

**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:	North Monterey County Unified School District
Name of Bargaining Unit:	North Monterey County Federation of Teachers
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning:	July 1, 2016 (date)	and ending:	June 30, 2018 (date)
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The Governing Board will act upon this agreement on:	October 6, 2016 (date)
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This form, along with a copy of the proposed agreement, should be submitted to the County Office at least 10 working days prior to the date the Governing Board will take action. **Please note that school districts with a Qualified or Negative certification pursuant to E.C. section 42131 must allow the COE at least ten (10) working days to review and comment on any proposed agreement.**

**A. Proposed Change in Compensation**

Compensation		Fiscal Impact of Proposed Agreement			
		Column 1 Current Year Annual Cost Prior to Proposed Agreement	Column 2 Current Year Increase/(Decrease)	Column 3 MultiYr Agreement only: 1st Subsequent Year Increase/(Decrease)	Column 4 MultiYr Agreement only: 2nd Subsequent Year Increase/(Decrease)
		FY 2016-17	FY 2016-17	FY 2017-18	FY 2018-19
1	<b>Salary Schedule</b> (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 17,106,782	\$ 342,136	\$ 348,978	\$ -
			2.00%	2.00%	0.00%
2	<b>Other Compensation -</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 206,069	\$ 98,000	\$ 264,976	\$ -
			47.56%	87.14%	0.00%
	<b>Description of other compensation</b>				
3	<b>Statutory Benefits -</b> STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 2,913,296	\$ 74,955	\$ 104,557	\$ -
			2.573%	3.50%	0.00%
4	<b>Health/Welfare Plans</b>	\$ 2,579,089	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5	<b>Total Compensation -</b> Add Items 1 thru 4	\$ 22,805,236	\$ 515,091	\$ 718,511	\$ -
			2.259%	3.08%	0.00%
6	<b>Step and Column -</b> Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 335,293	\$ -	\$ -	\$ -
7	<b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	237.96	237.96	237.96	237.96
8	<b>Total Compensation <u>Average</u> Cost per Employee</b>	\$ 95,836	\$ 2,165	\$ 3,019	\$ -
			2.259%	3.08%	0.00%

North Monterey County Unified School District

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"?

Effective July 1, 2016, the certificated salary schedules shall be increased 2.0%, and effective July 1, 2017 the certificated salary schedules shall be increased by 2.0%. Total two year agreement equals 4%.

10. What was the negotiated percentage increase: On-Going ☒ OR One-Time ☐

11. Are there reopeners? Yes ☐ No ☒

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

No additional steps, columns, or ranges were added to the salary schedules.

13. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

The union negotiated a three year contract, with two years closed on compensation. Fiscal 2018-19 can be re-opened for compensation and two other articles in the contract.

14. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐

If yes, please describe the cap amount.

Effective Jan. 1, 2016, the Certificated H&W caps are: EE Only \$661.38/Mo; EE Plus One \$1180.69/Mo; EE Plus Two or More \$1309.69/Mo. No further incr to H&W was negotiated for FY 1617 or 1718.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Article X11 Leaves of Absence modified to reflect current law; Article XVIII added Section 12 stating every reasonable effort to secure subs or other credentialed staff when an elementary grade classroom teacher is absent to avoid classes from being split and re-distributed among other classes; Article XXII states the agreement is closed for FY 1617 and 1718, and my reopen for FY 1819 for compensation and two other articles; Article XXV (next

- C. What are the specific impacts (positive or negative) 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.)

Add teacher planning time allowing for grade level collaboration.

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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"?

10. What was the negotiated percentage increase: On-Going ☐ OR One-Time ☐

11. Are there reopeners? Yes ☐ No ☐

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

13. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

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

If yes, please describe the cap amount.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

the agreement is for a three year term, commencing 7/1/16 and extending through 6/30/19; MOU for \$500/teacher supply classroom budget; MOU for two year pilot for elementary teacher-directed planning time which occurs with existing work day and results in no extra pay; MOU for MS staffing that would be met by teachers volunteering to teach on their prep, for 20% of base salary.

- C. What are the specific impacts (positive or negative) 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.)

