nonspendable Reserves (9711-9719)	\$ 408,485	\$ 408,485	\$ 408,485
Restricted Reserves (9740)	\$ 50,324,940	\$ 47,664,360	\$ 45,003,780
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ 6,498,114	\$ 10,134,385	\$ 15,809,185
Other Assignments (9780)	\$ 31,422,892	\$ 29,933,399	\$ 29,634,932
Reserve for Economic Uncertainties (9789)	\$ 16,435,698	\$ 13,014,521	\$ 12,884,754
Unassigned/Unappropriated (9790)	\$ -		

**Orange County Department of Education
District Fiscal Services**

FINAL

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 547,856,560	\$ 433,817,376	\$ 429,491,779
b.	State Standard Minimum Reserve Percentage for this District <u>enter</u> percentage:	3.00%	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	\$ 16,435,697	\$ 13,014,521	\$ 12,884,753

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 16,435,698	\$ 13,014,521	\$ 12,884,754
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)			
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)			
g.	Total Available Reserves	\$ 16,435,698	\$ 13,014,521	\$ 12,884,754
h.	Reserve for Economic Uncertainties Percentage	3.00%	3.00%	3.00%

2025-26	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2026-27	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2027-28	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

N/A

**Orange County Department of Education
District Fiscal Services**

FINAL

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 6, Page 1 (i.e., increase was partially budgeted), explain the variance below:

N/A

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

N/A

L. 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 Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (or Designee)
(Signature)

Date

President or Clerk of Governing Board
(Signature)

Date

Meghna Bulsara, Executive Director, Business Services

Contact Person

714-628-4116

Phone