

# 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:

San Rafael Teachers Association

☒ Certificated

☐ Classified

## PERIOD OF AGREEMENT

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

7/1/2017

6/30/2018

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?*

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

1/16/2018

Date of governing board approval of budget revisions

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

3/20/2018

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	Unsettled	242.3
Classified:	CSEA Chapter #341	Settled	115.68
Other:	Confidential, Managers and Administrators	Unsettled	28.43

### NARRATIVE OF AGREEMENT:

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

A 4.37% on going increase retroactive to 7/1/2017 on the base salary of the SRTA. The retroactive increases will apply only to base salary and will not apply to the hourly, stipend, extra duty or overtime work. This agreement concludes negotiations for the 2017-2018 school year. Teacher-in-charge stipends increased to \$1,500. A SST/RTI Coordinator stipend of \$600 has been added at each site. Certified BCLAD (Spanish) bargaining unit members shall receive an annual stipend of \$1500 if teaching at a school with at least 60% EL population. The district will increase its contribution to the three-tiered cap effective Jan 1, 2018. The new revised caps \$588 empl only, \$1,174 empl + 1, and \$1,527 empl + 2. This results in an increase of about .63% in H&W costs

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**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
			2017-2018	2018-2019	2019-2020
1a.	Salary cost before agreement (latest board approved budget and multi-year projection)		\$ 20,129,702		
1b.	Step & Column Increase (Decrease) included in total salary cost		0.00%	1.50%	1.50%
1c.	Statutory benefits cost before agreement (latest board approved budget)		\$ 3,581,074	\$ -	\$ -
			17.79%	0.00%	0.00%
1d.	CY Health & Welfare Benefits cost before agreement		\$ 2,440,075		
2.	Step & Column - Increase (Decrease) due to settlement	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
3.	Salary Schedule - Increase (Decrease) due to settlement	Cost (=/-)	\$ 879,668	\$ -	\$ -
		Percent	4.37%	0.00%	0.00%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-)	\$ -		
		Percent	0.00%	0.00%	0.00%
		Description	Trans/Inter Stipend		
5.	Other Salary changes - increase (decrease) FTE	Cost (=/-)	\$ -	\$ -	\$ -
		FTE			
6.	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, OASDI, Medicare etc.	Cost (=/-)	\$ 156,493	\$ -	\$ -
		Percent	4.37%	0.00%	0.00%
		Description			
7.	Health & Welfare Benefits - Increase (Decrease) (Medical, Dental, Vision, Life Insurance, etc.	Cost (=/-)	\$ 15,372	\$ -	\$ -
		Percent	0.63%	0.00%	0.00%
		Description			
8a.	Total Salary - Increase (Decrease) (total Lines 2 - 5)	Cost (=/-)	\$ 879,668	\$ -	\$ -
		Percent	4.37%	0.00%	0.00%
8b.	Total Salary Increase including step (lines 1b + 8)		4.37%	1.50%	1.50%
8c.	Total Salary after settlement		\$ 21,009,370	\$ -	\$ -
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-)	\$ 1,051,533	\$ -	\$ -
		Percent	4.02%	0.00%	0.00%
9b.	Total compensation after settlement		\$ 27,202,384	\$ -	\$ -
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE	115.68	115.68	115.68
		Pre-Settlement	\$ 226,062	\$ -	\$ -
		Post Settlement	\$ 235,152	\$ -	\$ -
		Percent	4.02%	0.00%	0.00%
11.	Cost of 1% after above compensation (salary and statutory benefits)		\$ 247,469	\$ -	\$ -
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 \$631, Employee +1 is \$1,267 and Employee +2 or more is \$1,643. Dental Caps: Employee only is \$64.90, Employee +1 is \$116.12 and Employee +2 is \$167.29				
	Current Cap:		\$ -		
	Proposed Cap:		\$ -		
	Average Capped Amount increase per employee		\$ -		0%



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**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.	OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost) See Narrative of Agreement section above.
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.
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:
17.	<b>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</b>
18.	<b>CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language.</b> Reopeners for 2018-2019 will be compensation, benefits and four articles of each party's choice.

# PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

## San Rafael City ElementarySchool 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 (Statues 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 checked="" type="checkbox"/> Reduction in Expenditures                <input checked="" type="checkbox"/> Special Reserve                <input checked="" type="checkbox"/> Other (please explain)         </p> <p><b>Explanation:</b>          The District's ending fund balance as a result of the 2016-17 unaudited actuals was the primary driver in the negotiation of the increase in salary. The reductions outlined in the 2016-17 2nd Interim Report and approved by the Board of Education on 3/13/17 will also provide additional resources to fulfill the obligation of the agreement for the future 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 checked="" type="checkbox"/> Special Reserve                <input type="checkbox"/> Other (please explain)         </p> <p><b>Explanation:</b>          See explanation for #19 above.</p>																	
21.	<p><b>If multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in future years?</b>          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 Expenditures                <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>          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 2016-2017 2nd Interim. Additional reduction and restructuring of expenditures shall be adopted in the subsequent years.</p>																	
23.	<p><b>State Minimum Reserve Calculation (inclusive of cost of settlement):</b></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;">59,227,246.00</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;">1,776,817.38</td> </tr> </table>			Total Expenditures and Other Uses:	\$	59,227,246.00	Minimum State Reserve Percentage		3%	Minimum State Reserve Requirement (\$64,000 minimum)	\$	1,776,817.38						
Total Expenditures and Other Uses:	\$	59,227,246.00																
Minimum State Reserve Percentage		3%																
Minimum State Reserve Requirement (\$64,000 minimum)	\$	1,776,817.38																
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 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;">1,726,066</td> </tr> <tr> <td>General Fund - Budgeted Unrestricted Unappropriated Amount</td> <td style="text-align: right;">\$</td> <td style="text-align: right;">7,739,319</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>9,465,385</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	\$	1,726,066	General Fund - Budgeted Unrestricted Unappropriated Amount	\$	7,739,319	Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-	<b>Total District Budgeted Unrestricted Reserves</b>	<b>\$</b>	<b>9,465,385</b>	Meets reserve requirement		Met
General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties	\$	1,726,066																
General Fund - Budgeted Unrestricted Unappropriated Amount	\$	7,739,319																
Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated	\$	-																
<b>Total District Budgeted Unrestricted Reserves</b>	<b>\$</b>	<b>9,465,385</b>																
Meets reserve requirement		Met																

# 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 2017-2018

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: 12/18/2017	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= 4,643			P2 ADA= 4,643
LCFF ADA= 4,643			LCFF ADA= 4,643

#### A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 41,590,067		\$ 41,590,067
2. Federal Revenue	8100-8299	2,614,673		2,614,673
3. Other State Revenues	8300-8599	5,478,054		5,478,054
4. Other Local Revenues	8600-8799	7,099,585		7,099,585
5. Other Financing Sources	8900-8999	20,000		20,000
<b>6. Total (sum lines A1 thru A5)</b>		<b>56,802,379</b>	<b>-</b>	<b>56,802,379</b>

#### B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 24,319,021	\$ 879,668	\$ 25,198,689
2. Classified Salaries	2000-2999	6,682,955		6,682,955
3. Employee Benefits	3000-3999	11,411,518	171,865	11,583,383
4. Books and Supplies	4000-4999	3,537,465		3,537,465
5. Services & Other Operating Expd.	5000-5999	9,087,744		9,087,744
6. Capital Outlay	6000-6999	1,022,856		1,022,856
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	1,135,756		1,135,756
8. Other Outgo - Indirect	7300-7399	(63,787)		(63,787)
9. Other Financing Uses	7600-7699	1,042,185		1,042,185
10. Other Adjustments				
<b>11. Total (sum lines B1 thru B10)</b>		<b>58,175,713</b>	<b>1,051,533</b>	<b>59,227,246</b>

#### C. NET INCREASE (DECREASE) IN FUND

<b>BALANCE (line A6 minus line B11)</b>	<b>\$ (1,373,334)</b>	<b>\$ (1,051,533)</b>	<b>\$ -</b>	<b>\$ (2,424,867)</b>
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#### D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 15,998,393		\$ 15,998,393
2. Ending Fund Balance		\$ 14,625,059	\$ (1,051,533)	\$ 13,573,526
3. Components of Ending Fund Balance				
a. Nonspendable	9711-9719	\$ -		\$ -
b. Restricted	9740	1,398,470		1,398,470
c. Committed	9750,9760	-		-
d. Assigned	9780	-		-
e. Unassigned/Unappropriated				
1. Reserve for Economic Uncert.	9789	3,509,757		3,509,757
2. Unassigned/Unappropriated	9790	9,716,832	(1,051,533)	8,665,299
FUND 17 RESERVES	9789,9790			
% of State Required Reserves		<b>22.74%</b>	Meets	<b>20.56%</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	1,051,533	Disclosure Tab #9a	1,051,533	Variance	-
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# 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 2018-2019

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved MYP Before Settlement - as of: 12/18/2017	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= 4,650			P2 ADA= 4,650
	LCFF ADA= 4,650			LCFF ADA= 4,650

#### A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 43,288,356		\$ 43,288,356
2. Federal Revenue	8100-8299	2,303,641		2,303,641
3. Other State Revenues	8300-8599	3,925,998		3,925,998
4. Other Local Revenues	8600-8799	7,012,548		7,012,548
5. Other Financing Sources	8900-8999	20,000		20,000
<b>6. Total (sum lines A1 thru A5)</b>		<b>56,550,543</b>	<b>-</b>	<b>56,550,543</b>

