



School Board's Goals

- ◆ Engaging and Responsive Climate and Culture
- ◆ College and Career Ready Graduates
- ◆ Exemplary Staff
- ◆ Parent and Community Engagement
- ◆ Access to Rigorous Instruction and Support
- ◆ Operational Excellence

AB1200 Public Disclosure Collective Bargaining Agreement for 2017-2018

(Classified School Employees Association – Chapter 404)

January 22, 2018

Dr. Hasmik Danielian, Superintendent
Estuardo Santillan, Asst. Supt. of Business Services
Manuel Cardoso, Director of Fiscal Services

Public Disclosure of Collective Bargaining Agreements

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

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NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
12820 PIONEER BLVD
NORWALK, CA 90650

AB 1200 AND COLLECTIVE BARGAINING AGREEMENTS
PUBLIC DISCLOSURE

The attached information has been prepared to comply with the AB 1200 and collective bargaining agreement public disclosure requirements of Government Code Section 3547.5. The forms are designed to present multi-year costs and budget implications of negotiations once completed.

The forms and copies of the proposed bargaining agreements must be submitted to the Los Angeles County Office of Education for review at least ten (10) workdays prior to the date the Governing Board will take action on the proposed bargaining agreements. The forms must also be available to the public prior to the date of Governing Board action on the proposed agreements.

After the Governing Board has taken action on the proposed agreement, the forms must be resubmitted with the Board President's signature to meet the Salary Settlement Notification requirements of SB 1677 (Chapter/Statutes of 1988).

The District has reached a tentative agreement with the Classified School Employees Association (CSEA) Bargaining Unit. The cost element of the tentative agreement is listed below:

- The District will provide an on-going salary increase of 1.56% for CSEA approved salary schedules, effective July 1, 2017.

HD:bn

Copy Available in Business and
Superintendent's Office for Review.

**Cost Schedule of
Proposed Collective Bargaining Agreement
(All Funds of the District)**

Classified School Employees Association (CSEA) - Chapter 404	
Estimated Cost Component(s)	
Description	Amount
<u>Salary:</u> District will provide an on-going salary increase of 1.56% for CSEA approved salary schedules, effective July 1, 2017.	\$ 772,769
Subtotal:	\$ 772,769

Cost Schedule Grand Total:

\$ 772,769

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Norwalk-La Mirada Unified School District
Name of Bargaining Unit:	Classified School Employees Association (CSEA)
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: July 1, 2017 and ending: June 30, 2018
 (date) (date)

The Governing Board will act upon this agreement on: January 22, 2018
 (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

Bargaining Unit Compensation		Fiscal Impact of Proposed Agreement		
		(Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1	Year 2	Year 3
All Funds - Combined		Increase/(Decrease)	Increase/(Decrease)	Increase/(Decrease)
		2017-18	2018-19	2019-20
1. Salary Schedule				
Including Step and Column	\$ 36,304,260	\$ 619,183		
		1.71%	0.00%	0.00%
2. Other Compensation				
Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 3,280,963	\$ -		
		0.00%	0.00%	0.00%
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.				
	\$ 9,850,780	\$ 153,586		
		1.56%	0.00%	0.00%
4. Health/Welfare Plans				
	\$ 8,253,924			
		0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation				
Add Items 1 through 4 to equal 5	\$ 57,689,927	\$ 772,769	\$ -	\$ -
		1.34%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	805.18			
7. Total Compensation Average Cost per Bargaining Unit Employee				
	\$ 71,648	\$ 960	\$ -	\$ -
		1.34%	0.00%	0.00%

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

1.56% for CSEA approved salary schedules, retro-active to July 1, 2017.

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

No

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

None

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

The District contributes an amount per-active eligible employee of \$10,350; and the District also contributes an annual on-going contribution of \$1,000,000.

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

None

- 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.)

None

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

The master agreement allows for three (3) reopeners, in addition to health benefits, salary and calendar.

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

No changes

F. Source of Funding for Proposed Agreement:

1. Current Year

General Fund (Unrestricted Restricted), Adult Education Fund, Child Development Fund, Cafeteria Fund, Building Fund, Child Care Enterprise Fund, and Self-Insurance Fund

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The on-going salary schedule increase will be funded by the Unrestricted and Restricted General Fund (increases in LCFF funding), Adult Education Fund, Child Development Fund, Cafeteria Fund, Building Fund, Child Care Enterprise Fund, and Self-Insurance Fund

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.)

