

**SAN MATEO COUNTY**  
**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
in Accordance with AB 1200 (Chapter 1213/1991), AB 2756 (Statutes of 2004), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: San Carlos School District  
Name of Bargaining Unit: San Carlos Teachers Association (SCTA), CA School Empl. Assoc(CSEA)  
Certificated, Classified, Other: Certificated, Classified, Unrepresented, Confidential, Management

The proposed agreement covers the period beginning: July 1, 2015 and ending: June 30, 2018  
(date) (date)

The Governing Board will act upon this agreement at its meeting on: 28-Jun-15  
(date)

*(Note: This form, along with a copy of the proposed agreement, must be submitted to the county office at least ten (10) working days prior to the date the governing board will take action.)*

**A. Proposed Change in Compensation**

Compensation	Annual Cost Prior to Proposed Agreement FY 2014 -2015	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2015-2016	Year 2 Increase/(Decrease) FY 2016-2017	Year 3 Increase/(Decrease) FY2017 -2018
1 <b>Salary Schedule</b> Increase (Decrease)	\$ 19,970,113	\$ 450,525	\$ 460,689	\$ 471,082
		2.2560%	2.2560%	2.2560%
2 <b>Step and Column</b> - Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		%	%	%
3 <b>Other Compensation</b> - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ -	\$ -	\$ -	\$ -
		%	%	%
<b>Description of other compensation:</b>				
4 <b>Statutory Benefits</b> - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 4,213,602	\$ 84,272	\$ 131,386	\$ 221,463
		2.0000%	3.0570%	5.0000%
5 <b>Health/Welfare Plans:</b>	\$ 1,517,157	\$ 75,300	\$ 77,810	\$ -
		4.9632%	4.8862%	0.0000%
<b>Description of health &amp; welfare plans:</b>				
6 <b>Total Compensation</b> - Increase (Decrease) (Total Lines 1-5)	\$ 25,700,872	\$ 610,097	\$ 669,885	\$ 692,545
7 <b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	267.44			
8 <b>Total Compensation Average Cost per Employee</b>	\$ 96,099.58	2,281.25	2,504.80	2,589.53
		2.37%	2.55%	2.57%

9. Please provide summary of negotiated agreement. 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"?

In fiscal year 15-16-1.5% salary increase eff. 07/01/2015, next additional increase 1.5% eff. 01/01/2016; Additional increase in H&W in 2015-16 \$270(single) and \$330(family) eff. 01/01/2016. In 2016-17 1.5% salary increase eff. 07/01/16, next increase 1.5%-eff. 01/01/17, Additional increase in 2016-2017 in H&W \$218 (single), \$340(family)-eff. 01/01/2017. Additional salary increase 1.5% eff. 07/01/17 and following increase 1.5% eff. 01/01/2018.

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

No

11. Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of FTEs and health & welfare amounts.

No

12. A. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes  No   
If yes, please describe the cap amount.

Effective 01/01/2016: Single \$9,270, \$11,330 Two-Party/Family; Effective 01/01/2017: Single \$9,548, Two-Party/Family -\$11,670

- B. Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

No

- C. Are reduction to budget or program necessary 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.)

No

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

One time prop.98 mandate repayment, Parcel Tax Measure P-(May 2015) increase. Increase in Gap funding.

E. Will this agreement create, increase or decrease 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.

Deficit spending is increased in year 2017-2018 by the cost of agreement. Staff focused on generating revenue to decrease the deficit.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

n/a

G. Source of Funding for Proposed Agreement  
1. Current Year

Reserves

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e. Revenue Limit COLA, staffing reductions, staffing ratio changes, one-time sources, etc.?)

