

# 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 High**

School District

BARGAINING UNIT:

**UNREPRESENTED: SUPT, ADMIN, MGMT, CONFIDENTIAL**

Certificated

Classified

### PERIOD OF AGREEMENT

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

6/1/2016

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

Fiscal Years:

Reopeners: Yes or NO ?

*if Yes, What Areas?*

NO

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

6/26/2017

Date of governing board approval of budget revisions

6/26/2017

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

8/28/2017

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:	Administrators		11.5
Classified:	Managers, Supervisors, Confidential		7
Other:			

#### NARRATIVE OF AGREEMENT:

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

Provide a 2% salary increase for the Certificated Administrators, Classified Managers and Confidential employees as was offered to the Certificated SRFT and agreed to by the Classified staff in CSEA retroactive to 07-01-2016. Included in this salary increase are the Superintendent, Deputy Superintendent and Assistant Superintendent whom are on a employment contract.

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**San Rafael City High** 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)	\$ 2,625,343	\$ 2,678,637	\$ 2,678,637	
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)	\$ 485,688 18.50%	\$ 539,210 20.13%	\$ 594,925 22.21%	
1d.	CY Health & Welfare Benefits cost before agreement	\$ 168,022	\$ 168,022	\$ 168,022	
2.	Step & Column - Increase (Decrease) due to settlement	Cost (=/-)	\$ 788	\$ -	\$ -
		Percent	0.03%	0.00%	0.00%
3.	Salary Schedule - Increase (Decrease) due to settlement	Cost (=/-)	\$ 52,507	\$ -	\$ -
		Percent	2.00%	0.00%	0.00%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-)			
		Percent	0.00%	0.00%	0.00%
		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 (=/-)	\$ 9,859	\$ -	\$ -
		Percent	2.03%	0.00%	0.00%
		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 (=/-)	\$ 53,294	\$ -	\$ -
		Percent	2.03%	0.00%	0.00%
8b.	Total Salary Increase including step (lines 1b + 8	3.53%	1.50%	1.50%	
8c.	Total Salary after settlement	\$ 2,678,637	\$ 2,678,637	\$ 2,678,637	
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-)	\$ 63,154	\$ -	\$ -
		Percent	1.93%	0.00%	0.00%
9b.	Total compensation after settlement	\$ 3,342,207	\$ 3,385,869	\$ 3,441,585	
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE		-	-
		Pre-Settlement	\$ -	\$ -	\$ -
		Post Settlement	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
11.	Cost of 1% after above compensation (salary and statutory benefits)	\$ 31,742	\$ 32,178	\$ 32,736	
12.	Please indicate if Health/Welfare Benefit Capped : (Indicate details such as different caps per health plans or any super composite rates)				
	Current Cap:		\$	603.33	
	Proposed Cap:		\$	603.33	
Average Capped Amount increase per employee		\$	-	0%	

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**San Rafael City High**

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.	OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost) None
14.	CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affected, total savings) None
15.	NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc. Be specific. None
16.	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: None
17.	<b>What are the specific impacts on instructional and support programs to accommodate the settlement?</b> Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations None
18.	<b>CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language.</b>

## PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

### San Rafael City HighSchool 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><b>Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement:</b></p> <p><input checked="" type="checkbox"/> General Fund Revenues    <input type="checkbox"/> Reduction in _____    <input type="checkbox"/> Special Reserve    <input checked="" type="checkbox"/> Other (please explain)</p> <p><b>Explanation:</b> As outlined in the proposed 2016-17 Budget Revision and 2017-18 Adopted Budget, this salary increase has been budgeted into the current and subsequent fiscal years.</p>															
20.	<p><b>How will the ongoing cost of the proposed agreement be funded in future years?</b></p> <p><input checked="" type="checkbox"/> General Fund Revenues    <input checked="" type="checkbox"/> Reduction in Expenditures    <input type="checkbox"/> Special Reserve    <input type="checkbox"/> Other (please explain)</p> <p><b>Explanation:</b> MYP for the 2017-18 Adopted Budget includes the impact of this salary increase.</p>															
21.	<p><b>If multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?</b></p> <p>Please identify which years this agreement will cover: _____ (Remember to include compounding effects in meeting obligations)</p> <p><input type="checkbox"/> General Fund Revenues    <input type="checkbox"/> Reduction in _____    <input type="checkbox"/> Special Reserve    <input type="checkbox"/> Other (please explain)</p> <p><b>Assumptions:</b></p>															
22.	<p><b>What is the impact of the agreement on deficit spending in the current or future year(s)?</b></p> <p><b>Explanation:</b> This impact has been budgeted into the 2017-18 proposed adopted budget.</p>															
23.	<p><b>State Minimum Reserve Calculation (inclusive of cost of settlement):</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Expenditures and Other Uses:</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">37,863,481.00</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;">1,135,904.43</td> </tr> </table>	Total Expenditures and Other Uses:	\$	37,863,481.00	Minimum State Reserve Percentage		3%	Minimum State Reserve Requirement (\$64,000 minimum)	\$	1,135,904.43						
Total Expenditures and Other Uses:	\$	37,863,481.00														
Minimum State Reserve Percentage		3%														
Minimum State Reserve Requirement (\$64,000 minimum)	\$	1,135,904.43														
24.	<p><b>Budgeted Unrestricted Reserve (After Impact of Proposed Agreement in Year 3 of the MYP)</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td>General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">1,094,300</td> </tr> <tr> <td>General Fund - Budgeted Unrestricted Unappropriated Amount</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">938,442</td> </tr> <tr> <td>Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned &amp; Unappropriated</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">-</td> </tr> <tr> <td><b>Total District Budgeted Unrestricted Reserves</b></td> <td style="text-align: right;"><b>\$</b></td> <td style="text-align: right;"><b>2,032,742</b></td> </tr> <tr> <td>Meets reserve requirement</td> <td></td> <td style="text-align: right;">Met</td> </tr> </table>	General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties	\$	1,094,300	General Fund - Budgeted Unrestricted Unappropriated Amount	\$	938,442	Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-	<b>Total District Budgeted Unrestricted Reserves</b>	<b>\$</b>	<b>2,032,742</b>	Meets reserve requirement		Met
General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties	\$	1,094,300														
General Fund - Budgeted Unrestricted Unappropriated Amount	\$	938,442														
Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-														
<b>Total District Budgeted Unrestricted Reserves</b>	<b>\$</b>	<b>2,032,742</b>														
Meets reserve requirement		Met														

# PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

## FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City HighSchool 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: 3/15/2017	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= 2,404			P2 ADA= 2,404						
		LCFF ADA=			LCFF ADA=						
<b>A. Revenues and Other Financing Sources</b>											
1. LCFF/Revenue Limit Sources	8010-8099	\$ 24,929,127			\$ 24,929,127						
2. Federal Revenue	8100-8299	1,238,451			1,238,451						
3. Other State Revenues	8300-8599	2,626,562			2,626,562						
4. Other Local Revenues	8600-8799	5,651,946			5,651,946						
5. Other Financing Sources	8900-8999	70,000			70,000						
<b>6. Total (sum lines A1 thru A5)</b>		<b>34,516,086</b>	-	-	<b>34,516,086</b>						
<b>B. Expenditures and Other Financing Uses</b>											
1. Certificated Salaries	1000-1999	\$ 15,254,945	\$ 36,241		\$ 15,291,186						
2. Classified Salaries	2000-2999	4,718,958	17,054		4,736,012						
3. Employee Benefits	3000-3999	7,798,215	9,859		7,808,074						
4. Books and Supplies	4000-4999	2,342,259			2,342,259						
5. Services & Other Operating Expd.	5000-5999	6,270,778			6,270,778						
6. Capital Outlay	6000-6999	643,623			643,623						
7. Other Outgo (no indirect)	7100-7299, 7400-7499	802,074			802,074						
8. Other Outgo - Indirect	7300-7399	(30,525)			(30,525)						
9. Other Financing Uses	7600-7699				-						
10. Other Adjustments											
<b>11. Total (sum lines B1 thru B10)</b>		<b>37,800,327</b>	<b>63,154</b>	-	<b>37,863,481</b>						
<b>C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)</b>											
		\$ (3,284,241)	\$ (63,154)	\$ -	\$ (3,347,395)						
<b>D. FUND BALANCE</b>											
1. Net Beginning Fund Balance	9791-9795	\$ 8,312,843			\$ 8,312,843						
2. Ending Fund Balance		\$ 5,028,602	\$ (63,154)	\$ -	\$ 4,965,448						
<b>3. Components of Ending Fund Balance</b>											
a. Nonspendable	9711-9719	\$ 5,500			\$ 5,500						
b. Restricted	9740	334,865			334,865						
c. Committed	9750,9760	1,630,704			1,630,704						
d. Assigned	9780	375,000			375,000						
e. Unassigned/Unappropriated											
1. Reserve for Economic Uncert.	9789	1,132,000			1,132,000						
2. Unassigned/Unappropriated	9790	1,550,533	(63,154)	-	1,487,379						
FUND 17 RESERVES	9789,9790										
<b>% of State Required Reserves</b>		<b>7.10%</b>		Meets	<b>6.92%</b>						
<p>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:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Column 2</td> <td style="text-align: center;">63,154</td> <td style="text-align: center;">Disclosure Tab #9a</td> <td style="text-align: center;">63,154</td> <td style="text-align: center;">Variance</td> <td style="text-align: center;">-</td> </tr> </table>						Column 2	63,154	Disclosure Tab #9a	63,154	Variance	-
Column 2	63,154	Disclosure Tab #9a	63,154	Variance	-						

# PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

## FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City HighSchool 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: 3/15/2017	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= 2,561			P2 ADA= 2,561
		LCFF ADA=			LCFF ADA=
<b>A. Revenues and Other Financing Sources</b>					
1. LCFF/Revenue Limit Sources	8010-8099	\$ 26,248,518			\$ 26,248,518
2. Federal Revenue	8100-8299	1,238,451			1,238,451
3. Other State Revenues	8300-8599	2,335,823			2,335,823
4. Other Local Revenues	8600-8799	5,151,946			5,151,946
5. Other Financing Sources	8900-8999	70,000			70,000
<b>6. Total (sum lines A1 thru A5)</b>		<b>35,044,738</b>	-	-	<b>35,044,738</b>
<b>B. Expenditures and Other Financing Uses</b>					
1. Certificated Salaries	1000-1999	\$ 14,758,203			\$ 14,758,203
2. Classified Salaries	2000-2999	4,795,171			4,795,171
3. Employee Benefits	3000-3999	8,130,320			8,130,320
4. Books and Supplies	4000-4999	2,338,159			2,338,159
5. Services & Other Operating Expd.	5000-5999	5,344,414			5,344,414
6. Capital Outlay	6000-6999	143,623			143,623
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	802,074			802,074
8. Other Outgo - Indirect	7300-7399	(30,525)			(30,525)
9. Other Financing Uses	7600-7699				-
10. Other Adjustments		(434,671)			(434,671)
<b>11. Total (sum lines B1 thru B10)</b>		<b>35,846,768</b>	-	-	<b>35,846,768</b>
<b>C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)</b>					
		<b>\$ (802,030)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (802,030)</b>
<b>D. FUND BALANCE</b>					
1. Net Beginning Fund Balance	9791-9795	\$ 5,028,602			\$ 4,965,448
2. Ending Fund Balance		\$ 4,226,572	\$ -	\$ -	\$ 4,163,418
<b>3. Components of Ending Fund Balance</b>					
a. Nonspendable	9711-9719	\$ 5,500			\$ 5,500
b. Restricted	9740	2			2
c. Committed	9750,9760	1,533,456			1,533,456
d. Assigned	9780				-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,073,400			1,073,400
2. Unassigned/Unappropriated	9790	1,614,214	(63,154)	-	1,551,060
FUND 17 RESERVES	9789,9790				
<b>% of State Required Reserves</b>		<b>7.50%</b>		Meets	<b>7.32%</b>