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**D. What contingency language is included in the proposed agreement?**

None

**E. Will this agreement create or increase 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.

During 1617 Budget Development, an assumption was used for the Prof Growth costs only. The 1516 unaudited actuals (excluding 1x money carryover) had increased ending fund balance to support this agreement, and the District will make necessary adjustments during its 1st Interim to balance the MYP in order to reach the 3% for economic uncertainties in the third year.

**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 Proposed Agreement:**

1. Current Year

Incr Beg Fund Balance (excluding 1x money carryover) after closing FY 1516, funding received by the District from the LCFF calculation, and reductions to other budget lines to cover cost of this agreement. The adopted 1617 budget assumed a beginning balance of \$5,811,365; the unaudited actuals resulted in a beginning fund balance of \$8,494,994 for 1617, and 1516 Assignments set aside the est cost of the two yr

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)?

N/A

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.)

The District is projecting increased revenues as a result of increased enrollment and LCFF gap closure implementation and is within those estimates. Further, the adopted budget was conservatively based on prior year P2 guarantee; actual enrollment is slightly higher than those projections and will result in increased revenue at 1st Interim. NOTE: Used Unaudit Acts Ending Bal for Pg 4a 1617 Beg Balance

North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

<b>Unrestricted General Fund</b>				
Bargaining Unit: North Monterey County Federation of Teachers				
	<b>Column 1</b>	<b>* Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>UNRESTRICTED REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ 43,294,924	\$ -	\$ -	\$ 43,294,924
Remaining Revenues (8100-8799)	\$ 2,136,796	\$ -	\$ -	\$ 2,136,796
<b>TOTAL UNRESTRICTED REVENUES</b>	\$ 45,431,720	\$ -	\$ -	\$ 45,431,720
<b>UNRESTRICTED EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 18,907,692	\$ 377,984	\$ -	\$ 19,285,676
Classified Salaries (2000-2999)	\$ 6,622,644	\$ -	\$ -	\$ 6,622,644
Employee Benefits (3000-3999)	\$ 8,391,387	\$ 64,371	\$ -	\$ 8,455,758
Books and Supplies (4000-4999)	\$ 2,062,555	\$ 120,000	\$ -	\$ 2,182,555
Services, Other Operating Expenses (5000-5999)	\$ 3,222,855		\$ -	\$ 3,222,855
Capital Outlay (6000-6599)	\$ 270,000		\$ -	\$ 270,000
Other Outgo (7100-7299) (7400-7499)	\$ 629,887		\$ -	\$ 629,887
Direct Support/Indirect Cost (7300-7399)	\$ (386,014)	\$ -	\$ -	\$ (386,014)
Other Adjustments				
<b>TOTAL UNRESTRICTED EXPENDITURES</b>	\$ 39,721,006	\$ 562,355	\$ -	\$ 40,283,361
<b>OPERATING SURPLUS/(DEFICIT)</b>	\$ 5,710,714	\$ (562,355)	\$ -	\$ 5,148,359
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 60,000	\$ -	\$ -	\$ 60,000
Contributions (8980-8999)	\$ (6,233,902)		\$ -	\$ (6,233,902)
<b>CURRENT YEAR INCREASE (DECREASE) IN UNRESTRICTED FUND BALANCE</b>	\$ (583,188)	\$ (562,355)	\$ -	\$ (1,145,543)
<b>UNRESTRICTED BEGINNING FUND BALANCE</b>	\$ 8,494,994			\$ 8,494,994
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURR YR UNRESTRICTED ENDING BALANCE</b>	\$ 7,911,806	\$ (562,355)	\$ -	\$ 7,349,451
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Amounts (9711-9719)	\$ 5,000		\$ -	\$ 5,000
Committed/Assigned Amounts (9750-9780)	\$ 5,642,451		\$ -	\$ 5,642,451
Reserve for Economic Uncertainties (9789)	\$ 1,702,000		\$ -	\$ 1,702,000
Unappropriated/Unappropriated Amounts (9790)	\$ 562,355	\$ (562,355)	\$ -	\$ -

\* Please see question on page 7.