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.)

n/a

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

### Unrestricted General Fund

Enter Bargaining Unit: SCTA, CSEA, Management&Confidential (Combined) \_\_\_\_\_

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 06/03/2015)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 22,752,675	\$ -	\$ -	\$ 22,752,675
Remaining Revenues (8100-8799)	\$ 3,286,160	\$ -	\$ -	\$ 3,286,160
<b>TOTAL REVENUES</b>	\$ 26,038,835	\$ -	\$ -	\$ 26,038,835
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 10,749,079	\$ 248,096	\$ -	\$ 10,997,175
Classified Salaries (2000-2999)	\$ 2,109,677	\$ 48,692	\$ -	\$ 2,158,369
Employee Benefits (3000-3999)	\$ 3,074,207	\$ 87,765	\$ -	\$ 3,161,972
Books and Supplies (4000-4999)	\$ 995,332	\$ -	\$ -	\$ 995,332
Services, Other Operating Expenses (5000-5999)	\$ 1,743,737	\$ -	\$ -	\$ 1,743,737
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 232,318	\$ -	\$ -	\$ 232,318
Direct Support/Indirect Cost (7300-7399)	\$ (113,532)	\$ -	\$ -	\$ (113,532)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 18,790,818	\$ 384,553	\$ -	\$ 19,175,371
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 7,248,017	\$ (384,553)	\$ -	\$ 6,863,464
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 500,000	\$ -	\$ -	\$ 500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 362,352	\$ -	\$ -	\$ 362,352
CONTRIBUTIONS (8980-8999)	\$ (5,213,815)	\$ -	\$ -	\$ (5,213,815)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 2,171,850	\$ (384,553)	\$ -	\$ 1,787,297
<b>BEGINNING BALANCE</b>	\$ 1,983,685			\$ 1,983,685
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 4,155,535	\$ (384,553)	\$ -	\$ 3,770,983
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 4,500	\$ -	\$ -	\$ 4,500
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)		\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 941,081	\$ -	\$ -	\$ 941,081
Unassigned (9789-9790)	\$ 3,209,954	\$ (384,553)	\$ -	\$ 2,825,402

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

### Restricted General Fund

Enter Bargaining Unit: SCTA, CSEA, Management&Confidential (Combined)

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/03/2015)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 1,441,152	\$ -	\$ -	\$ 1,441,152
Remaining Revenues (8100-8799)	\$ 5,804,455	\$ -	\$ -	\$ 5,804,455
<b>TOTAL REVENUES</b>	\$ 7,245,607	\$ -	\$ -	\$ 7,245,607
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 4,506,247	\$ 95,774	\$ -	\$ 4,602,021
Classified Salaries (2000-2999)	\$ 2,511,325	\$ 57,963	\$ -	\$ 2,569,288
Employee Benefits (3000-3999)	\$ 1,792,874	\$ 71,807	\$ -	\$ 1,864,681
Books and Supplies (4000-4999)	\$ 762,113	\$ -	\$ -	\$ 762,113
Services, Other Operating Expenses (5000-5999)	\$ 1,947,817	\$ -	\$ -	\$ 1,947,817
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 714,190	\$ -	\$ -	\$ 714,190
Direct Support/Indirect Cost (7300-7399)	\$ 113,532	\$ -	\$ -	\$ 113,532
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 12,348,098	\$ 225,544	\$ -	\$ 12,573,642
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (5,102,491)	\$ (225,544)	\$ -	\$ (5,328,035)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 5,213,815	\$ -	\$ -	\$ 5,213,815
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 111,324	\$ (225,544)	\$ -	\$ (114,220)
<b>BEGINNING BALANCE</b>	\$ 560,119			\$ 560,119
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 671,443	\$ (225,544)	\$ -	\$ 445,899
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ 445,899
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 671,443	\$ (225,544)	\$ -	\$ (0)