#### B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 25,463,628	\$ -	\$ 25,463,628
2. Classified Salaries	2000-2999	6,772,214	-	6,772,214
3. Employee Benefits	3000-3999	12,369,475	-	12,369,475
4. Books and Supplies	4000-4999	2,106,377		2,106,377
5. Services & Other Operating Expd.	5000-5999	8,858,022		8,858,022
6. Capital Outlay	6000-6999	167,551		167,551
7. Other Outgo (no Indirect)	7100-7299, 7400-7499	1,135,756		1,135,756
8. Other Outgo - Indirect	7300-7399	(63,787)		(63,787)
9. Other Financing Uses	7600-7699	1,042,185		1,042,185
10. Other Adjustments		-		-
<b>11. Total (sum lines B1 thru B10)</b>		<b>57,851,421</b>	<b>-</b>	<b>57,851,421</b>

#### C. NET INCREASE (DECREASE) IN FUND

**BALANCE (line A6 minus line B11)**

\$ (1,300,878)	\$ -	\$ -	\$ (1,300,878)
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#### D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 14,625,059		\$ 13,573,526
2. Ending Fund Balance		\$ 13,324,181	\$ -	\$ 12,272,648
3. Components of Ending Fund Balance				
a. Nonspendable	9711-9719	\$ -		\$ -
b. Restricted	9740	224,050		224,050
c. Committed	9750,9760	-		-
d. Assigned	9780			-
e. Unassigned/Unappropriated				
1. Reserve for Economic Uncert.	9789	3,378,491		3,378,491
2. Unassigned/Unappropriated	9790	9,721,640	(1,051,533)	8,670,107
FUND 17 RESERVES	9789,9790			
% of State Required Reserves		22.64%	Meets	20.83%

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, Add/Reduced staffing, etc):**

Upon Board review on 09/11/2017 of the 2016-2017 Unaudited Actuals report, the projected 2016-2017 increase in fund balance (Unrestricted plus Restricted) was \$1,688,852. Due to this favorable change in the 2016-2017 fund balance from a deficit to a surplus, the District was authorized by the Board to offer this increase in compensation to SRTA employees.

# 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 2019-2020

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved MYP Before Settlement - as of: 12/18/2017	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= 4,638			P2 ADA= 4,638
LCFF ADA= 4,638			LCFF ADA= 4,638

**A. Revenues and Other Financing Sources**

1. LCFF/Revenue Limit Sources	8010-8099	\$ 44,505,833			\$ 44,505,833
2. Federal Revenue	8100-8299	2,303,641			2,303,641
3. Other State Revenues	8300-8599	3,925,998			3,925,998
4. Other Local Revenues	8600-8799	7,012,548			7,012,548
5. Other Financing Sources	8900-8999	20,000			20,000
<b>6. Total (sum lines A1 thru A5)</b>		<b>57,768,020</b>	<b>-</b>	<b>-</b>	<b>57,768,020</b>

**B. Expenditures and Other Financing Uses**

1. Certificated Salaries	1000-1999	\$ 25,825,370			\$ 25,825,370
2. Classified Salaries	2000-2999	6,862,811	-		6,862,811
3. Employee Benefits	3000-3999	13,362,158	-		13,362,158
4. Books and Supplies	4000-4999	2,106,377			2,106,377
5. Services & Other Operating Expd.	5000-5999	8,959,710			8,959,710
6. Capital Outlay	6000-6999	167,551			167,551
7. Other Outgo (no indirect)	7100-7299, 7400-7499	1,135,756			1,135,756
8. Other Outgo - Indirect	7300-7399	(63,787)			(63,787)
9. Other Financing Uses	7600-7699	1,042,185			1,042,185
10. Other Adjustments		-			-
<b>11. Total (sum lines B1 thru B10)</b>		<b>59,398,131</b>	<b>-</b>	<b>-</b>	<b>59,398,131</b>

**C. NET INCREASE (DECREASE) IN FUND**

**BALANCE (line A6 minus line B11)**

\$ (1,630,111)	\$ -	\$ -	\$ (1,630,111)
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**D. FUND BALANCE**

1. Net Beginning Fund Balance	9791-9795	\$ 13,324,181			\$ 12,272,648
2. Ending Fund Balance		\$ 11,694,070	\$ -	\$ -	\$ 10,642,537
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 5,500			\$ 5,500
b. Restricted	9740	-			-
c. Committed	9750,9760	1,171,652			1,171,652
d. Assigned	9780				-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	1,726,066			1,726,066
2. Unassigned/Unappropriated	9790	8,790,852	(1,051,533)	-	7,739,319
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		17.71%		Meets	15.94%

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):**

Upon Board review on 09/11/2017 of the 2016-2017 Unaudited Actuals report, the projected 2016-2017 increase in fund balance (Unrestricted plus Restricted) was \$1,688,852. Due to this favorable change in the 2016-2017 fund balance from a deficit to a surplus, the District was authorized by the Board to offer this increase in compensation to SRTA employees.



## 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.



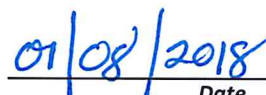
*District Superintendent  
(signature)*



*Date*



*Chief Business Official  
(signature)*



*Date*

*After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on Jan 16, 2018, took action to approve the proposed Agreement with the San Rafael Teachers Association Bargaining Unit.*

*President, Governing Board  
(signature)*

*Date*