

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools,
and in accordance with the public disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213)
as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25).

San Rafael City Elementary

School District

BARGAINING UNIT:

California School Employees Association (CSEA) Chapter #341

☐ Certificated

☒ Classified

PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:
and ending on:

7/1/2016

6/30/2018

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:

2016-17

Reopeners: Yes or NO ?

YES

if Yes, What Areas?

To be acted upon by the Governing Board at its meeting on:

4/17/2017

Date of governing board approval of budget revisions

3/13/2017

Budget Revisions to be submitted no later than 45 days after approval:

6/19/2017

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments
provide a detailed report upon approval of the district governing board.

GENERAL

STATUS OF ALL BARGAINING UNIT AGREEMENTS

	Unit	Status	# FTE Represented
Certificated:	San Rafael Teachers Association	Settled	260.8
Classified:	CSEA Chapter #341	Tentative Agreement	142.6
Other:	Confidential, Managers and Administrators	Unsettled	32.7

NARRATIVE OF AGREEMENT:

Provide a brief narrative of the proposed changes in compensation and attach a copy of the Tentative Agreement.

An across the board 4.5% salary increase in the Elementary School District, retroactive to July 1, 2016.

Additionally:

Beginning in the 2017-18 school year, the District will offer a stipend of 2% of the current salary for selected CSEA employees who certify they are bi-literate in Spanish and English. Administration will identify a number of stipends available at each site and an assessment process for determining English and Spanish proficiency.

The district will investigate switching from Eye Med to VSP with no change in contract language.

To standardize attendance reporting practices, Maintenance and Operations staff (excluding custodians) and paraprofessional staff will use the automated substitute finder system currently used by all other classified employees.

All employees hired after July 1, 2017 will serve a nine-month probationary period (currently six months).

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools,
and in accordance with the public disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213)
as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25).

San Rafael City Elementary

School District

COMPENSATION PROVISIONS

SALARIES: PERCENTAGE INCREASE/DECREASE IN SALARIES IN PROPOSED AGREEMENT:

COMPENSATION			Fiscal Impact of Proposed Agreement		
			Current Year	Year 2	Year 3
			2016-2017	2017-2018	2018-2019
1a.	Salary cost before agreement (latest board approved budget and multi-year projection)		\$ 5,537,513	\$ 5,558,372	\$ 5,652,172
1b.	Step & Column Increase (Decrease) included in total salary cost		1.50%	1.50%	1.50%
1c.	Statutory benefits cost before agreement (latest board approved budget)		\$ 1,306,299	\$ 1,417,385	\$ 1,605,217
1d.	CY Health & Welfare Benefits cost before agreement		23.59%	25.50%	28.40%
2.	Step & Column - Increase (Decrease) due to settlement	Cost (=/-)	\$ 3,738	\$ 3,752	\$ 3,815
		Percent	0.07%	0.07%	0.07%
3.	Salary Schedule - Increase (Decrease) due to settlement	Cost (=/-)	\$ 249,188	\$ 250,127	\$ 254,348
		Percent	4.50%	4.50%	4.50%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-)	\$ -	\$ 9,047	\$ 9,047
		Percent	0.00%	0.16%	0.16%
		Description			
5.	Other Salary changes - increase (decrease) FTE	Cost (=/-)	\$ -	\$ -	\$ -
		FTE			
6.	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, OASDI, Medicare etc.	Cost (=/-)	\$ 59,665	\$ 67,046	\$ 75,888
		Percent	4.57%	4.73%	4.73%
		Description			
7.	Health & Welfare Benefits - Increase (Decrease) (Medical, Dental, Vision, Life Insurance, etc.	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
		Description			
8a.	Total Salary - Increase (Decrease) (total Lines 2 - 5)	Cost (=/-)	\$ 252,926	\$ 262,926	\$ 267,210
		Percent	4.57%	4.73%	4.73%
8b.	Total Salary Increase including step (lines 1b + 8)		6.07%	6.23%	6.23%
8c.	Total Salary after settlement		\$ 5,790,439	\$ 5,821,298	\$ 5,919,382
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-)	\$ 312,591	\$ 329,972	\$ 343,098
		Percent	4.57%	4.73%	4.73%
9b.	Total compensation after settlement		\$ 7,156,403	\$ 7,305,729	\$ 7,600,486
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE	142.60	142.60	142.60
		Pre-Settlement	\$ 47,993	\$ 48,918	\$ 50,893
		Post Settlement	\$ 50,185	\$ 51,232	\$ 53,299
		Percent	4.57%	4.73%	4.73%
11.	Cost of 1% after above compensation (salary and statutory benefits)		\$ 71,564	\$ 73,057	\$ 76,005
12.	Please indicate if Health/Welfare Benefit Capped : (Indicate details such as different caps per health plans or any super composite rates) Medical Caps: Employee only is \$584.36, Employee +1 is \$1,174.72 and Employee +2 is \$1,522.58. Dental Caps: Employee only is \$64.90, Employee +1 is \$116.12 and Employee +2 is \$167.29				
	Current Cap:		\$ 584.36		
	Proposed Cap:		\$ 584.36		
	Average Capped Amount increase per employee		\$ -		0%

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools,
and in accordance with the public disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213)
as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25).

