

**Marin County Office of Education
Business Services Department**

**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: Novato Unified School District
 Name of Bargaining Unit: Novato Federation of Teachers (NFT)
 Certificated or Classified: Certificated

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2017
 (date) (date)

The Governing Board will act upon this agreement on: June 14, 2016
 (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 2016-17	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) 2016-17	Year 2 Increase/(Decrease) 2017-18	Year 3 Increase/(Decrease) 2018-19
1 Salary Schedule Increase (Decrease)	\$31,277,439	\$1,563,872		
2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement			\$23,458	\$23,810
3 Other Compensation - Increase (Decrease)(Stipends, Bonuses, Longevity, Overtime, etc.) *Stipends and hourly costs that are tied to the salary schedule	\$859,628	\$98,931	\$1,484	\$1,506
Description of other compensation: <i>One time off-schedule payment paid out during the 2015-16 fiscal year in the amount of \$755,312 (see pg 2)</i>				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$5,198,171	\$268,958	\$3,599	\$4,121
		5.17%	0.07%	0.08%
5 Health/Welfare Plans	\$3,952,000	\$0	\$0	\$0
		0.00%	0.00%	0.00%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$41,287,238	\$1,931,762	\$28,541	\$29,438
7 Total Number of Represented Employees (Use FTEs if appropriate)	436.20	436.2	436.2	436.2
8 Total Compensation Average Cost per Employee	\$ 94,652.08	\$ 4,428.61	\$ 65.43	\$ 67.49

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"?

The 5% increase is applicable to the 2016-2017 fiscal year

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.

Additionally, a one-time off the salary schedule payment in the amount of \$1,500 for full time members and \$750 for those members less than .50 FTE that are on active status as of May 31, 2016. This one-time off of the salary schedule payment is \$755,312 or approximately equivalent to a 2% salary increase. Cost will be expensed at the end of the 2015-2016 fiscal year (use of fund balance) and therefore is not included in the 2016-17 budget. This cost is noted as an adjustment (decrease) to the beginning fund balance as of July 1, 2016 (page 4a Impact, Unrest. GF).

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

If yes, please describe the cap amount.

Depending upon health plan coverage, the employer cap is as follows: 90% of Cost for Employee Only Plan, 70% Employee+1 and 60% Employee+2. The HSA Plan is 100% paid by employer.

B. Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, etc.)

- 1) Increase Prep Time for grades 1-3 to 100 minutes, for a cost of \$163,400. However due to a decline in enrollment, the 2016-17 budget and currently staffing may be adequate.
- 2) Creation of a grade level representative stipend for elementary at an estimated cost of \$65,000.

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

Please indicate the status of these changes: 1) planning stage, 2) in-progress, or 3) adopted. 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.)

Increased time set-aside for collaboration, professional development, and staff meetings at the high school by 60 minutes per week. This was accomplished by moving from a late start model to an early release model.

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 spending in the current or subsequent year(s)? "Deficit spending" 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.

Yes. As noted in the MYP, staff will need to make necessary adjustments based on 2016-17 Governor's May 2016 Revision

F. Describe other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc. Please disclose any other components of the agreement which may or may not affect the district's fund balance in future years.

None

G. Source of Funding for Proposed Agreement

1. Current Year

General Fund (Unrestricted & Restricted Sources)

2. If this is a single year agreement, how will the on-going cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

Continued LCFF Funding, reduction of department budgets by 5%, reduction of one instructional coach, reduction of special education transportation costs and savings from health benefits premium

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

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Novato Unified School District

Unrestricted General Fund

Bargaining Unit:

Novato Federation of Teachers (NFT)

