

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:	Dunham School District
Name of Bargaining Unit:	Dunham Teachers Association and Classified Staff
Certificated, Classified, Other:	Certificated and Classified Staff (Unrepresented & Classified Confidential)

The proposed agreement covers the period beginning: **July 1, 2026** (date) and ending: **June 30, 2027** (date)

The Governing Board will act upon this agreement on: **March 11, 2026** (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 2025-26	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		FY 2025-26	FY 2026-27	FY 2027-28
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 1,213,160	\$ -	\$ 60,658	\$ 61,568
		0.00%	5.00%	4.83%
2 Other Compensation - \$1,000 per teacher BTSA stipend increase (1 teacher)	\$ 1,000	\$ -	\$ 1,000	\$ 1,000
		0.00%	100.00%	50.00%
Description of other compensation - N/A		0	0	0
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 312,935	\$ -	\$ 16,426	\$ 16,913
		0.00%	5.25%	5.14%
4 Health/Welfare Plans - Cap increase	\$ 200,091	\$ -	\$ 11,316	\$ 11,316
		0.00%	5.66%	5.35%
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 1,727,186	\$ -	\$ 89,400	\$ 90,797
		0.000%	5.18%	5.00%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ 18,197	\$ 18,470
7 Total Number of Represented Employees (Use FTEs if appropriate)	17.72			
8 Total Compensation Average Cost per Employee	\$ 97,471	\$ -	\$ 5,045	\$ 5,124
		0.000%	5.18%	5.00%

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"?

5% on-schedule salary increase (ongoing) beginning fiscal year 2026-27. Also, Teacher induction stipend was increased from \$1,000 to \$2,000. H&W benefits cap was increased from \$1125/month to \$1300/month as of July 1, 2026.

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. (If more room is necessary, please attach an additional sheet.)

None.

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

If yes, please describe the cap amount.

H&W benefits cap was increased from \$1125/month to \$1300/month as of July 1, 2026. 8 teachers and 7 Classified staff projected to receive benefits in 26/27.

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

None.

- 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.)

No impact to programs.

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

None.

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 revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Yes, this settlement will cause deficit spending in the subsequent years.

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

None.

G. Source of Funding for Proposed Agreement:

1. Current Year

Proposed agreement will not impact the current year as it will not be in effect until 2026-27.

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)?

The subsequent years will be funded using General Fund Unassigned Fund balance.

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.

Dunham School District

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

Bargaining Unit:

Dunham Teachers Association and Classified Staff

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before settlement-Second Interim 2025-26	Adjustments as a result of settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 2,300,217	\$ -	\$ -	\$ 2,300,217
Remaining Revenues (8100-8799)	\$ 330,219	\$ -	\$ -	\$ 330,219
TOTAL REVENUES	\$ 2,630,436	\$ -	\$ -	\$ 2,630,436
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 825,236	\$ -	\$ -	\$ 825,236
Classified Salaries (2000-2999)	\$ 449,842	\$ -	\$ -	\$ 449,842
Employee Benefits (3000-3999)	\$ 517,249	\$ -	\$ -	\$ 517,249
Books and Supplies (4000-4999)	\$ 145,859	\$ -	\$ -	\$ 145,859
Services, Other Operating Expenses (5000-5999)	\$ 474,306	\$ -	\$ -	\$ 474,306
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 2,412,492	\$ -	\$ -	\$ 2,412,492
OPERATING SURPLUS/(DEFICIT)	\$ 217,944	\$ -	\$ -	\$ 217,944.00
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)		\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (165,079)		\$ -	\$ (165,079)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 52,865	*	\$ -	\$ 52,865
BEGINNING BALANCE	\$ 1,598,694			\$ 1,598,694
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 1,651,559	\$ -	\$ -	\$ 1,651,559
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 5,000	\$ -	\$ -	\$ 5,000
Reserved for Economic Uncertainties (9770)	\$ 154,116	\$ -	\$ -	\$ 154,116
Designated Amounts (9775-9780)	\$ 294,398	\$ -	\$ -	\$ 294,398
Unappropriated Amount (9790)	\$ 1,198,045	\$ -	\$ -	\$ 1,198,045

