

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Mountain View Los Altos U.H.S.D

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Certificated

BARGAINING UNIT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

This proposed Agreement is to be acted upon by the Governing Board at its meeting on **06/09/25**

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning	01/01/25
and ending	06/30/26
for the following fiscal years	2024-25, 2025-26, 2026-27

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits:

	General Fund ONLY	Total All Funds
1. Current Year Costs Before Agreement	\$35,907,953	\$35,907,953
2. Current Year Costs After Agreement	\$37,344,271	\$37,344,271
3. Total Cost Change	\$1,436,318	\$1,436,318
4. Percentage Change	4.00%	4.00%
5. Value of a 1% Change	\$359,080	\$359,080

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

	Certificated	Classified
1. Salary Schedule change (% Change To Existing Salary Schedule) (% change for one-time bonus/stipend or salary reduction)	4.00%	0.00%
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	0.00%	0.00%
3. TOTAL PERCENTAGE CHANGE FROM THE PREVIOUS FISCAL YEAR FOR THE AVERAGE REPRESENTED EMPLOYEE	4.00%	0.00%
4. Total other compensation included in Current Year Costs after agreement	\$ -	\$ -
5. Change in # of Workdays (+/-) Related to % Change	-	-
6. Total # of Workdays to be provided in Fiscal Year	0	0
7. Total # of Instructional Days to be provided in Fiscal Year	0	0

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D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:		General Fund only	Total
1.	Cost of Benefits Before Agreement	\$ 10,864,850	\$ 10,864,850
2.	Cost of Benefits After Agreement	\$ 11,299,444	\$ 11,299,444
3.	Percentage Change in Total Costs	4.00%	4.00%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT GENERAL FUND RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

	Current Year	First Subsequent Year	Second Subsequent Year
1. Based On Total Expenditures and Other Uses in the General Fund of:	\$149,461,919	\$148,400,434	\$151,683,173
2. Percentage Reserve Level State Standard for District:	0.0%	0.0%	0.0%
3. Amount of State Minimum Reserve Standard:	\$0	\$0	\$0

SUFFICIENCY OF DISTRICT GENERAL FUND UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES

4. Reserve for Economic Uncertainties (Object 9789)	\$4,483,858	\$4,452,014	\$4,550,496
5. Unassigned/Unappropriated (Object 9790)	\$0	\$0	\$0
6. Total Reserves: (Object 9789 + 9790)	\$4,483,858	\$4,452,014	\$4,550,496

SPECIAL RESERVE FUND (Fund 17, as applicable)

7. Reserve for Economic Uncertainties (Object 9789)	\$0	\$0	\$0
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8. General Fund & Special Reserve Fund:	\$4,483,858	\$4,452,014	\$4,550,496
9. Percentage of General Fund Expenditures/Uses	3.00%	3.00%	3.00%
Difference between District Reserves and Minimum State Requirement	\$4,483,858	\$4,452,014	\$4,550,496

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F. NARRATIVE OF AGREEMENT: Briefly describe the major components of the agreement

4% on salary increase starting 1/1/2025.

F.1 OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc.

N/A

F.2 NON-COMPENSATION: Class Size Changes, Staff Development Days, Teacher Prep Time, etc.

N/A

G. SOURCE OF FUNDING: The following source(s) of funding have been identified to fund the proposed agreement

General fund will be used to cover the increase.

H. CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for "Me Too" Clauses, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action upon approval.

N/A

I. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A

J. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

In our assumptions, 5% property tax growth was used for the outer 2 years. Step in column plus health and warefare are already included in the outer 2 years as part of our MYP.

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CERTIFICATION

*To be signed by the District Superintendent **AND** Chief Business Official when submitted for Public Disclosure **and later by the** Board President after formal action by the Governing Board on the proposed agreement.*

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

District Superintendent - signature

Date

Chief Business Official- signature

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 6/9/2025 took action to approve the proposed Agreement with the

Certificated

Bargaining Unit.

***President, Governing Board
(signature)***

Date