

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:

CERT ADMINISTRATORS, CLASSIFIED MANAGMENET, CONFIDENTIAL

☒ Certificated

☒ Classified

PERIOD OF AGREEMENT

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

7/1/2014

6/30/2015

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

Fiscal Years:

N/A

N/A

N/A

Reopeners: Yes or NO ?

if Yes, What Areas?

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

6/8/2015

Date of governing board approval of budget revisions

6/8/2015

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

8/10/2015

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:	SRFT	SETTLED	130.4
Classified:	CSEA	SETTLED	71.6
Other:			

NARRATIVE OF AGREEMENT:

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

The District agrees to a 1.85% salary schedule increase, and an increase to the 3-tiered medical caps.

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COMPENSATION PROVISIONS

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

COMPENSATION			Fiscal Impact of Proposed Agreement		
			Current Year	Year 2	Year 3
			2014-2015	2015-2016	2016-2017
1a.	Salary cost before agreement (latest board approved budget and multi-year projection)		\$ 2,473,777		
1b.	Step & Column Increase (Decrease) included in total salary cost		0.00%	0.00%	0.00%
1c.	Statutory benefits cost before agreement (latest board approved budget)		\$ 372,902		
			15.07%	0.00%	0.00%
1d.	CY Health & Welfare Benefits cost before agreement		\$ 367,488		
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 (=/-)	\$ 45,764	\$ -	\$ -
		Percent	1.85%	0.00%	0.00%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-)	\$ -		
		Percent	0.00%	0.00%	0.00%
		Description	0%		
5.	Other Salary changes - increase (decrease) FTE	Cost (=/-)	\$ -	\$ -	\$ -
		FTE	0%		
6.	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, OASDI, Medicare etc.	Cost (=/-)	\$ 6,899	\$ -	\$ -
		Percent	1.85%	0.00%	0.00%
		Description			
7.	Health & Welfare Benefits - Increase (Decrease) (Medical, Dental, Vision, Life Insurance, etc.	Cost (=/-)	\$ 10,524	\$ 10,524	\$ -
		Percent	2.86%	0.00%	0.00%
		Description	Medical Cap Inc		
8a.	Total Salary - Increase (Decrease) (total Lines 2 - 5)	Cost (=/-)	\$ 45,764	\$ -	\$ -
		Percent	1.85%	0.00%	0.00%
8b.	Total Salary increase including step (lines 1b + 8		1.85%	0.00%	0.00%
8c.	Total Salary after settlement		\$ 2,519,541	\$ -	\$ -
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-)	\$ 63,187	\$ 10,524	\$ -
		Percent	1.97%	0.00%	0.00%
9b.	Total compensation after settlement		\$ 3,277,354	\$ 10,524	\$ -
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE	19.90	19.90	19.90
		Pre-Settlement	\$ 161,516	\$ -	\$ -
		Post Settlement	\$ 164,691	\$ 529	\$ -
		Percent	1.97%	0.00%	0.00%
11.	Cost of 1% after above compensation (salary and statutory benefits)		\$ 28,993	\$ -	\$ -
12.	Please indicate if Health/Welfare Benefit Capped : (Indicate details such as different caps per health plans or any super composite rates) 3-tiered medical caps. Employee only increased \$28 / month, Employee + 1 increased \$57 / month, Family increased \$74 / month.				
	Current Cap:			3-TIERED CAPS	
	Proposed Cap:			3-TIERED CAPS	
	Average Capped Amount increase per employee			#VALUE!	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: As described above, there was an increase to the 3-tiered medical caps, and an increase of 1.85% to the salary schedule.
17.	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 None
18.	CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language. None