San Rafael City Elementary

School District

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

The following are additional compensation and non-compensation provisions contained in the proposed agreement:
(Please indicate, in detail, the terms of the agreement covered in each section)

13.	<p>OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost)</p> <p>Beginning in the 2017-18 school year, the District will offer a stipend of 2% of their current salary to employees who certify they are bi-literate in Spanish and English. Administration will identify a number of stipends available at each site and an assessment process for determining English and Spanish proficiency.</p>
14.	<p>CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affected, total savings)</p> <p>All employees hired after July 1, 2017 will serve a nine-month probationary period (currently six months).</p>
15.	<p>NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.</p> <p>Be specific.</p> <p>The district will investigate switching from Eye Med to VSP with no change in contract language (100% employee paid). To standardize attendance reporting practices, Maintenance and Operations staff (excluding custodians) and paraprofessional staff will use the automated substitute finder system currently used by all other classified employees. All employees hired after July 1, 2017 will serve a nine-month probationary period (currently six months).</p>
16.	<p>Please include any additional comments and explanations as necessary to explain the settlement, including. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected, and total cost:</p>
17.	<p>What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations</p>
18.	<p>CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language.</p> <p>Without changing contract language, the district agrees to explore the possibility of using a third party to review district job descriptions and classifications.</p>

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

San Rafael City Elementary School District

For submission to the governing board and the county superintendent of schools,
and in accordance with the public disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213)
as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25).

SOURCE OF FUNDING FOR PROPOSED AGREEMENT

19.	<p>Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement:</p> <p> <input checked="" type="checkbox"/> General Fund Revenues <input checked="" type="checkbox"/> Reduction in _____ <input checked="" type="checkbox"/> Special Reserve <input checked="" type="checkbox"/> Other (please explain) </p> <p>Explanation:</p> <p>The District ongoing LCFF funding and reductions outlined in the 2nd Interim Report and approved by the Board of Education on 3/13/17 will provide available resources to fulfill the obligation of the agreement for the current and future years.</p>														
20.	<p>How will the ongoing cost of the proposed agreement be funded in future years?</p> <p> <input checked="" type="checkbox"/> General Fund Revenues <input checked="" type="checkbox"/> Reduction in Expenditures <input checked="" type="checkbox"/> Special Reserve <input type="checkbox"/> Other (please explain) </p> <p>Explanation:</p> <p>The District ongoing LCFF funding and reductions outlined in the 2nd Interim Report and approved by the Board of Education on 3/13/17 will provide available resources to fulfill the obligation of the agreement for the current and future years.</p>														
21.	<p>If multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?</p> <p>Please identify which years this agreement will cover: _____ (Remember to include compounding effects in meeting obligations)</p> <p> <input checked="" type="checkbox"/> General Fund Revenues <input checked="" type="checkbox"/> Reduction in _____ <input checked="" type="checkbox"/> Special Reserve <input type="checkbox"/> Other (please explain) </p> <p>Assumptions:</p> <p> </p>														
22.	<p>What is the impact of the agreement on deficit spending in the current or future year(s)?</p> <p>Explanation:</p> <p>Although this Agreement creates additional deficit spending, fund balance will be used to address this deficit in the current year. Ongoing budget savings have been created from allocation of resources approved by the Board at 2nd Interim. Additional reduction and restructuring of expenditures shall be adopted in the subsequent years.</p>														
23.	<p>State Minimum Reserve Calculation (inclusive of cost of settlement):</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Total Expenditures and Other Uses:</td> <td style="width: 10%; text-align: right;">\$</td> <td style="width: 30%; text-align: right;">59,303,310.00</td> </tr> <tr> <td>Minimum State Reserve Percentage</td> <td></td> <td style="text-align: right;">3%</td> </tr> <tr> <td>Minimum State Reserve Requirement (\$64,000 minimum)</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">1,779,099.30</td> </tr> </table>			Total Expenditures and Other Uses:	\$	59,303,310.00	Minimum State Reserve Percentage		3%	Minimum State Reserve Requirement (\$64,000 minimum)	\$	1,779,099.30			
Total Expenditures and Other Uses:	\$	59,303,310.00													
Minimum State Reserve Percentage		3%													
Minimum State Reserve Requirement (\$64,000 minimum)	\$	1,779,099.30													
24.	<p>Budgeted Unrestricted Reserve (After Impact of Proposed Agreement in Year 3 of the MYP)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties</td> <td style="width: 10%; text-align: right;">\$</td> <td style="width: 20%; text-align: right;">1,753,500</td> </tr> <tr> <td>General Fund - Budgeted Unrestricted Unappropriated Amount</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">3,304,016</td> </tr> <tr> <td>Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">-</td> </tr> <tr> <td>Total District Budgeted Unrestricted Reserves</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">5,057,516</td> </tr> </table> <p>Meets reserve requirement Met</p>			General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties	\$	1,753,500	General Fund - Budgeted Unrestricted Unappropriated Amount	\$	3,304,016	Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-	Total District Budgeted Unrestricted Reserves	\$	5,057,516
General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties	\$	1,753,500													
General Fund - Budgeted Unrestricted Unappropriated Amount	\$	3,304,016													
Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-													
Total District Budgeted Unrestricted Reserves	\$	5,057,516													

