

**Marin County Office of Education  
District Fiscal Services**

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT  
in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449**

<b>Name of School District:</b>	San Rafael City High School District
<b>Name of Bargaining Unit:</b>	California Schools Employee Association (CSEA)
<b>Certificated, Classified, Other:</b>	Classified

<b>The proposed agreement covers the period beginning:</b>	July 1, 2014 (date)	and ending:	June 30, 2015 (date)
<b>The Governing Board will act upon this agreement on:</b>	April 27, 2015 (date)		

**A. Proposed Change in Compensation**

Compensation (Per 2012-13 2nd Interim Report)		Annual Cost Prior to Proposed Agreement  FY	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			FY	FY	FY
1	Salary Schedule Increase (Decrease)	\$ 3,071,307.00	\$66,033		\$
			2.15%	%	%
2	Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$0		\$
			0.00%	%	%
3	Other Compensation - Increase (Decrease)(Stipends, Bonuses, Longevity, Overtime, etc.)	\$ -	\$ -		\$
	Description of other compensation				
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 659,809	\$ 14,186	\$	\$
			2.15%	%	%
5	Health/Welfare Plans	\$ 751,112	\$ 5,100	\$ 5,100	\$
			0.68%	0.68%	%
6	Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 4,482,228	\$ 85,319	\$ 5,100	\$
7	Total Number of Represented Employees (Use FTEs if appropriate)	70.95			
8	Total Compensation <u>Average</u> Cost per Employee (FTE)	\$ 63,174	\$ 1,203	\$ 72	\$
			1.90%	0.11%	%

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"?

2.15% Increase un the CSEA Salary Schedule plus an increase in the medical CAPS equivalent to a .27% annual increase in the salary schedule for an overall 2.42% increase.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

None

11. Please include comments and explanations as necessary.

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

If yes, please describe the cap amount.

The Medical Cap has been increased retroactive to January 1, 2014 to 1-party \$571.36/mo; 2-party \$1,147.72/mo; and 3-party \$1,485.58/mo. The Dental caps stay the same. This increase in CAPs represents the net increase in the Kaiser rate(s) over the past two years

- B. Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing rations, etc.)

Numerous non-cost or minimal cost language revisions - see Tentative Agreement attached.

- C. What are the specific impacts 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.)

None

**D. What contingency language is included in the proposed agreement?** Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

**E. Will this agreement create, increase or decrease 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 revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Although this agreement adds to deficit spending in the current fiscal year, any deficit spending in the subsequent years will spend down significant reserves and may result in the need for budget cuts depending on level of future growth.

**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 Propose Agreement**

**1. Current Year**

General Fund 01 and Cafeteria Fund 13 Budgets - Available funds over and above the reserves and Board Designations.

**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)?**

Reserves.

**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).**





## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET 2014-15

### Unrestricted General Fund

Bargaining Unit: **Classified Schools Employees Association (CSEA) - HSD**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement 2014-15 2nd Interim Report	Adjustments as a Result of Settlement	Other Revisions CSEA/SRFT/ Admin/ Confidential Settlements	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$22,193,310	\$0	\$0	\$22,193,310
Remaining Revenues (8100-8799)	\$971,687	\$0	\$0	\$971,687
<b>TOTAL REVENUES</b>	\$23,164,997	\$0	\$0	\$23,164,997
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$10,363,148	\$0	\$0	\$10,363,148
Classified Salaries (2000-2999)	\$2,759,962	\$40,033	\$0	\$2,799,995
Employee Benefits (3000-3999)	\$3,855,153	\$12,600	\$0	\$3,867,753
Books and Supplies (4000-4999)	\$838,458	\$0	\$0	\$838,458
Services, Other Operating Expenses (5000-5999)	\$2,218,115	\$0	\$0	\$2,218,115
Capital Outlay (6000-6599)	\$286,474	\$0	\$0	\$286,474
Other Outgo (7100-7299) (7400-7499)	\$4,025	\$0	\$0	\$4,025
Direct Support/Indirect Cost (7300-7399)	(\$198,293)	\$0	\$0	(\$198,293)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$20,127,042	\$52,633	\$0	\$20,179,675
<b>OPERATING SURPLUS (DEFICIT)</b>	\$3,037,955	(\$52,633)	\$0	\$2,985,322
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$131,091	\$0	\$0	\$131,091
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$0	\$0	\$0	\$0
<b>CONTRIBUTIONS (8980-8999)</b>	(\$4,571,937)	(\$32,686)	\$0	(\$4,604,623)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	(\$1,402,891)	* (\$85,319)	\$0	(\$1,488,210)
<b>BEGINNING BALANCE</b>	\$7,513,996			\$7,513,996
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$6,111,105	(\$85,319)	\$0	\$6,025,786
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$5,500	\$0	\$0	\$5,500
Reserved for Economic Uncertainties (9770)	\$3,153,575	\$8,532	\$0	\$3,162,107
Designated Amounts (9775-9780)	\$1,650,000	\$0	\$0	\$1,650,000
Unappropriated Amount - Unrestricted (9790)	\$1,302,029	(\$144,632)	\$0	\$1,157,397
Unappropriated Amount - Restricted (9790)	\$0	\$0	\$0	\$0