	Column 1	Column 2	Column 3	Column 4
	2016-2017 Proposed General Fund Budget	Adjustments as a Result of Settlement	Other Revisions	Total Proposed Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 61,993,178.00			\$ 61,993,178.00
Remaining Revenues (8100-8799)	\$ 3,716,625.00			\$ 3,716,625.00
TOTAL REVENUES	\$ 65,709,803.00	\$ -	\$ -	\$ 65,709,803.00
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 29,944,783.00	\$ 1,348,623.00	\$ 182,806.00	\$ 31,476,212.00
Classified Salaries (2000-2999)	\$ 8,581,637.00		\$ 41,417.00	\$ 8,623,054.00
Employee Benefits (3000-3999)	\$ 11,596,074.00	\$ 218,140.00	\$ 50,026.00	\$ 11,864,240.00
Books and Supplies (4000-4999)	\$ 1,007,092.00			\$ 1,007,092.00
Services, Other Operating Expenses (5000-5999)	\$ 4,456,122.00			\$ 4,456,122.00
Capital Outlay (6000-6599)	\$ 42,200.00			\$ 42,200.00
Other Outgo (7100-7299) (7400-7499)	\$ -			\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (472,187.00)			\$ (472,187.00)
Other Adjustments				
TOTAL EXPENDITURES	\$ 55,155,721.00	\$ 1,566,763.00	\$ 274,249.00	\$ 56,996,733.00
OPERATING SURPLUS (DEFICIT)	\$ 10,554,082.00	\$ (1,566,763.00)	\$ (274,249.00)	\$ 8,713,070.00
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 135,000.00			\$ 135,000.00
CONTRIBUTIONS (8980-8999)	\$ (7,978,373.00)	\$ (322,818.00)	\$ (29,187.00)	\$ (8,330,378.00)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 2,440,709.00	\$ (1,889,581.00)	\$ (303,436.00)	\$ 247,692.00
BEGINNING BALANCE	\$ 12,624,170.00			\$ 12,624,170.00
** Cost of One-time off schedule payment paid FY 2015-16 (2016-17 Agreement)	\$ (810,000.00)			\$ (810,000.00)
CURRENT-YEAR ENDING BALANCE	\$ 14,254,879.00	\$ (1,889,581.00)	\$ (303,436.00)	\$ 12,061,862.00
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)				\$ -
Reserved for Economic Uncertainties (9770)	\$ 2,371,320.00	\$ 67,526.00		\$ 2,438,846.00
Designated Amounts (9775-9780)	\$ 9,572,297.00	\$ (1,889,581.00)	\$ (303,436.00)	\$ 7,379,280.00
Unappropriated Amount (9790)	\$ 2,311,262.00	\$ (67,526.00)	\$ -	\$ 2,243,736.00

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Novato Unified School District

Restricted General Fund

Bargaining Unit:

Novato Federation of Teachers (NFT)

	Column 1	Column 2	Column 3	Column 4
	2016-2017 Proposed General Fund Budget	Adjustments as a Result of Settlement	Other Revisions	Total Proposed Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ -	\$ -		\$ -
Remaining Revenues (8100-8799)	\$ 15,459,400.00			\$ 15,459,400.00
TOTAL REVENUES	\$ 15,459,400.00	\$ -	\$ -	\$ 15,459,400.00
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 6,893,810.00	\$ 314,181.00	\$ 15,657.00	\$ 7,223,648.00
Classified Salaries (2000-2999)	\$ 3,297,609.00		\$ 16,170.00	\$ 3,313,779.00
Employee Benefits (3000-3999)	\$ 5,015,559.00	\$ 50,819.00	\$ 6,363.00	\$ 5,072,741.00
Books and Supplies (4000-4999)	\$ 940,437.00			\$ 940,437.00
Services, Other Operating Expenses (5000-5999)	\$ 5,609,737.00			\$ 5,609,737.00
Capital Outlay (6000-6599)	\$ 193,200.00			\$ 193,200.00
Other Outgo (7100-7299) (7400-7499)	\$ 1,330,735.00			\$ 1,330,735.00
Direct Support/Indirect Cost (7300-7399)	\$ 472,187.00			\$ 472,187.00
Other Adjustments				
TOTAL EXPENDITURES	\$ 23,753,274.00	\$ 365,000.00	\$ 38,190.00	\$ 24,156,464.00
OPERATING SURPLUS (DEFICIT)	\$ (8,293,874.00)	\$ (365,000.00)	\$ (38,190.00)	\$ (8,697,064.00)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -			\$ -
CONTRIBUTIONS (8980-8999)	\$ 7,978,373.00	\$ 322,818.00	\$ 29,187.00	\$ 8,330,378.00
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (315,501.00)	\$ (42,182.00)	\$ (9,003.00)	\$ (366,686.00)
BEGINNING BALANCE	\$ 2,349,517.00			\$ 2,349,517.00
Prior-Year Adjustments/Restatements (9793/9795)				\$ -
CURRENT-YEAR ENDING BALANCE	\$ 2,034,016.00	\$ (42,182.00)	\$ (9,003.00)	\$ 1,982,831.00
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 2,034,016.00	\$ (42,182.00)	\$ (9,003.00)	\$ 1,982,831.00
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