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

San Rafael City HighSchool District

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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.	<input checked="" type="checkbox"/> General Fund Revenue	<input type="checkbox"/> Reduction in Expenditures	<input type="checkbox"/> Special Revenue	<input type="checkbox"/> Other (please explain)	
Explanation:					
20.	<input checked="" type="checkbox"/> General Fund Revenue	<input checked="" type="checkbox"/> Reduction in Expenditures	<input type="checkbox"/> Special Revenue	<input type="checkbox"/> Other (please explain)	
Explanation:					
21.	If multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in future				
	<input type="checkbox"/> General Fund Revenue	<input type="checkbox"/> Reduction in Expenditures	<input type="checkbox"/> Special Revenue	<input type="checkbox"/> Other (please explain)	
(Remember to include compounding effects in meeting obligations)					
Assumptions:					
22.	What is the impact of the agreement on deficit spending in the current or future year(s)?				
Explanation:					
Initially there will be an increase in deficit spending, which will be addressed in the future years.					
23.	State Minimum Reserve Calculation (inclusive of cost of settlement):				
Total Expenditures and Other Uses: \$ 31,763,023.00					
Minimum State Reserve Percentage 3%					
Minimum State Reserve Requirement (\$64,000 minimum) \$ 952,890.69					
24.	Budgeted Unrestricted Reserve (After Impact of Proposed Agreement in Year 3 of the MYP)				
General Fund - Budgeted Unrestricted Reserve for Economic Uncertainties \$ -					
General Fund - Budgeted Unrestricted Unappropriated Amount \$ 5,658,393					
Special Reserve Fund (17) - Reserve for Economic Uncertainties, Unassigned & Unappropriated \$ -					
Total District Budgeted Unrestricted Reserves \$ 5,658,393					
Meets reserve requirement Met					

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City High School District

General Fund Combined

Current Fiscal Year 2014-2015

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement as of: 6/8/2015	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= 2,213			P2 ADA= 2,213
LCFF ADA= 2,213			LCFF ADA= 2,213

A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 22,406,153			\$ 22,406,153
2. Federal Revenue	8100-8299	950,700			950,700
3. Other State Revenues	8300-8599	775,633			775,633
4. Other Local Revenues	8600-8799	4,654,204			4,654,204
5. Other Financing Sources	8900-8999	131,091			131,091
6. Total (sum lines A1 thru A5)		28,917,781	-	-	28,917,781

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 13,964,301	\$ 32,257		\$ 13,996,558
2. Classified Salaries	2000-2999	4,115,204	13,507		4,128,711
3. Employee Benefits	3000-3999	5,249,346	17,423		5,266,769
4. Books and Supplies	4000-4999	2,384,247			2,384,247
5. Services & Other Operating Expd.	5000-5999	4,956,170			4,956,170
6. Capital Outlay	6000-6999	348,337			348,337
7. Other Outgo (no indirect)	7100-7299, 7400-7499	581,680			581,680
8. Other Outgo - Indirect	7300-7399	(39,449)			(39,449)
9. Other Financing Uses	7600-7699	140,000			140,000
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		31,699,836	63,187	-	31,763,023

**C. NET INCREASE (DECREASE) IN FUND
BALANCE (line A6 minus line B11)**

\$ (2,782,055)	\$ (63,187)	\$ -	\$ (2,845,242)
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D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 9,115,594			\$ 9,115,594
2. Ending Fund Balance		\$ 6,333,539	\$ (63,187)	\$ -	\$ 6,270,352
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 5,500			\$ 5,500
b. Restricted	9740	102,000			102,000
c. Committed	9750,9760	-			-
d. Assigned	9780	1,650,000			1,650,000
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	3,176,302			3,176,302
2. Unassigned/Unappropriated	9790	1,399,737	(63,187)	-	1,336,550
FUND 17 RESERVES	9789,9790	-			-
% of State Required Reserves		14.44%		Meets	14.21%

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	63,187	Disclosure Tab #9a	63,187	Variance	-
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PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

