

**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**

**Name of School District:** San Rafael City Elementary School District  
**Name of Bargaining Unit:** San Rafael Teachers Association (SRTA)  
**Certificated, Classified, Other:** Certificated

**The proposed agreement covers the period beginning:** July 1, 2015 **and ending:** June 30, 2016  
(date) (date)

**The Governing Board will act upon this agreement on:** October 26, 2015  
(date)

**A. Proposed Change in Compensation**

Compensation	Annual Cost Prior to Proposed Agreement 2015-16	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2015-16	Year 2 Increase/(Decrease) FY 2016-17	Year 3 Increase/(Decrease) FY 2017-18
1 Salary Schedule Increase (Decrease)	\$ 16,974,154.00	\$848,708	\$ -	\$
		5.00%	0.00%	%
2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement	\$0.00	\$0	\$ -	\$
		0.00%	0.00%	%
3 Other Compensation - Increase (Decrease)(Stipends, Bonuses, Longevity, Overtime, etc.)	\$ -	\$ -	\$ -	\$
Description of other compensation <i>One-time, off-the-schedule bonus with a one-time additional Professional Development day for CCSS.</i>			\$ -	
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 2,418,477	\$ 120,924	\$ -	\$
		5.00%	0.00%	%
5 Health/Welfare Plans	\$ 2,134,603	\$ 44,500	\$ 44,500	\$
		2.08%	2.08%	%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 21,527,234	\$ 1,014,132	\$ 44,500	\$
7 Total Number of Represented Employees (Use FTEs if appropriate)	251.30			
8 Total Compensation <u>Average</u> Cost per Employee (FTE)	\$ 96,103.73	\$ 4,527.37	\$ 198.66	\$
		4.71%	0.21%	%

Note:

- 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 overall percentage increase on the salary schedule is 5% effective July 1, 2015 with a restructuring reflecting 2.5% increases on steps 1-11 and 8% increases on steps 12-24.

- 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 benefits? Yes ☒ No ☐**  
If yes, please describe the cap amount.

The Medical CAPs will be increased effective January 1, 2016 to 1-party \$552/mo; 2-party \$1,104/mo; and 3-party \$1,436/mo. No change in the Dental CAPS or Cash-in-lieu. These are hard CAPS and effective January 1, 2016.

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

Please see Tentative Agreement attached for details of non-compensation language items.

- 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.**

None.

- 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.

No, this tentative agreement will not create deficit financing either in the current year or the subsequent years.

- 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**

Total General Fund 01

- 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)?**

Ongoing implementation of the LCFF and growth.

- 3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund the obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)**

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET 2015-16

**Unrestricted General Fund**  
**Bargaining Unit: San Rafael Teachers Association (SRTA) ESD**

	Column 1 Latest Board- Approved Budget Before Settlement 2015-16 (6/22/2015)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions CSEA/SRTA/ Admin/ Confidential Settlements	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$37,828,916	\$0	\$0	\$37,828,916
Remaining Revenues (8100-8799)	\$3,768,621	\$0	(\$328,000)	\$3,440,621
<b>TOTAL REVENUES</b>	\$41,597,537	\$0	(\$328,000)	\$41,269,537
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$16,784,569	\$575,000	\$0	\$17,359,569
Classified Salaries (2000-2999)	\$3,358,976	\$0	\$0	\$3,358,976
Employee Benefits (3000-3999)	\$6,300,205	\$111,926	\$0	\$6,412,131
Books and Supplies (4000-4999)	\$2,269,664	\$0	\$0	\$2,269,664
Services, Other Operating Expenses (5000-5999)	\$3,927,611	\$0	\$0	\$3,927,611
Capital Outlay (6000-6599)	\$25,000	\$0	\$0	\$25,000
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	(\$351,740)	\$0	\$0	(\$351,740)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$32,314,285	\$686,926	\$0	\$33,001,211
<b>OPERATING SURPLUS (DEFICIT)</b>	\$9,283,252	(\$686,926)	(\$328,000)	\$8,268,326
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$20,000	\$0	\$0	\$20,000
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$725,082	\$0	\$0	\$725,082
<b>CONTRIBUTIONS (8980-8999)</b>	(\$5,904,971)	(\$327,206)	\$0	(\$6,232,177)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$2,673,199	* (\$1,014,132)	(\$328,000)	\$1,331,067
<b>BEGINNING BALANCE</b>	\$8,279,483			\$8,279,483
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$10,952,682	(\$1,014,132)	(\$328,000)	\$9,610,550
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$2,500	\$0	\$0	\$2,500
Reserved for Economic Uncertainties (9770)	\$2,461,987	\$50,707	\$0	\$2,512,694
Designated Amounts (9775-9780)	\$2,400,000		\$0	\$2,400,000
Unappropriated Amount - Unrestricted (9790)	\$6,088,195	(\$1,064,839)	(\$328,000)	\$4,695,356
Unappropriated Amount - Restricted (9790)			\$0	\$0