Novato Unified School District

Combined General Fund

Bargaining Unit:

Novato Federation of Teachers (NFT)

	Column 1	Column 2	Column 3	Column 4
	2016-2017 Proposed General Fund Budget	Adjustments as a Result of Settlement	Other Revisions	Total Proposed Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 61,993,178.00	\$ -	\$ -	\$ 61,993,178.00
Remaining Revenues (8100-8799)	\$ 19,176,025.00	\$ -	\$ -	\$ 19,176,025.00
TOTAL REVENUES	\$ 81,169,203.00	\$ -	\$ -	\$ 81,169,203.00
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 36,838,593.00	\$ 1,662,804.00	\$ 198,463.00	\$ 38,699,860.00
Classified Salaries (2000-2999)	\$ 11,879,246.00	\$ -	\$ 57,587.00	\$ 11,936,833.00
Employee Benefits (3000-3999)	\$ 16,611,633.00	\$ 268,959.00	\$ 56,389.00	\$ 16,936,981.00
Books and Supplies (4000-4999)	\$ 1,947,529.00	\$ -	\$ -	\$ 1,947,529.00
Services, Other Operating Expenses (5000-5999)	\$ 10,065,859.00	\$ -	\$ -	\$ 10,065,859.00
Capital Outlay (6000-6599)	\$ 235,400.00	\$ -	\$ -	\$ 235,400.00
Other Outgo (7100-7299) (7400-7499)	\$ 1,330,735.00	\$ -	\$ -	\$ 1,330,735.00
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 78,908,995.00	\$ 1,931,763.00	\$ 312,439.00	\$ 81,153,197.00
OPERATING SURPLUS (DEFICIT)	\$ 2,260,208.00	\$ (1,931,763.00)	\$ (312,439.00)	\$ 16,006.00
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 135,000.00	\$ -	\$ -	\$ 135,000.00
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 2,125,208.00	\$ (1,931,763.00)	\$ (312,439.00)	\$ (118,994.00)
BEGINNING BALANCE	\$ 14,973,687.00			\$ 14,973,687.00
** Cost of One-time off schedule payment paid FY 2015-16 (2016-17 Agreement)	\$ (810,000.00)			\$ (810,000.00)
CURRENT-YEAR ENDING BALANCE	\$ 16,288,895.00	\$ (1,931,763.00)	\$ (312,439.00)	\$ 14,044,693.00
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 2,034,016.00	\$ (42,182.00)	\$ (9,003.00)	\$ 1,982,831.00
Reserved for Economic Uncertainties (9770)	\$ 2,371,320.00	\$ 67,526.00	\$ -	\$ 2,438,846.00
Designated Amounts (9775-9780)	\$ 9,572,297.00	\$ (1,889,581.00)	\$ (303,436.00)	\$ 7,379,280.00
Unappropriated Amount - Unrestricted (9790)	\$ 2,311,262.00	\$ (67,526.00)	\$ -	\$ 2,243,736.00
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	6%			6%

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Novato Unified School District

MYP - Unrestricted General Fund

Enter Bargaining Unit:

Novato Federation of Teachers (NFT)