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET 2014-15

### Restricted General Fund

Bargaining Unit: **Classified Schools Employees Association (CSEA) - HSD**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement 2014-15 2nd Interim Report	Adjustments as a Result of Settlement	Other Revisions CSEA/SRFT/ Admin/ Confidential Settlements	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$5,235,169	\$0	\$0	\$5,235,169
<b>TOTAL REVENUES</b>	\$5,235,169	\$0	\$0	\$5,235,169
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$3,697,825	\$0	\$0	\$3,697,825
Classified Salaries (2000-2999)	\$1,297,587	\$26,000	\$0	\$1,323,587
Employee Benefits (3000-3999)	\$1,432,160	\$6,686	\$0	\$1,438,846
Books and Supplies (4000-4999)	\$1,680,783	\$0	\$0	\$1,680,783
Services, Other Operating Expenses (5000-5999)	\$2,419,350	\$0	\$0	\$2,419,350
Capital Outlay (6000-6599)	\$21,314	\$0	\$0	\$21,314
Other Outgo (7100-7299) (7400-7499)	\$560,841	\$0	\$0	\$560,841
Direct Support/Indirect Cost (7300-7399)	\$158,844	\$0	\$0	\$158,844
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$11,268,704	\$32,686	\$0	\$11,301,390
<b>OPERATING SURPLUS (DEFICIT)</b>	(\$6,033,535)	(\$32,686)	\$0	(\$6,066,221)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$0	\$0	\$0	\$0
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$140,000	\$0	\$0	\$140,000
<b>CONTRIBUTIONS (8980-8999)</b>	\$4,571,937	\$32,686	\$0	\$4,604,623
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	(\$1,601,598)	\$0	\$0	(\$1,601,598)
<b>BEGINNING BALANCE</b>	\$1,601,598			\$1,601,598
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$0	\$0	\$0	\$0
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amount- Unrestricted (9790)	\$0	\$0	\$0	\$0
Unappropriated Amount - Restricted (9790)	(\$0)	\$0	\$0	(\$0)

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET 2014-15

Combined General Fund				
Bargaining Unit: Classified Schools Employees Association (CSEA) - HSD				
	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement 2014-15 2nd Interim Report	Adjustments as a Result of Settlement	Other Revisions CSEA/SRFT/ Admin/ Confidential Settlements	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$22,193,310	\$0	\$0	\$22,193,310
Remaining Revenues (8100-8799)	\$6,206,856	\$0	\$0	\$6,206,856
<b>TOTAL REVENUES</b>	\$28,400,166	\$0	\$0	\$28,400,166
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$14,060,973	\$0	\$0	\$14,060,973
Classified Salaries (2000-2999)	\$4,057,549	\$66,033	\$0	\$4,123,582
Employee Benefits (3000-3999)	\$5,287,313	\$19,286	\$0	\$5,306,599
Books and Supplies (4000-4999)	\$2,519,241	\$0	\$0	\$2,519,241
Services, Other Operating Expenses (5000-5999)	\$4,637,465	\$0	\$0	\$4,637,465
Capital Outlay (6000-6599)	\$307,788	\$0	\$0	\$307,788
Other Outgo (7100-7299) (7400-7499)	\$564,866	\$0	\$0	\$564,866
Direct Support/Indirect Cost (7300-7399)	(\$39,449)	\$0	\$0	(\$39,449)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$31,395,746	\$85,319	\$0	\$31,481,065
<b>OPERATING SURPLUS (DEFICIT)</b>	(\$2,995,580)	(\$85,319)	\$0	(\$3,080,899)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$131,091	\$0	\$0	\$131,091
TRANSFERS OUT & OTHER USES (7610-7699)	\$140,000	\$0	\$0	\$140,000
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	(\$3,004,489)	* (\$85,319)	\$0	(\$3,089,808)
<b>BEGINNING BALANCE</b>	\$9,115,594			\$9,115,594
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$6,111,105	(\$85,319)	\$0	\$6,025,786
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$5,500	\$0	\$0	\$5,500
Reserved for Economic Uncertainties (9770)	\$3,153,575	\$13,152	\$0	\$3,166,727
Designated Amounts (9775-9780)	\$1,650,000	\$0	\$0	\$1,650,000
Unappropriated Amount - Unrestricted (9790)	\$1,302,029	(\$144,632)	\$0	\$1,157,397
Unappropriated Amount - Restricted (9790)	(\$0)	\$0	\$0	(\$0)
Reserve for Economic Uncertainties Percentage	10%			10%

\* Please see question on page 7.