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

**Combined General Fund**

Enter Bargaining Unit: SCTA, CSEA, Management&Confidential (Combined) \_\_\_\_\_

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 06/03/2015)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ 24,193,827
Remaining Revenues (8100-8799)	\$ -	\$ -	\$ -	\$ 9,090,615
<b>TOTAL REVENUES</b>	\$ -	\$ -	\$ -	\$ 33,284,442
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 15,255,326	\$ 343,870	\$ -	\$ 15,599,196
Classified Salaries (2000-2999)	\$ 4,621,002	\$ 106,655	\$ -	\$ 4,727,657
Employee Benefits (3000-3999)	\$ 4,867,081	\$ 159,572	\$ -	\$ 5,026,653
Books and Supplies (4000-4999)	\$ 1,757,445	\$ -	\$ -	\$ 1,757,445
Services, Other Operating Expenses (5000-5999)	\$ 3,691,554	\$ -	\$ -	\$ 3,691,554
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 946,508	\$ -	\$ -	\$ 946,508
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 31,138,916	\$ 610,097	\$ -	\$ 31,749,013
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 2,145,526	\$ (610,097)	\$ -	\$ 1,535,429
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 500,000	\$ -	\$ -	\$ 500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 362,352	\$ -	\$ -	\$ 362,352
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 2,283,174	\$ * (610,097)	\$ -	\$ 1,673,077
<b>BEGINNING BALANCE</b>	\$ 2,543,805			\$ 2,543,805
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 4,826,979	\$ (610,097)	\$ -	\$ 4,216,882
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 4,500	\$ -	\$ -	\$ 4,500
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ 445,899
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 941,081	\$ -	\$ -	\$ 941,081
Unassigned (9789-9790)	\$ 3,881,398	\$ (610,097)	\$ -	\$ 2,825,402

\* If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase (Decrease) in Section A, Line 6, Page 1, explain the variance below: \_\_\_\_\_

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

**Multiyear Projection - Combined General Fund**

Enter Bargaining Unit: SCTA, CSEA, Management&Confidential (Combined) \_\_\_\_\_

	FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 24,193,827	\$ 25,722,124	\$ 26,841,409
Remaining Revenues (8100-8799)	\$ 9,090,615	\$ 7,385,812	\$ 7,523,008
<b>TOTAL REVENUES</b>	\$ 33,284,442	\$ 33,107,936	\$ 34,364,417
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 15,599,196	\$ 16,268,035	\$ 16,985,880
Classified Salaries (2000-2999)	\$ 4,727,657	\$ 5,196,427	\$ 5,433,714
Employee Benefits (3000-3999)	\$ 5,026,653	\$ 5,453,917	\$ 5,917,501
Books and Supplies (4000-4999)	\$ 1,757,445	\$ 1,859,242	\$ 1,819,242
Services, Other Operating Expenses (5000-5999)	\$ 3,691,554	\$ 3,759,949	\$ 3,712,132
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 946,508	\$ 946,508	\$ 932,318
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 31,749,013	\$ 33,484,078	\$ 34,800,787
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 1,535,429	\$ (376,142)	\$ (436,370)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 500,000	\$ 500,000	\$ 500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 362,352	\$ 112,352	\$ 112,352
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 1,673,077	\$ 11,506	\$ (48,722)
<b>BEGINNING BALANCE</b>	\$ 2,543,805	\$ 4,216,882	\$ 4,228,388
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 4,216,882	\$ 4,228,388	\$ 4,179,666
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable (9711-9719)	\$ 4,500	\$ 4,500	\$ 4,500
Restricted (9730-9749)	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ 445,899	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 2,825,402	\$ 4,223,888	\$ 4,175,166

**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 32,111,365	\$ 33,371,271	\$ 34,691,790
b.	State Standard Minimum Reserve Percentage for this District: <b>(enter percentage)</b> :	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	\$ 963,341	\$ 1,001,138	\$ 1,040,754

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 2,825,402	\$ 4,223,888	\$ 4,175,166
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 521,266	\$ 521,266	\$ 526,266
c.	Total Available Reserves	\$ 4,287,748	\$ 4,635,408	\$ 4,877,035
d.	Reserve for Economic Uncertainties Percentage	13.35%	13.89%	14.06%

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

FY 2015 - 2016	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2016 - 2017	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2017 - 2018	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves? Provide comments/explanations below:

**K. 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 the Chief Operating Officer of San Carlos School (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement (Unit), during the term of the agreement from 7/1/2015 to 6/30/2018 .**

\_\_\_\_\_  
**District Superintendent**  
(Signature Over Printed Name)

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

\_\_\_\_\_  
**Chief Business Officer**  
(Signature Over Printed Name)

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

**L. CERTIFICATION NO. 2**

*(The disclosure document must be signed by the district Superintendent or designee 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 submitted to the Governing Board 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.**

\_\_\_\_\_  
**District Superintendent**  
(Signature Over Printed Name)

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

\_\_\_\_\_  
Contact Person

\_\_\_\_\_  
Phone

\_\_\_\_\_  
**President or Clerk of the Governing Board**  
(Signature Over Printed Name)

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