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City Elementary School District

General Fund Combined

Current Fiscal Year 2016-2017

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: 3/13/2017	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
P2 ADA= 4,611			P2 ADA= 4,611
LCFF ADA= 4,636			LCFF ADA= 4,636

A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 40,391,806			\$ 40,391,806
2. Federal Revenue	8100-8299	3,019,471			3,019,471
3. Other State Revenues	8300-8599	4,950,621			4,950,621
4. Other Local Revenues	8600-8799	7,273,016			7,273,016
5. Other Financing Sources	8900-8999	20,000			20,000
6. Total (sum lines A1 thru A5)		55,654,914	-	-	55,654,914

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 23,994,126			\$ 23,994,126
2. Classified Salaries	2000-2999	6,264,423	252,926		6,517,349
3. Employee Benefits	3000-3999	11,136,049	59,665		11,195,714
4. Books and Supplies	4000-4999	4,588,612			4,588,612
5. Services & Other Operating Expd.	5000-5999	10,645,465			10,645,465
6. Capital Outlay	6000-6999	414,475			414,475
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	965,273			965,273
8. Other Outgo - Indirect	7300-7399	(88,081)			(88,081)
9. Other Financing Uses	7600-7699	1,070,377			1,070,377
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		58,990,719	312,591	-	59,303,310

C. NET INCREASE (DECREASE) IN FUND

BALANCE (line A6 minus line B11)	\$ (3,335,805)	\$ (312,591)	\$ -	\$ (3,648,396)
----------------------------------	----------------	--------------	------	----------------

D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 14,309,541			\$ 14,309,541
2. Ending Fund Balance		\$ 10,973,736	\$ (312,591)	\$ -	\$ 10,661,145
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 126,412			\$ 126,412
b. Restricted	9740	224,033			224,033
c. Committed	9750,9760	2,570,285			2,570,285
d. Assigned	9780	503,100			503,100
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,769,200			1,769,200
2. Unassigned/Unappropriated	9790	5,780,706	(312,591)	-	5,468,115
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		12.80%		Meets	12.20%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	312,591	Disclosure Tab #9a	312,591	Variance	-
----------	---------	--------------------	---------	----------	---

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
--

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City Elementary School District

General Fund Combined

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City Elementary School District

General Fund Combined

First Subsequent Year 2017-2018

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved MYP Before Settlement - as of: 3/13/2017	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
	P2 ADA= 4,641			P2 ADA= 4,641
	LCFF ADA= 4,641			LCFF ADA= 4,641

A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 41,279,565		\$ 41,279,565
2. Federal Revenue	8100-8299	3,019,471		3,019,471
3. Other State Revenues	8300-8599	4,375,252		4,375,252
4. Other Local Revenues	8600-8799	7,273,016		7,273,016
5. Other Financing Sources	8900-8999	20,000		20,000
6. Total (sum lines A1 thru A5)		55,967,304	-	55,967,304

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 23,828,709		\$ 23,828,709
2. Classified Salaries	2000-2999	6,285,282	262,926	6,548,208
3. Employee Benefits	3000-3999	11,719,997	67,046	11,787,043
4. Books and Supplies	4000-4999	4,584,512		4,584,512
5. Services & Other Operating Expd.	5000-5999	8,782,655		8,782,655
6. Capital Outlay	6000-6999	414,475		414,475
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	965,273		965,273
8. Other Outgo - Indirect	7300-7399	(88,081)		(88,081)
9. Other Financing Uses	7600-7699	1,070,377		1,070,377
10. Other Adjustments		(459,012)		(459,012)
11. Total (sum lines B1 thru B10)		57,104,187	329,972	57,434,159

C. NET INCREASE (DECREASE) IN FUND

BALANCE (line A6 minus line B11)	\$ (1,136,883)	\$ (329,972)	\$ -	\$ (1,466,855)
----------------------------------	----------------	--------------	------	----------------