North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Restricted General Fund**

Bargaining Unit: North Monterey County Federation of Teachers

	<b>Column 1</b>	<b>* Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>RESTRICTED REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 7,000,216	\$ -	\$ -	\$ 7,000,216
<b>TOTAL RESTRICTED REVENUES</b>	\$ 7,000,216	\$ -	\$ -	\$ 7,000,216
<b>RESTRICTED EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 3,108,985	\$ 62,152	\$ -	\$ 3,171,137
Classified Salaries (2000-2999)	\$ 2,713,822	\$ -	\$ -	\$ 2,713,822
Employee Benefits (3000-3999)	\$ 3,520,822	\$ 10,584	\$ -	\$ 3,531,406
Books and Supplies (4000-4999)	\$ 925,963	\$ -	\$ -	\$ 925,963
Services, Other Operating Expenses (5000-5999)	\$ 1,325,382	\$ -	\$ -	\$ 1,325,382
Capital Outlay (6000-6599)	\$ 199,132	\$ -	\$ -	\$ 199,132
Other Outgo (7100-7299) (7400-7499)	\$ 1,420,628	\$ -	\$ -	\$ 1,420,628
Direct Support/Indirect Cost (7300-7399)	\$ 154,384	\$ -	\$ -	\$ 154,384
Other Adjustments				
<b>TOTAL RESTRICTED EXPENDITURES</b>	\$ 13,369,118	\$ 72,736	\$ -	\$ 13,441,854
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (6,368,902)	\$ (72,736)	\$ -	\$ (6,441,638)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 6,233,902		\$ -	\$ 6,233,902
<b>CURRENT YEAR INCREASE (DECREASE) IN RESTRICTED FUND BALANCE</b>	\$ (135,000)	\$ (72,736)	\$ -	\$ (207,736)
<b>RESTRICTED BEGINNING FUND BALANCE</b>	\$ 1,744,212			\$ 1,744,212
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURR YR RESTRICTED ENDING BALANCE</b>	\$ 1,609,212	\$ (72,736)	\$ -	\$ 1,536,476
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Restricted Amounts (9740)	\$ 1,609,212	\$ (72,736)	\$ -	\$ 1,536,476

\* Please see question on page 7.

North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Combined General Fund**

Bargaining Unit: North Monterey County Federation of Teachers

	<b>Column 1</b>	<b>* Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ 43,294,924	\$ -	\$ -	\$ 43,294,924
Remaining Revenues (8100-8799)	\$ 9,137,012	\$ -	\$ -	\$ 9,137,012
<b>TOTAL REVENUES</b>	\$ 52,431,936	\$ -	\$ -	\$ 52,431,936
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 22,016,677	\$ 440,136	\$ -	\$ 22,456,813
Classified Salaries (2000-2999)	\$ 9,336,466	\$ -	\$ -	\$ 9,336,466
Employee Benefits (3000-3999)	\$ 11,912,209	\$ 74,955	\$ -	\$ 11,987,164
Books and Supplies (4000-4999)	\$ 2,988,518	\$ 120,000	\$ -	\$ 3,108,518
Services, Other Operating Expenses (5000-5999)	\$ 4,548,237	\$ -	\$ -	\$ 4,548,237
Capital Outlay (6000-6599)	\$ 469,132	\$ -	\$ -	\$ 469,132
Other Outgo (7100-7299) (7400-7499)	\$ 2,050,515	\$ -	\$ -	\$ 2,050,515
Direct Support/Indirect Cost (7300-7399)	\$ (231,630)	\$ -	\$ -	\$ (231,630)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 53,090,124	\$ 635,091	\$ -	\$ 53,725,215
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (658,188)	\$ (635,091)	\$ -	\$ (1,293,279)
Transfer In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 60,000	\$ -	\$ -	\$ 60,000
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (718,188)	\$ (635,091)	\$ -	\$ (1,353,279)
<b>BEGINNING FUND BALANCE</b>	\$ 10,239,206			\$ 10,239,206
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURRENT YEAR ENDING FUND BALANCE</b>	\$ 9,521,018	\$ (635,091)	\$ -	\$ 8,885,927
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Amounts (9711-9719)	\$ 5,000	\$ -	\$ -	\$ 5,000
Restricted Amounts (9740)	\$ 1,609,212	\$ (72,736)	\$ -	\$ 1,536,476
Committed/Assigned Amounts (9750-9780)	\$ 5,642,451	\$ -	\$ -	\$ 5,642,451
Reserve for Economic Uncertainties (9789)	\$ 1,702,000	\$ -	\$ -	\$ 1,702,000
Unappropriated/Unappropriated Amounts (9790)	\$ 562,355	\$ (562,355)	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	4.26%			3.16%

\* Please see question on page 7.