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	-	Disclosure Tab #9a	-	Variance	-
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**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 HighSchool District

General Fund Combined

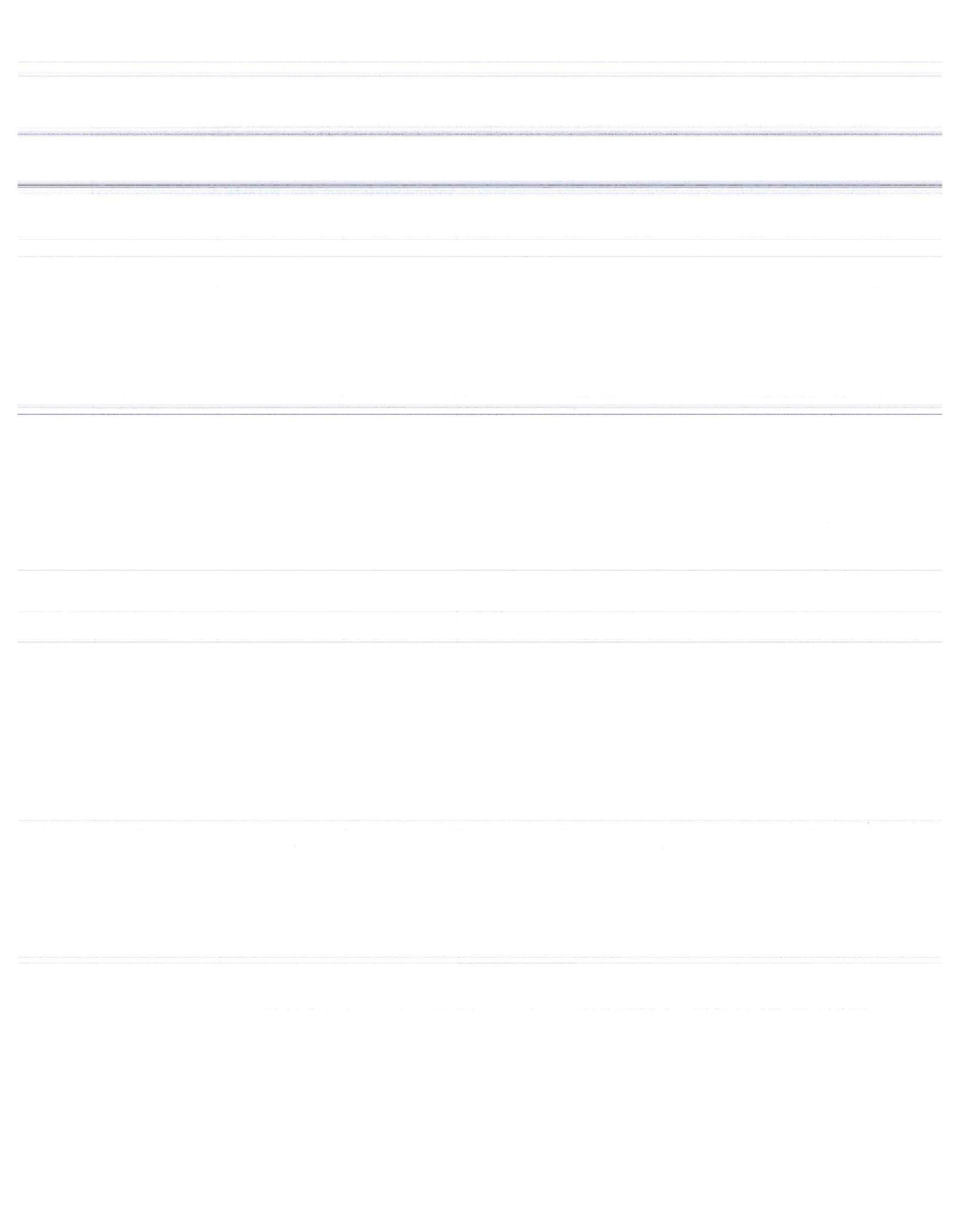
### Second Subsequent Year 2018-2019

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved MYP Before Settlement - as of: 3/15/2017	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= 2,501			P2 ADA= 2,501
	LCFF ADA=			LCFF ADA=
<b>A. Revenues and Other Financing Sources</b>				
1. LCFF/Revenue Limit Sources	8010-8099 \$ 27,221,523			\$ 27,221,523
2. Federal Revenue	8100-8299 1,238,451			1,238,451
3. Other State Revenues	8300-8599 2,335,823			2,335,823
4. Other Local Revenues	8600-8799 5,151,946			5,151,946
5. Other Financing Sources	8900-8999 130,000			130,000
<b>6. Total (sum lines A1 thru A5)</b>	<b>36,077,743</b>	<b>-</b>	<b>-</b>	<b>36,077,743</b>
<b>B. Expenditures and Other Financing Uses</b>				
1. Certificated Salaries	1000-1999 \$ 14,897,203			\$ 14,897,203
2. Classified Salaries	2000-2999 4,866,671			4,866,671
3. Employee Benefits	3000-3999 8,519,148			8,519,148
4. Books and Supplies	4000-4999 2,338,159			2,338,159
5. Services & Other Operating Expd.	5000-5999 5,069,552			5,069,552
6. Capital Outlay	6000-6999 143,623			143,623
7. Other Outgo (no Indirect)	7100-7299, 7400-7499 802,074			802,074
8. Other Outgo - Indirect	7300-7399 (30,525)			(30,525)
9. Other Financing Uses	7600-7699			-
10. Other Adjustments	-			-