	2016-17	2017-18	2018-19
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 61,993,178.00	\$ 63,319,514.00	\$ 63,829,324.00
Remaining Revenues (8100-8799)	\$ 3,716,625.00	\$ 1,957,860.00	\$ 1,957,860.00
TOTAL REVENUES	\$ 65,709,803.00	\$ 65,277,374.00	\$ 65,787,184.00
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 31,476,212.00	\$ 31,718,355.00	\$ 31,999,131.00
Classified Salaries (2000-2999)	\$ 8,623,054.00	\$ 8,748,703.00	\$ 8,923,677.00
Employee Benefits (3000-3999)	\$ 11,864,240.00	\$ 12,660,983.00	\$ 13,490,615.00
Books and Supplies (4000-4999)	\$ 1,007,092.00	\$ 1,029,852.00	\$ 1,055,495.00
Services, Other Operating Expenses (5000-5999)	\$ 4,456,122.00	\$ 4,556,830.00	\$ 4,670,295.00
Capital Outlay (6000-6999)	\$ 42,200.00	\$ -	
Other Outgo (7100-7299) (7400-7499)	\$ -		
Direct Support/Indirect Cost (7300-7399)	\$ (472,187.00)	\$ (450,000.00)	\$ (450,000.00)
Other Adjustments			
TOTAL EXPENDITURES	\$ 56,996,733.00	\$ 58,264,723.00	\$ 59,689,213.00
OPERATING SURPLUS (DEFICIT)	\$ 8,713,070.00	\$ 7,012,651.00	\$ 6,097,971.00
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -		
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 135,000.00	\$ 135,000.00	\$ 135,000.00
CONTRIBUTIONS (8980-8999)	\$ (8,330,378.00)	\$ (8,550,227.00)	\$ (8,806,734.00)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 247,692.00	\$ (1,672,576.00)	\$ (2,843,763.00)
BEGINNING BALANCE	\$ 11,814,170.00	\$ 12,061,862.00	\$ 10,389,286.00
CURRENT-YEAR ENDING BALANCE	\$ 12,061,862.00	\$ 10,389,286.00	\$ 7,545,523.00
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ -		
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 2,438,646	\$ 2,478,018	\$ 2,536,043
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9775-9780)	7,379,480	7,379,480	5,009,480
Unappropriated Amounts - Unrestricted (9790)	2,243,736	531,788	0
Unappropriated Amounts - Restricted (9790)			

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Novato Unified School District

MYP - Restricted General Fund

Enter Bargaining Unit:

Novato Federation of Teachers (NFT)

	2016-17	2017-18	2018-19
	Total Proposed Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ -		
Remaining Revenues (8100-8799)	\$ 15,459,400.00	\$ 15,059,400.00	\$ 15,059,400.00
TOTAL REVENUES	\$ 15,459,400.00	\$ 15,059,400.00	\$ 15,059,400.00
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 7,223,648.00	\$ 7,322,002.00	\$ 7,268,833.00
Classified Salaries (2000-2999)	\$ 3,313,779.00	\$ 3,324,269.00	\$ 3,390,754.00
Employee Benefits (3000-3999)	\$ 5,072,741.00	\$ 5,280,178.00	\$ 5,476,138.00
Books and Supplies (4000-4999)	\$ 940,437.00	\$ 757,171.00	\$ 776,025.00
Services, Other Operating Expenses (5000-5999)	\$ 5,609,737.00	\$ 5,736,517.00	\$ 5,951,535.00
Capital Outlay (6000-6999)	\$ 193,200.00	\$ -	
Other Outgo (7100-7299) (7400-7499)	\$ 1,330,735.00	\$ 1,330,735.00	\$ 1,397,272.00
Direct Support/Indirect Cost (7300-7399)	\$ 472,187.00	\$ 450,000.00	\$ 450,000.00
Other Adjustments			
TOTAL EXPENDITURES	\$ 24,156,464.00	\$ 24,200,872.00	\$ 24,710,557.00
OPERATING SURPLUS (DEFICIT)	\$ (8,697,064.00)	\$ (9,141,472.00)	\$ (9,651,157.00)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -		
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -		
CONTRIBUTIONS (8980-8999)	\$ 8,330,378.00	\$ 8,550,227.00	\$ 8,806,734.00
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (366,686.00)	\$ (591,245.00)	\$ (844,423.00)
BEGINNING BALANCE	\$ 2,349,517.00	\$ 1,982,831.00	\$ 1,391,586.00
CURRENT-YEAR ENDING BALANCE	\$ 1,982,831.00	\$ 1,391,586.00	\$ 547,163.00
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 1,982,831.00	\$ 1,391,586.00	\$ 547,163.00
Reserved for Economic Uncertainties - Unrestricted (9770)			
Reserved for Economic Uncertainties - Restricted (9770)	\$ -		
Board Designated Amounts (9775-9780)	\$ -		
Unappropriated Amounts - Unrestricted (9790)			
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Novato Unified School District****MYP - Combined General Fund**

Enter Bargaining Unit:

Novato Federation of Teachers (NFT)