# I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

## Combined General Fund

Enter Bargaining Unit: **Classified Schools Employees Association (CSEA) - HSD**

	2014-15	2015-16	2016-17
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$22,193,310	\$23,430,000	\$24,750,000
Remaining Revenues (8100-8799)	\$6,206,856	\$6,154,000	\$6,325,000
<b>TOTAL REVENUES</b>	\$28,400,166	\$29,584,000	\$31,075,000
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$14,060,973	\$14,177,973	\$14,461,973
Classified Salaries (2000-2999)	\$4,123,582	\$4,158,882	\$4,195,182
Employee Benefits (3000-3999)	\$5,306,599	\$5,657,386	\$6,009,386
Books and Supplies (4000-4999)	\$2,519,241	\$1,980,288	\$2,060,000
Services, Other Operating Expenses (5000-5999)	\$4,637,465	\$3,775,000	\$3,868,988
Capital Outlay (6000-6999)	\$307,788	\$50,000	\$50,000
Other Outgo (7100-7299) (7400-7499)	\$564,866	\$615,000	\$675,000
Direct Support/Indirect Cost (7300-7399)	(\$39,449)	(\$25,000)	(\$25,000)
Other Adjustments		\$0	\$0
<b>TOTAL EXPENDITURES</b>	\$31,481,065	\$30,389,529	\$31,295,529
<b>OPERATING SURPLUS (DEFICIT)</b>	(\$3,080,899)	(\$805,529)	(\$220,529)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$131,091	\$130,000	\$130,000
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$140,000	\$645,000	\$647,000
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	(\$3,089,808)	(\$1,320,529)	(\$737,529)
<b>BEGINNING BALANCE</b>	\$9,115,594	\$6,025,786	\$4,705,257
<b>CURRENT-YEAR ENDING BALANCE</b>	\$6,025,786	\$4,705,257	\$3,967,728
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$5,500	\$5,500	\$5,500
Reserved for Economic Uncertainties - Unrestricted (9770)	\$3,166,727	\$3,103,453	\$3,194,253
Board Designated Amounts (9775-9780)	\$1,650,000	\$1,575,000	\$750,000
Unappropriated Amounts - Unrestricted (9790)	\$1,157,397	\$21,304	\$17,974
Unappropriated Amounts - Restricted (9790)	(\$0)	\$0	\$0

## J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

### 1. State Reserve Standard

		2014-15	2015-16	2016-17
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 31,621,065	\$ 31,034,529	\$ 31,942,529
b.	State Standard Minimum Reserve Percentage for this District 3% enter percentage:	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	\$ 948,632	\$ 931,036	\$ 958,276

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 3,166,727	\$ 3,103,453	\$ 3,194,253
b.	Board Designated Amounts (9775-9780)	\$ 1,650,000	\$ 1,575,000	\$ 750,000
c.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 1,157,397	\$ 21,304	\$ 17,974
d.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$0	\$0	\$0
e.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$0	\$0	\$0
g.	Total Available Reserves	\$ 5,974,124	\$ 4,699,758	\$ 3,962,228
h.	Reserve for Economic Uncertainties Percentage	18.89%	15.14%	12.40%

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

2014-15	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2015-16	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2016-17	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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



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, Page 1 (i.e., increase was partially budgeted), explain the variance below:

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

**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 the San Rafael City High School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California Schools Employee Association (CSEA) Bargaining Unit, during the term of the agreement from July 1, 2010 to June 30, 2012.

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

<b>Budget Adjustment Categories:</b>	<b>Budget Adjustment Increase (Decrease)</b>
<u>Revenues/Other Financing Sources</u>	<u>\$0</u>
<u>Expenditures/Other Financing Uses</u>	<u>\$0</u>
<u>Ending Balance Increase (Decrease)</u>	<u>(\$85,319)</u>

N/A \_\_\_\_ (No budget revisions necessary)

\_\_\_\_\_  
**Dr. Michael R. Watenpaugh, District Superintendent**  
(Signature)

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Chris Thomas, Chief Business Officer**  
(Signature)

\_\_\_\_\_  
**Date**

**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 of the San Rafael City High School District 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.

\_\_\_\_\_  
**Dr. Michael R. Watenpaugh, District Superintendent**  
**(Signature)**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Chris Thomas, CBO**  
**Contact Person**

\_\_\_\_\_  
**415-492-3257**  
**Phone**

\_\_\_\_\_  
**Natu Tuatagaloa, Board President**

\_\_\_\_\_  
**Date**