D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 10,973,736		\$ 10,661,145
2. Ending Fund Balance		\$ 9,836,853	\$ (329,972)	\$ 9,194,290
3. Components of Ending Fund Balance				
a. Nonspendable	9711-9719	\$ 2,500		\$ 2,500
b. Restricted	9740			-
c. Committed	9750,9760	2,533,228		2,533,228
d. Assigned	9780	511,700		511,700
e. Unassigned/Unappropriated				
1. Reserve for Economic Uncert.	9789	1,712,600		1,712,600
2. Unassigned/Unappropriated	9790	5,076,825	(642,563)	4,434,262
FUND 17 RESERVES	9789,9790			
% of State Required Reserves		11.89%	Meets	10.70%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	329,972	Disclosure Tab #9a	329,972	Variance	-
----------	---------	--------------------	---------	----------	---

Assumptions used (LCFF Gap funding, COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City Elementary School District

General Fund Combined

The District has engaged stakeholders in Budget Advisory Committee and Cabinet meetings to identify programs that can be restructured and other expenditure reduction options with the least impact on students, staff and community. The Board was presented with a list of budget saving options for review and discussion on 2/27/17 and 3/2/17. From these discussions, the Board gave direction to staff to incorporate into the 2nd Interim Report that was approved on 3/13/17 with \$809,644 in ongoing savings and \$459,012 in one-time savings.

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City Elementary School District

General Fund Combined

Second Subsequent Year 2018-2019

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved MYP Before Settlement - as of: 3/13/2017	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
	P2 ADA= 4,664			P2 ADA= 4,664
	LCFF ADA= 4,664			LCFF ADA= 4,664

A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 43,127,565			\$ 43,127,565
2. Federal Revenue	8100-8299	3,019,471			3,019,471
3. Other State Revenues	8300-8599	4,375,252			4,375,252
4. Other Local Revenues	8600-8799	7,273,016			7,273,016
5. Other Financing Sources	8900-8999	20,000			20,000
6. Total (sum lines A1 thru A5)		57,815,304	-	-	57,815,304

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 24,184,909			\$ 24,184,909
2. Classified Salaries	2000-2999	6,379,082	267,210		6,646,292
3. Employee Benefits	3000-3999	12,400,583	75,888		12,476,471
4. Books and Supplies	4000-4999	4,584,512			4,584,512
5. Services & Other Operating Expd.	5000-5999	8,558,622			8,558,622
6. Capital Outlay	6000-6999	414,475			414,475
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	965,273			965,273
8. Other Outgo - Indirect	7300-7399	(88,081)			(88,081)
9. Other Financing Uses	7600-7699	1,070,377			1,070,377
10. Other Adjustments		-			-
11. Total (sum lines B1 thru B10)		58,469,752	343,098	-	58,812,850

C. NET INCREASE (DECREASE) IN FUND

BALANCE (line A6 minus line B11)	\$ (654,448)	\$ (343,098)	\$ -	\$ (997,546)
----------------------------------	--------------	--------------	------	--------------

D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 9,836,853			\$ 9,194,290
2. Ending Fund Balance		\$ 9,182,405	\$ (343,098)	\$ -	\$ 8,196,744
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 2,500			\$ 2,500
b. Restricted	9740				-
c. Committed	9750,9760	2,625,076			2,625,076
d. Assigned	9780	511,652			511,652
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,753,500			1,753,500
2. Unassigned/Unappropriated	9790	4,289,677	(985,661)		3,304,016
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		10.34%		Meets	8.60%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	343,098	Disclosure Tab #9a	343,098	Variance	-
----------	---------	--------------------	---------	----------	---

Assumptions used (LCFF Gap Funding, COLA, Other Revenue COLAs, Add/Reduced staffing, etc):

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City Elementary School District

General Fund Combined

The District has engaged stakeholders in Budget Advisory Committee and Cabinet meetings to identify programs that can be restructured and other expenditure reduction options with the least impact on students, staff and community. The Board was presented with a list of budget saving options for review and discussion on 2/27/17 and 3/2/17. From these discussions, the Board gave direction to staff to incorporate into the 2nd Interim Report that was approved on 3/13/17 with \$809,644 in ongoing savings and \$459,012 in one-time savings.

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

CERTIFICATION

San Rafael City Elementary School District

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, AB-2756 and GC 3547.5.

To be signed by the District Superintendent AND Chief Business Official upon submission to the Governing Board and by the Board President upon formal Board action on the proposed agreement.

Signatures of District Superintendent and Chief Business Official must accompany copy of disclosure sent to the County Superintendent for Review 10 days prior to board meeting ratifying agreement.

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)

4/10/17

Date



Chief Business Official
(signature)

4/7/17

Date

After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on Apr 17, 2017, took action to approve the proposed Agreement with the California School Employees Association (CSEA) Chapter #341 Bargaining Unit.

President, Governing Board
(signature)

Date