	2016-17	2017-18	2018-19
	Total Proposed Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 61,993,178	\$ 63,319,514	\$ 63,829,324
Remaining Revenues (8100-8799)	\$ 19,176,025	\$ 17,017,260	\$ 17,017,260
TOTAL REVENUES	\$ 81,169,203	\$ 80,336,774	\$ 80,846,584
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 38,699,860	\$ 39,040,357	\$ 39,267,964
Classified Salaries (2000-2999)	\$ 11,936,833	\$ 12,072,972	\$ 12,314,431
Employee Benefits (3000-3999)	\$ 16,936,981	\$ 17,941,161	\$ 18,966,753
Books and Supplies (4000-4999)	\$ 1,947,529	\$ 1,787,023	\$ 1,831,520
Services, Other Operating Expenses (5000-5999)	\$ 10,065,859	\$ 10,293,347	\$ 10,621,830
Capital Outlay (6000-6999)	\$ 235,400	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 1,330,735	\$ 1,330,735	\$ 1,397,272
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 81,153,197	\$ 82,465,595	\$ 84,399,770
OPERATING SURPLUS (DEFICIT)	\$ 16,006	\$ (2,128,821)	\$ (3,553,186)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 135,000	\$ 135,000	\$ 135,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (118,994)	\$ (2,263,821)	\$ (3,688,186)
BEGINNING BALANCE	\$ 14,973,687	\$ 14,044,693	\$ 11,780,872
CURRENT-YEAR ENDING BALANCE	\$ 14,044,693	\$ 11,780,872	\$ 8,092,686
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 1,982,831	\$ 1,391,586	\$ 547,163
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 2,438,646	\$ 2,478,018	\$ 2,536,043
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts (9775-9780)	\$ 7,379,480	\$ 7,379,480	\$ 5,009,480
Unappropriated Amounts - Unrestricted (9790)	\$ 2,243,736	\$ 531,788	\$ 0
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2016-2017	2017-2018	2018-2019
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 81,288,197	\$ 82,600,595	\$ 84,534,770
b.	State Standard Minimum Reserve Percentage for this District:	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)	\$ 2,438,646	\$ 2,478,018	\$ 2,536,043

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 2,438,646	\$ 2,478,018	\$ 2,536,043
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 2,243,736	\$ 531,788	\$ 0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
g.	Total Available Reserves	\$ 4,682,382	\$ 3,009,806	\$ 2,536,044
h.	Reserve for Economic Uncertainties Percentage	5.76%	3.64%	3.00%

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

2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If not, how do you plan to restore your reserves?



5. If the total amount of the adjustment in Column 2 on Page 4a does not agree with the amount of the Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain variance below:

The \$312,439 reported in the budget adjustment column is to account for the 5% increase in salaries for the unrepresented groups that include: certificated management, classified management, supervisors and confidential. Additionally, a one-time off schedule payment equivalent to 1% will be paid out of the 2015-16 school year. The cost of this one-time payment is \$54,688. This amount is included in the \$810,000 adjustment to the July 1, 2016 beginning fund balance.

6. Please include any additional comments and explanations of Page 4 as necessary or any other information that you want to provide to assist us in our analysis.



L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Novato Unified School (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Novato Federation of Teachers (NFT) Bargaining Unit, during the term of the agreement from 7/1/2016 to 6/30/2017.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

<u>Budget Adjustment Categories:</u>	Budget Adjustment Increase (Decrease)
<u>Unrestricted Revenues/Other Financing Sources</u>	\$ -
<u>Unrestricted Expenditures/Other Financing Uses</u>	\$ 1,566,763.00
<u>Unrestricted Ending Balance Increase (Decrease)</u>	\$ (1,889,581.00)
<u>Restricted Revenues/Other Financing Sources</u>	\$ -
<u>Restricted Expenditures/Other Financing Uses</u>	\$ 365,000.00
<u>Restricted Ending Balance Increase (Decrease)</u>	\$ (42,182.00)

N/A ____ (No budget revisions necessary)

_____ District Superintendent (Signature)	6/14/2016 _____ Date
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_____ Assistant Superintendent, Business Services (Signature)	6/14/2016 _____ Date
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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 Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (or Designee)
(Signature)

6/14/2016

Date

Karen Maloney, Assistant Superintendent Business Services
Contact Person

(415) 493-4260

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on 6/14/2016, took action to approve the proposed Agreement with the Novato Federation of Teachers (NFT) Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

6/14/2016

Date

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

The Board of Trustees approved this agreement between NUSD and NFT its regularly scheduled board meeting on 6/3/2014.