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET 2015-16

**Restricted General Fund**  
**Bargaining Unit: San Rafael Teachers Association (SRTA) ESD**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement 2015-16 (6/22/2015)	Adjustments as a Result of Settlement	Other Revisions CSEA/SRTA/ 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)	\$10,004,276	\$0	\$0	\$10,004,276
<b>TOTAL REVENUES</b>	\$10,004,276	\$0	\$0	\$10,004,276
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$4,625,139	\$273,708	\$0	\$4,898,847
Classified Salaries (2000-2999)	\$2,011,338	\$0	\$0	\$2,011,338
Employee Benefits (3000-3999)	\$2,040,715	\$53,498	\$0	\$2,094,213
Books and Supplies (4000-4999)	\$998,109	\$0	\$0	\$998,109
Services, Other Operating Expenses (5000-5999)	\$5,450,794	\$0	\$0	\$5,450,794
Capital Outlay (6000-6599)	\$40,000	\$0	\$0	\$40,000
Other Outgo (7100-7299) (7400-7499)	\$580,184	\$0	\$0	\$580,184
Direct Support/Indirect Cost (7300-7399)	\$269,100	\$0	\$0	\$269,100
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$16,015,379	\$327,206	\$0	\$16,342,585
<b>OPERATING SURPLUS (DEFICIT)</b>	(\$6,011,103)	(\$327,206)	\$0	(\$6,338,309)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$0	\$0	\$0	\$0
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$185,000	\$0	\$0	\$185,000
<b>CONTRIBUTIONS (8980-8999)</b>	\$5,904,971	\$327,206	\$0	\$6,232,177
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	(\$291,132)	\$0	\$0	(\$291,132)
<b>BEGINNING BALANCE</b>	\$1,941,318			\$1,941,318
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	\$1,650,186	\$0	\$0	\$1,650,186
<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)	\$1,650,186	\$0	\$0	\$1,650,186

\* Please see question on page 7.

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET 2015-16

**Combined General Fund**  
**Bargaining Unit: San Rafael Teachers Association (SRTA) ESD**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement 2015-16 (6/22/2015)	Adjustments as a Result of Settlement	Other Revisions CSEA/SRTA/ Admin/ Confidential Settlements	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$37,828,916	\$0	\$0	\$37,828,916
Remaining Revenues (8100-8799)	\$13,772,897	\$0	(\$328,000)	\$13,444,897
<b>TOTAL REVENUES</b>	<b>\$51,601,813</b>	<b>\$0</b>	<b>(\$328,000)</b>	<b>\$51,273,813</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$21,409,708	\$848,708	\$0	\$22,258,416
Classified Salaries (2000-2999)	\$5,370,314	\$0	\$0	\$5,370,314
Employee Benefits (3000-3999)	\$8,340,920	\$165,424	\$0	\$8,506,344
Books and Supplies (4000-4999)	\$3,267,773	\$0	\$0	\$3,267,773
Services, Other Operating Expenses (5000-5999)	\$9,378,405	\$0	\$0	\$9,378,405
Capital Outlay (6000-6599)	\$65,000	\$0	\$0	\$65,000
Other Outgo (7100-7299) (7400-7499)	\$580,184	\$0	\$0	\$580,184
Direct Support/Indirect Cost (7300-7399)	(\$82,640)	\$0	\$0	(\$82,640)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	<b>\$48,329,664</b>	<b>\$1,014,132</b>	<b>\$0</b>	<b>\$49,343,796</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$3,272,149</b>	<b>(\$1,014,132)</b>	<b>(\$328,000)</b>	<b>\$1,930,017</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	<b>\$20,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$20,000</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>\$910,082</b>	<b>\$0</b>	<b>\$0</b>	<b>\$910,082</b>
<b>CONTRIBUTIONS (8980-8999)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$2,382,067</b>	<b>* (\$1,014,132)</b>	<b>(\$328,000)</b>	<b>\$1,039,935</b>
<b>BEGINNING BALANCE</b>	<b>\$10,220,801</b>			<b>\$10,220,801</b>
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$12,602,868</b>	<b>(\$1,014,132)</b>	<b>(\$328,000)</b>	<b>\$11,260,736</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Reserved Amounts (9711-9740)	\$2,500	\$0	\$0	\$2,500
Reserved for Economic Uncertainties (9770)	\$2,461,987	\$50,707	\$0	\$2,512,694
Designated Amounts (9775-9780)	\$2,400,000	\$0	\$0	\$2,400,000
Unappropriated Amount - Unrestricted (9790)	\$6,088,195	(\$1,064,839)	(\$328,000)	\$4,695,356
Unappropriated Amount - Restricted (9790)	\$1,650,186	\$0	\$0	\$1,650,186
Reserve for Economic Uncertainties Percentage	5%			5%

\* Please see question on page 7.