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit: **Dunham Teachers Association and Classified Staff**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before settlement- Second Interim 2025- 26	Adjustments as a result of settlement	Other revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 20,990	\$ -	\$ -	\$ 20,990
Remaining Revenues (8100-8799)	\$ 510,272	\$ -	\$ -	\$ 510,272
TOTAL REVENUES	\$ 531,262	\$ -	\$ -	\$ 531,262
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 140,529	\$ -	\$ -	\$ 140,529
Classified Salaries (2000-2999)	\$ 104,456		\$ -	\$ 104,456
Employee Benefits (3000-3999)	\$ 166,163	\$ -	\$ -	\$ 166,163
Books and Supplies (4000-4999)	\$ 107,435	\$ -	\$ -	\$ 107,435
Services, Other Operating Expenses (5000-5999)	\$ 151,024	\$ -	\$ -	\$ 151,024
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 221	\$ -	\$ -	\$ 221
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 669,828	\$ -	\$ -	\$ 669,828
OPERATING SURPLUS (DEFICIT)	\$ (138,565)	\$ -	\$ -	\$ (138,566)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 165,079		\$ -	\$ 165,079
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 26,513	*	\$ -	\$ 26,513
BEGINNING BALANCE	\$ 152,566			\$ 152,566
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 179,079	\$ -	\$ -	\$ 179,079
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 179,079		\$ -	\$ 179,079
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund
Bargaining Unit: **Dunham Teachers Association and Classified Staff**

	Column 1	Column 2	Column 3	Column 4		
	Latest Board- Approved Budget Before settlement- Second Interim 2025- 26	Adjustments as a result of settlement	Other revisions	Total Current Budget (Columns 1+2+3)		
REVENUES						
Revenue Limit Sources (8010-8099)	\$ 2,321,207	\$ -	\$ -	\$ 2,321,207		
Remaining Revenues (8100-8799)	\$ 840,491	\$ -	\$ -	\$ 840,491		
TOTAL REVENUES	\$ 3,161,698	\$ -	\$ -	\$ 3,161,698		
EXPENDITURES						
Certificated Salaries (1000-1999)	\$ 965,765	\$ -	\$ -	\$ 965,765		
Classified Salaries (2000-2999)	\$ 554,298	\$ -	\$ -	\$ 554,298		
Employee Benefits (3000-3999)	\$ 683,412	\$ -	\$ -	\$ 683,412		
Books and Supplies (4000-4999)	\$ 253,294	\$ -	\$ -	\$ 253,294		
Services, Other Operating Expenses (5000-5999)	\$ 625,330	\$ -	\$ -	\$ 625,330		
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -		
Other Outgo (7100-7299) (7400-7499)	\$ 221	\$ -	\$ -	\$ 221		
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -		
Other Adjustments						
TOTAL EXPENDITURES	\$ 3,082,320	\$ -	\$ -	\$ 3,082,320		
OPERATING SURPLUS (DEFICIT)	\$ 79,378	\$ -	\$ -	\$ 79,378		
Transfer In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -		
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -		
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -		
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 79,378	\$ *	\$ -	\$ 79,378	0	0
BEGINNING BALANCE	\$ 1,751,260			\$ 1,751,260		
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -		
CURRENT-YEAR ENDING BALANCE	\$ 1,830,638	\$ -	\$ -	\$ 1,830,638	0	0
COMPONENTS OF ENDING BALANCE:						
Reserved Amounts (9711-9740)	\$ 184,079	\$ -	\$ -	\$ 184,079		
Reserved for Economic Uncertainties (9770)	\$ 154,116	\$ -	\$ -	\$ 154,116		
Designated Amounts (9775-9780)	\$ 294,398	\$ -	\$ -	\$ 294,398		
Unappropriated Amount - Unrestricted (9790)	\$ 1,198,045	\$ -	\$ -	\$ 1,198,045		
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -		
Reserve for Economic Uncertainties Percentage	43.87%			43.87%		