North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Adult Education Fund**

Enter Bargaining Unit:

North Monterey County Federation of Teachers

	Column 1	Column 2	Column 3	Column 4
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL REVENUES</b>	\$ -	\$ -	\$ -	\$ -
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 84,623	\$ -	\$ -	\$ 84,623
Classified Salaries (2000-2999)	\$ -	\$ -	\$ -	\$ -
Employee Benefits (3000-3999)	\$ 18,086	\$ -	\$ -	\$ 18,086
Books and Supplies (4000-4999)	\$ 10,000	\$ -	\$ -	\$ 10,000
Services, Other Operating Expenses (5000-5999)	\$ 6,200	\$ -	\$ -	\$ 6,200
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 118,909	\$ -	\$ -	\$ 118,909
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (118,909)	\$ -	\$ -	\$ (118,909)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (118,909)	\$ -	\$ -	\$ (118,909)
<b>BEGINNING FUND BALANCE</b>	\$ 208,232			\$ 208,232
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURRENT YEAR ENDING FUND BALANCE</b>	\$ 89,323	\$ -	\$ -	\$ 89,323
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Amounts (9711-9719)		\$ -	\$ -	\$ -
Restricted Amounts (9740)		\$ -	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ 89,323	\$ -	\$ -	\$ 89,323

\* Please see question on page 7.



North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Child Development Fund**

Bargaining Unit: North Monterey County Federation of Teachers

	Column 1	Column 2	Column 3	Column 4
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 1,368,028	\$ -	\$ -	\$ 1,368,028
<b>TOTAL REVENUES</b>	\$ 1,368,028	\$ -	\$ -	\$ 1,368,028
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 453,815	\$ -	\$ -	\$ 453,815
Classified Salaries (2000-2999)	\$ 359,573	\$ -	\$ -	\$ 359,573
Employee Benefits (3000-3999)	\$ 185,291	\$ -	\$ -	\$ 185,291
Books and Supplies (4000-4999)	\$ 229,733	\$ -	\$ -	\$ 229,733
Services, Other Operating Expenses (5000-5999)	\$ 39,861	\$ -	\$ -	\$ 39,861
Capital Outlay (6000-6999)	\$ 7,500	\$ -	\$ -	\$ 7,500
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 68,480	\$ -	\$ -	\$ 68,480
<b>TOTAL EXPENDITURES</b>	\$ 1,344,253	\$ -	\$ -	\$ 1,344,253
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 23,775	\$ -	\$ -	\$ 23,775
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 23,775	\$ -	\$ -	\$ 23,775
<b>BEGINNING FUND BALANCE</b>	\$ 474,373			\$ 474,373
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURRENT YEAR ENDING FUND BALANCE</b>	\$ 498,148	\$ -	\$ -	\$ 498,148
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Amounts (9711-9719)	\$ 266,660	\$ -	\$ -	\$ 266,660
Restricted Amounts (9740)	\$ -	\$ -	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ 231,488	\$ -	\$ -	\$ 231,488

\* Please see question on page 7.

North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Cafeteria Fund**

Bargaining Unit: North Monterey County Federation of Teachers

	Column 1	Column 2	Column 3	Column 4
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 2,220,155	\$ -	\$ -	\$ 2,220,155
<b>TOTAL REVENUES</b>	\$ 2,220,155	\$ -	\$ -	\$ 2,220,155
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 747,874	\$ -	\$ -	\$ 747,874
Employee Benefits (3000-3999)	\$ 334,285	\$ -	\$ -	\$ 334,285
Books and Supplies (4000-4999)	\$ 1,500,257	\$ -	\$ -	\$ 1,500,257
Services, Other Operating Expenses (5000-5999)	\$ 97,343	\$ -	\$ -	\$ 97,343
Capital Outlay (6000-6999)	\$ 200,000	\$ -	\$ -	\$ 200,000
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 102,484	\$ -	\$ -	\$ 102,484
<b>TOTAL EXPENDITURES</b>	\$ 2,982,243	\$ -	\$ -	\$ 2,982,243
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (762,088)	\$ -	\$ -	\$ (762,088)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (762,088)	*		\$ (762,088)
<b>BEGINNING FUND BALANCE</b>	\$ 1,513,321			\$ 1,513,321
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURRENT YEAR ENDING FUND BALANCE</b>	\$ 751,233	\$ -	\$ -	\$ 751,233
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Amounts (9711-9719)	\$ 18,335	\$ -	\$ -	\$ 18,335
Restricted Amounts (9740)	\$ -	\$ -	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ 732,898	\$ -	\$ -	\$ 732,898

\* Please see question on page 7.