**I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Combined General Fund**

Enter Bargaining Unit:

**San Rafael Teachers Association (SRTA) ESD**

	2015-16	2016-17	2017-18
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$37,828,916	\$40,419,663	\$42,523,817
Remaining Revenues (8100-8799)	\$13,444,897	\$11,260,000	\$11,462,000
<b>TOTAL REVENUES</b>	<b>\$51,273,813</b>	<b>\$51,679,663</b>	<b>\$53,985,817</b>
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$22,258,416	\$22,568,016	\$22,979,016
Classified Salaries (2000-2999)	\$5,370,314	\$5,413,714	\$5,458,714
Employee Benefits (3000-3999)	\$8,506,344	\$9,005,424	\$9,545,924
Books and Supplies (4000-4999)	\$3,267,773	\$2,879,523	\$2,964,523
Services, Other Operating Expenses (5000-5999)	\$9,378,405	\$9,450,000	\$9,640,000
Capital Outlay (6000-6999)	\$65,000	\$65,000	\$65,000
Other Outgo (7100-7299) (7400-7499)	\$580,184	\$635,000	\$695,000
Direct Support/Indirect Cost (7300-7399)	(\$82,640)	(\$81,000)	(\$82,000)
Other Adjustments		\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$49,343,796</b>	<b>\$49,935,677</b>	<b>\$51,266,177</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$1,930,017</b>	<b>\$1,743,986</b>	<b>\$2,719,640</b>
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	<b>\$20,000</b>	<b>\$20,000</b>	<b>\$20,000</b>
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	<b>\$910,082</b>	<b>\$910,082</b>	<b>\$910,082</b>
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$1,039,935</b>	<b>\$853,904</b>	<b>\$1,829,558</b>
<b>BEGINNING BALANCE</b>	<b>\$10,220,801</b>	<b>\$11,260,736</b>	<b>\$12,114,640</b>
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$11,260,736</b>	<b>\$12,114,640</b>	<b>\$13,944,198</b>
<b>COMPONENTS OF ENDING BALANCE:</b>			
Reserved Amounts (9711-9740)	\$2,500	\$2,500	\$2,500
Reserved for Economic Uncertainties - Unrestricted (9770)	\$2,512,694	\$2,542,288	\$2,608,813
Board Designated Amounts (9775-9780)	\$2,400,000	\$2,400,000	\$2,400,000
Unappropriated Amounts - Unrestricted (9790)	\$4,695,356	\$5,519,666	\$7,282,699
Unappropriated Amounts - Restricted (9790)	\$1,650,186	\$1,650,186	\$1,650,186

## J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

### 1. State Reserve Standard

		2015-16	2016-17	2017-18
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 50,253,878	\$ 50,845,759	\$ 52,176,259
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	\$ 1,507,616	\$ 1,525,373	\$ 1,565,288

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 2,512,694	\$ 2,542,288	\$ 2,608,813
b.	Board Designated Amounts (9775-9780)	\$ 2,400,000	\$ 2,400,000	\$ 2,400,000
c.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 4,695,356	\$ 5,519,666	\$ 7,282,699
d.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)			
e.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)			
g.	Total Available Reserves	\$ 9,608,050	\$ 10,461,955	\$ 12,291,513
h.	Reserve for Economic Uncertainties Percentage	19.12%	20.58%	23.56%

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

2015-16

Yes ☒

No ☐

2016-17

Yes ☒

No ☐

2017-18

Yes ☒

No ☐

### 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 Official at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the San Rafael City Elementary School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the San Rafael Teachers Association (SRTA) Bargaining Unit, during the term of the agreement from July 1, 2013 to June 30, 2014.

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>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Revenues/Other Financing Sources</u>	<u>\$0</u>
<u>Expenditures/Other Financing Uses</u>	<u>(\$1,014,132)</u>
<u>Ending Balance Increase (Decrease)</u>	<u>(\$1,014,132)</u>

N/A ☒ (No budget revisions necessary)

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chris Thomas, Chief Business Official  
(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 Elementary 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**

\_\_\_\_\_  
**President, Governing Board**

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