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Cafeteria Fund			
		N/A - Classified			
	Column 1	Column 2	Column 3	Column 4	
	Latest Board- Approved Budget Before settlement- Second Interim 2025- 26	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)	
REVENUES					
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -	
Remaining Revenues (8100-8799)	\$ 89,507	\$ -	\$ -	\$ 89,507	
TOTAL REVENUES	\$ 89,507	\$ -	\$ -	\$ 89,507	
EXPENDITURES					
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -	
Classified Salaries (2000-2999)	\$ 17,643	\$ -	\$ -	\$ 17,643	
Employee Benefits (3000-3999)	\$ 9,879	\$ -	\$ -	\$ 9,879	
Books and Supplies (4000-4999)	\$ 2,000	\$ -	\$ -	\$ 2,000	
Services, Other Operating Expenses (5000-5999)	\$ 78,590	\$ -	\$ -	\$ 78,590	
Capital Outlay (6000-6999)		\$ -	\$ -	\$ -	
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -	
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -	
TOTAL EXPENDITURES	\$ 108,112	\$ -	\$ -	\$ 108,112	
OPERATING SURPLUS (DEFICIT)	\$ (18,605)	\$ -	\$ -	\$ (18,605)	
Transfers In and Other Sources (8910-8979)	\$ -		\$ -	\$ -	
Transfers Out and Other Uses (7610-7699)		\$ -	\$ -	\$ -	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (18,605)	*	\$ -	\$ (18,605)	
BEGINNING BALANCE	\$ 66,083			\$ 66,083	
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -	
CURRENT-YEAR ENDING BALANCE	\$ 47,477	\$ -	\$ -	\$ 47,477	
COMPONENTS OF ENDING BALANCE:					
Reserved Amounts (9711-9713)			\$ -	\$ -	
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -	
Board Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -	
Unappropriated Amounts (9790)	\$ 47,477	\$ -	\$ -	\$ 47,477	

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit: **Dunham Teachers Association and Classified Staff**

	2025-26	2026-27	2027-28
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 2,321,207	\$ 2,527,291	\$ 2,614,296
Remaining Revenues (8100-8799)	\$ 840,491	\$ 717,541	\$ 709,098
TOTAL REVENUES	\$ 3,161,698	\$ 3,244,832	\$ 3,323,394
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 965,765	\$ 1,087,309	\$ 1,103,619
Classified Salaries (2000-2999)	\$ 554,298	\$ 574,569	\$ 583,188
Employee Benefits (3000-3999)	\$ 683,412	\$ 753,579	\$ 770,055
Books and Supplies (4000-4999)	\$ 253,294	\$ 180,723	\$ 171,051
Services, Other Operating Expenses (5000-5999)	\$ 625,330	\$ 701,889	\$ 695,291
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 221	\$ 221	\$ 221
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 3,082,320	\$ 3,298,292	\$ 3,323,425
OPERATING SURPLUS (DEFICIT)	\$ 79,378	\$ (53,460)	\$ (31)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 79,378	\$ (53,460)	\$ (31)
BEGINNING BALANCE	\$ 1,751,260	\$ 1,830,638	\$ 1,777,178
CURRENT-YEAR ENDING BALANCE	\$ 1,830,638	\$ 1,777,178	\$ 1,777,147
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 184,079	\$ 191,476	\$ 188,548
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 154,116	\$ 164,915	\$ 166,171
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ 294,398	\$ 289,915	\$ 291,171
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ 1,198,045	\$ 1,130,872	\$ 1,131,257
Unappropriated Amounts - Restricted (9790)	\$ -	\$ 0	\$ -

WARNING: 9790 entries must be positive

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)	\$ 3,082,320	\$ 3,298,292	\$ 3,323,425
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	5.00%	5.00%	5.00%
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)	\$ 154,116	\$ 164,915	\$ 166,171

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 154,116	\$ 164,915	\$ 166,171
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 1,198,045	\$ 1,130,872	\$ 1,131,257
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ 376,663	\$ 391,511	\$ 406,359
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 1,728,824	\$ 1,687,298	\$ 1,703,787
f.	Reserve for Economic Uncertainties Percentage	56.09%	51.16%	51.27%

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

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

N/A

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:

N/A

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

None

Dunham 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~~ (Assistant Business Manager) of the Dunham School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2025 to June 30, 2026.