North Monterey County Unified School District

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Fund:

Bargaining Unit:

North Monterey County Federation of Teachers

	Column 1	Column 2	Column 3	Column 4
	Latest Bd-Apprvd Budget Before Stlmt (Adopted 1617)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Funding Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL REVENUES</b>	\$ -	\$ -	\$ -	\$ -
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ -	\$ -	\$ -	\$ -
Employee Benefits (3000-3999)	\$ -	\$ -	\$ -	\$ -
Books and Supplies (4000-4999)	\$ -	\$ -	\$ -	\$ -
Services, Other Operating Expenses (5000-5999)	\$ -	\$ -	\$ -	\$ -
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ -	\$ -	\$ -	\$ -
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ -	*	\$ -	\$ -
<b>BEGINNING FUND BALANCE</b>	\$ -			\$ -
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		\$ -	\$ -
<b>CURRENT YEAR ENDING FUND BALANCE</b>	\$ -	\$ -	\$ -	\$ -
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable Amounts (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted Amounts (9740)	\$ -	\$ -	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ -	\$ -	\$ -	\$ -

\* Please see question on page 7.

North Monterey County Unified School District

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

**Unrestricted General Fund Multiyear Projection**

Bargaining Unit:

North Monterey County Federation of Teachers

	2016-17	2017-18	2018-19
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>UNRESTRICTED REVENUES</b>			
LCFF Funding Sources (8010-8099)	\$ 43,294,924	\$ 45,535,528	\$ 46,931,144
Remaining Revenues (8100-8799)	\$ 2,136,796	\$ 1,114,226	\$ 1,114,226
<b>TOTAL UNRESTRICTED REVENUES</b>	\$ 45,431,720	\$ 46,649,754	\$ 48,045,370
<b>UNRESTRICTED EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 19,285,676	\$ 20,904,269	\$ 21,929,375
Classified Salaries (2000-2999)	\$ 6,622,644	\$ 6,926,228	\$ 7,118,228
Employee Benefits (3000-3999)	\$ 8,455,758	\$ 9,159,412	\$ 9,869,676
Books and Supplies (4000-4999)	\$ 2,182,555	\$ 2,187,739	\$ 1,730,718
Services, Other Operating Expenses (5000-5999)	\$ 3,222,855	\$ 3,142,941	\$ 3,090,858
Capital Outlay (6000-6999)	\$ 270,000	\$ 370,000	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 629,887	\$ 129,887	\$ 130,000
Direct Support/Indirect Cost (7300-7399)	\$ (386,014)	\$ (386,014)	\$ (386,014)
Other Adjustments			
<b>TOTAL UNRESTRICTED EXPENDITURES</b>	\$ 40,283,361	\$ 42,434,462	\$ 43,482,841
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 5,148,359	\$ 4,215,292	\$ 4,562,529
Transfers In and Other Sources (8910-8979)	\$ -	\$ (204,098)	\$ (618,893)
Transfers Out and Other Uses (7610-7699)	\$ 60,000	\$ -	\$ -
Contributions (8980-8999) <b>(Enter as a negative)</b>	\$ (6,233,902)	\$ (6,511,859)	\$ (6,794,807)
<b>CURRENT YEAR INCREASE (DECREASE) IN UNRESTRICTED FUND BALANCE</b>	\$ (1,145,543)	\$ (2,500,665)	\$ (2,851,171)
<b>UNRESTRICTED BEGINNING FUND BALANCE</b>	\$ 8,494,994	\$ 7,349,451	\$ 4,848,786
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -		
<b>UNRESTRICTED ENDING FUND BALANCE</b>	\$ 7,349,451	\$ 4,848,786	\$ 1,997,615
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable Amounts (9711-9719)	\$ 5,000	\$ 5,000	\$ 5,000
Committed/Assigned Amounts (9750-9780)	\$ 5,642,451	\$ 3,164,806	\$ 274,177
Reserve for Economic Uncertainties (9789)	\$ 1,702,000	\$ 1,678,980	\$ 1,718,438
Unappropriated/Unappropriated Amounts (9790)	\$ -	\$ -	\$ 0