San Rafael City High School District

General Fund Combined

First Subsequent Year 2015-2016

		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved MYP Before Settlement - as of: 6/8/2015	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= 2,280			P2 ADA= 2,280
		LCFF ADA= 2,280			LCFF ADA= 2,280
A. Revenues and Other Financing Sources					
1. LCFF/Revenue Limit Sources	8010-8099	\$ 23,554,756			\$ 23,554,756
2. Federal Revenue	8100-8299	845,563			845,563
3. Other State Revenues	8300-8599	1,999,053			1,999,053
4. Other Local Revenues	8600-8799	4,947,522			4,947,522
5. Other Financing Sources	8900-8999	35,000			35,000
6. Total (sum lines A1 thru A5)		31,381,894	-	-	31,381,894
B. Expenditures and Other Financing Uses					
1. Certificated Salaries	1000-1999	\$ 14,362,442			\$ 14,362,442
2. Classified Salaries	2000-2999	4,350,061			4,350,061
3. Employee Benefits	3000-3999	5,869,266	10,524		5,879,790
4. Books and Supplies	4000-4999	1,787,604			1,787,604
5. Services & Other Operating Expd.	5000-5999	4,926,679			4,926,679
6. Capital Outlay	6000-6999	50,000			50,000
7. Other Outgo (no indirect)	7100-7299, 7400-7499	676,726			676,726
8. Other Outgo - Indirect	7300-7399	(39,449)			(39,449)
9. Other Financing Uses	7600-7699	-			-
10. Other Adjustments		-			-
11. Total (sum lines B1 thru B10)		31,983,329	10,524	-	31,993,853
C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)					
		\$ (601,435)	\$ (10,524)	\$ -	\$ (611,959)
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 6,333,539			\$ 6,270,352
2. Ending Fund Balance		\$ 5,732,104	\$ (10,524)	\$ -	\$ 5,658,393
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 5,500			\$ 5,500
b. Restricted	9740	-			-
c. Committed	9750,9760	-			-
d. Assigned	9780	1,100,000			1,100,000
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	3,199,385			3,199,385
2. Unassigned/Unappropriated	9790	1,427,219	(73,711)	-	1,353,508
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		14.47%		Meets	14.23%

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	10,524	Disclosure Tab #9a	10,524	Variance	-
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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 HighSchool District

General Fund Combined

Second Subsequent Year 2016-2017

		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved MYP Before Settlement - as of: 6/8/2015	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=
		LCFF ADA=			LCFF ADA=
A. Revenues and Other Financing Sources					
1. LCFF/Revenue Limit Sources	8010-8099				\$ -
2. Federal Revenue	8100-8299				-
3. Other State Revenues	8300-8599				-
4. Other Local Revenues	8600-8799				-
5. Other Financing Sources	8900-8999				-
6. Total (sum lines A1 thru A5)		-	-	-	-
B. Expenditures and Other Financing Uses					
1. Certificated Salaries	1000-1999				\$ -
2. Classified Salaries	2000-2999				-
3. Employee Benefits	3000-3999				-
4. Books and Supplies	4000-4999				-
5. Services & Other Operating Expd.	5000-5999				-
6. Capital Outlay	6000-6999				-
7. Other Outgo (no Indirect)	7100-7299, 7400-7499				-
8. Other Outgo - Indirect	7300-7399				-
9. Other Financing Uses	7600-7699				-
10. Other Adjustments		-			-
11. Total (sum lines B1 thru B10)		-	-	-	-
C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)					
		\$ -	\$ -	\$ -	\$ -
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 5,732,104			\$ 5,658,393
2. Ending Fund Balance		\$ 5,732,104	\$ -	\$ -	\$ 5,658,393
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719				\$ -
b. Restricted	9740				-
c. Committed	9750,9760				-
d. Assigned	9780				-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789				-
2. Unassigned/Unappropriated	9790	5,732,104	(73,711)	-	5,658,393
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		0.00%			0.00%

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):

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)*

Date

*Chief Business Official
(signature)*

Date

*After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on Jun 8, 2015, took action to approve the proposed Agreement with the
CERT ADMINISTRATORS, CLASSIFIED MANAGMENET, CONFIDENTIAL Bargaining Unit.*

*President, Governing Board
(signature)*

Date