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
	\$180,197
	(\$180,197)

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

**District Superintendent
 (Signature)**

Date

I hereby certify I am unable to certify

~~Chief Business Official~~ (Assistant Business Manager)
(Signature)

Date

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

Assumptions

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

The assumptions used to calculate this certification are using the last board approved budget (2025-26 Second Interim).

Step and column is assumed at 1.5%.

Per Tentative Agreement, changes are not in effect until the 26/27 School Year.

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

This agreement will cause the district to deficit spend and will be reducing fund balance.

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 _____, took action to approve the proposed Agreement with the _____ 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.

DUNHAM SCHOOL

4111 ROBLAR RD. PETALUMA 94952

(707) 795-5050

ANI LARSON SUPERINTENDENT/ PRINCIPAL

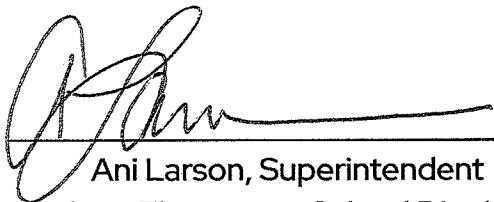


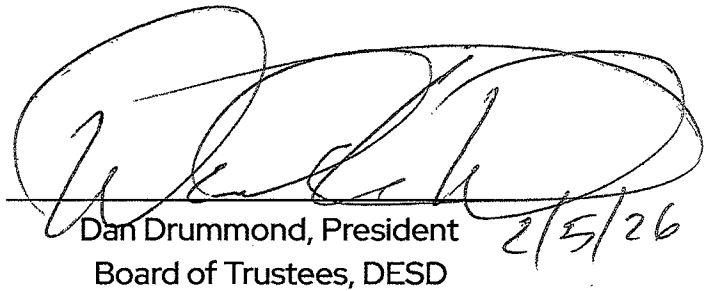
Tentative Agreement Between
Dunham Elementary School District
And
Association Of Dunham Teachers (DTA)

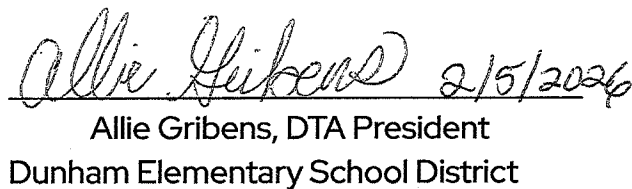
DTA agrees to the following:

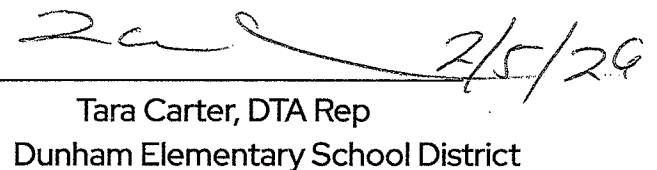
Article X- Wages and Fringe Benefits

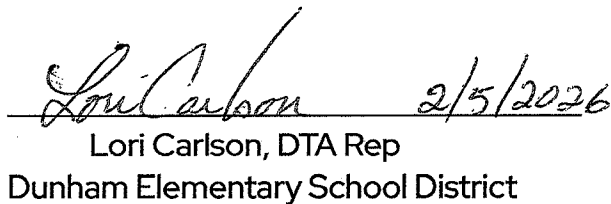
- 5% increase to the 2025 -2026 salary schedule for the 2026 - 2027 school year.
- An increase in the new teacher induction stipend from \$1,000 to \$2,000
- Increase district contributions to \$1,300 per individual for healthcare.


Ani Larson, Superintendent 2/5/2026
Dunham Elementary School District DESD


Dan Drummond, President 2/5/26
Board of Trustees, DESD


Allie Gribens, DTA President 2/5/2026
Dunham Elementary School District


Tara Carter, DTA Rep 2/5/26
Dunham Elementary School District


Lori Carlson, DTA Rep 2/5/2026
Dunham Elementary School District