<b>11. Total (sum lines B1 thru B10)</b>	<b>36,605,905</b>	<b>-</b>	<b>-</b>	<b>36,605,905</b>
<b>C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)</b>				
	\$ (528,162)	\$ -	\$ -	\$ (528,162)
<b>D. FUND BALANCE</b>				
1. Net Beginning Fund Balance	9791-9795 \$ 4,226,572			\$ 4,163,418
2. Ending Fund Balance	\$ 3,698,410	\$ -	\$ -	\$ 3,635,256
<b>3. Components of Ending Fund Balance</b>				
a. Nonspendable	9711-9719 \$ 5,500			\$ 5,500
b. Restricted	9740 2			2
c. Committed	9750,9760 1,597,012			1,597,012
d. Assigned	9780			-
e. Unassigned/Unappropriated				
1. Reserve for Economic Uncert.	9789 1,094,300			1,094,300
2. Unassigned/Unappropriated	9790 1,001,596	(63,154)	-	938,442
FUND 17 RESERVES	9789,9790			
<b>% of State Required Reserves</b>	<b>5.73%</b>		Meets	<b>5.55%</b>

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	-	Disclosure Tab #9a	-	Variance	-
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**Assumptions used (LCFF Gap Funding, COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):**



**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**

**CERTIFICATION**

**San Rafael City HighSchool 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)

6/22/17

Date



Chief Business Official  
(signature)

06/22/2017

Date

After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on Jun 26, 2017, took action to approve the proposed Agreement with the UNREPRESENTED: SUPT, ADMIN, MGMT, CONFIDENTIAL Bargaining Unit.

\_\_\_\_\_  
President, Governing Board  
(signature)

\_\_\_\_\_  
Date