**WARNING: 9790 Unappropriated Amounts must be positive**

North Monterey County Unified School District

**J. CALCULATING THE AVAILABLE RESERVE AMOUNT**

1. State Reserve Standard

		2016-17	2017-18	2018-19
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 53,785,215	\$ 55,965,987	\$ 57,281,264
b.	State Standard Minimum Reserve Percentage for this District 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 \$61,000)	\$ 1,613,556	\$ 1,678,980	\$ 1,718,438

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 1,702,000	\$ 1,678,980	\$ 1,718,438
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ -	\$ -	\$ 0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 1,702,000	\$ 1,678,980	\$ 1,718,438
f.	Reserve for Economic Uncertainties Percentage	3.16%	3.00%	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 no, how do you plan to restore your reserves?

Note that while deficit spending is increasing, the District will refine its revenue projections in current year based on higher ADA, not the prior year guarantee used at Budget Adoption. Further, reductions in other expenses will occur in order to support the increased salary projections.

North Monterey County Unified School District

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

The Professional Growth component of this agreement was the only thing budgeted for in 1617 from the Supplemental & Concentration Grant. The impact of this item won't begin to happen until FY 1718. Further, the amount estimated includes an assumption that all AFT members would take advantage of this; when in reality not all will obtain the necessary continuing education credits to be eligible.

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

Page 4d, Fund 11 Adult Ed certificated salaries are not part of this bargaining unit's salaries, therefore the impact is zero on this Fund. Page 4e, Fund 12 Child Development certificated salaries are not part of this bargaining unit's salaries, therefore the impact is zero on this Fund.

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

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or both of the signatures should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from JULY 1, 2015 to JUNE 30, 2016.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

**Budget Adjustment Categories:**

Revenues/Other Financing Sources  
Expenditures/Other Financing Uses  
Ending Balance(s) Increase (Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	635,091
\$	(635,091)

Subsequent Years

**Budget Adjustment Categories:**

Revenues/Other Financing Sources  
Expenditures/Other Financing Uses  
Ending Balance(s) Increase (Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	718,511
\$	(718,511)

**Budget Revisions**

If the district does not adopt all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

**Certifications**

☒ I hereby certify      ☐ I am unable to certify

\_\_\_\_\_  
District Superintendent  
(Signature)

19-Sep-16

Date

☒ I hereby certify      ☐ I am unable to certify

\_\_\_\_\_  
Chief Business Official  
(Signature)

19-Sep-16

Date

### Assumptions

The assumptions upon which this certification is made are as follows:

1. Used the 1516 Unaudited Actuals to provide the 1617 beginning fund balance information; budget data is that of the 1617 Adopted Budget, and the MYP is modified by the costs of this settlement. The values of the negotiated agreement were included as an Assignment when closing the 1516 books, and takes in to consideration both years.
2. Calculated the cost of the deal using the 1617 Adopted Budget to calculate the cost of 1% for this bargaining unit.

Concerns regarding affordability of agreement in subsequent years (if any):

LCFF gap funding growth will support the ongoing affordability of this agreement, as well as enrollment that is higher than the assumption used for 1617 Budget Adoption. Also, other assumptions for capital purchases, etc. will be reduced as necessary in order to afford the proposal.

The estimated ending fund balance for 1516 will also support the agreement.



**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 Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

6-Oct-16

**Date**

**District Superintendent (or Designee)**  
**(Signature)**

**Liann Reyes, Asst Supt-Bus Svcs**

**Contact Person**

831-633-3343 x1208

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its

meeting on: October 6, 2016, took action to approve the proposed Agreement with the

North Monterey County Federation of Teachers

**Bargaining Unit.**

6-Oct-16

**Date**

**President (or Clerk), Governing Board**  
**(Signature)**