Not applicable

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 173,482,213		\$ -	\$ 173,482,213
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 5,971,930		\$ -	\$ 5,971,930
Other Local Revenue 8600-8799	\$ 1,312,189		\$ -	\$ 1,312,189
TOTAL REVENUES	\$ 180,766,332		\$ -	\$ 180,766,332
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 78,690,763			\$ 78,690,763
Classified Salaries 2000-2999	\$ 26,430,648	\$ 344,922	\$ -	\$ 26,775,570
Employee Benefits 3000-3999	\$ 36,255,016	\$ 87,840	\$ -	\$ 36,342,856
Books and Supplies 4000-4999	\$ 6,151,165		\$ -	\$ 6,151,165
Services and Other Operating Expenditures 5000-5999	\$ 10,560,581		\$ -	\$ 10,560,581
Capital Outlay 6000-6999	\$ 16,801		\$ -	\$ 16,801
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 284,087		\$ -	\$ 284,087
Transfers of Indirect Costs 7300-7399	\$ (1,848,910)		\$ -	\$ (1,848,910)
TOTAL EXPENDITURES	\$ 156,540,151	\$ 432,762	\$ -	\$ 156,972,913
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 823,056	\$ -	\$ -	\$ 823,056
Transfers Out and Other Uses 7600-7699	\$ 1,348,203	\$ -	\$ -	\$ 1,348,203
Contributions 8980-8999	\$ (26,551,168)	\$ -	\$ -	\$ (26,551,168)
OPERATING SURPLUS (DEFICIT)*	\$ (2,850,134)	\$ (432,762)	\$ -	\$ (3,282,896)
BEGINNING FUND BALANCE 9791	\$ 36,604,894			\$ 36,604,894
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 33,754,760	\$ (432,762)	\$ -	\$ 33,321,998
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 395,000	\$ -	\$ -	\$ 395,000
Restricted 9740				
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 175,146	\$ -	\$ -	\$ 175,146
Reserve for Economic Uncertainties 9789	\$ 6,819,908	\$ 17,091	\$ -	\$ 6,836,999
Unassigned/Unappropriated Amount 9790	\$ 26,364,706	\$ (449,853)	\$ -	\$ 25,914,853

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 11,758,555		\$ -	\$ 11,758,555
Other State Revenue 8300-8599	\$ 26,502,691		\$ -	\$ 26,502,691
Other Local Revenue 8600-8799	\$ 703,562		\$ -	\$ 703,562
TOTAL REVENUES	\$ 38,964,808		\$ -	\$ 38,964,808
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 19,078,856	\$ -	\$ -	\$ 19,078,856
Classified Salaries 2000-2999	\$ 12,170,908	\$ 160,971	\$ -	\$ 12,331,879
Employee Benefits 3000-3999	\$ 18,731,694	\$ 40,996	\$ -	\$ 18,772,690
Books and Supplies 4000-4999	\$ 4,968,914		\$ (40,000)	\$ 4,928,914
Services and Other Operating Expenditures 5000-5999	\$ 6,288,115		\$ (25,000)	\$ 6,263,115
Capital Outlay 6000-6999	\$ 5,416,568		\$ -	\$ 5,416,568
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,105,140		\$ -	\$ 1,105,140
Transfers of Indirect Costs 7300-7399	\$ 1,181,705		\$ -	\$ 1,181,705
TOTAL EXPENDITURES	\$ 68,941,900	\$ 201,967	\$ (65,000)	\$ 69,078,867
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 500,000	\$ -	\$ -	\$ 500,000
Contributions 8980-8999	\$ 26,551,168	\$ -	\$ -	\$ 26,551,168
OPERATING SURPLUS (DEFICIT)*	\$ (3,925,924)	\$ (201,967)	\$ 65,000	\$ (4,062,891)
BEGINNING FUND BALANCE				
9791	\$ 4,068,573			\$ 4,068,573
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 142,649	\$ (201,967)	\$ 65,000	\$ 5,682
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 142,649	\$ (201,967)	\$ 65,000	\$ 5,682
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 173,482,213		\$ -	\$ 173,482,213
Federal Revenue 8100-8299	\$ 11,758,555		\$ -	\$ 11,758,555
Other State Revenue 8300-8599	\$ 32,474,621		\$ -	\$ 32,474,621
Other Local Revenue 8600-8799	\$ 2,015,751		\$ -	\$ 2,015,751
TOTAL REVENUES	\$ 219,731,140		\$ -	\$ 219,731,140
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 97,769,619	\$ -	\$ -	\$ 97,769,619
Classified Salaries 2000-2999	\$ 38,601,556	\$ 505,893	\$ -	\$ 39,107,449
Employee Benefits 3000-3999	\$ 54,986,710	\$ 128,836	\$ -	\$ 55,115,546
Books and Supplies 4000-4999	\$ 11,120,079		\$ (40,000)	\$ 11,080,079
Services and Other Operating Expenditures 5000-5999	\$ 16,848,696		\$ (25,000)	\$ 16,823,696
Capital Outlay 6000-6999	\$ 5,433,369		\$ -	\$ 5,433,369
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,389,227		\$ -	\$ 1,389,227
Transfers of Indirect Costs 7300-7399	\$ (667,205)		\$ -	\$ (667,205)
TOTAL EXPENDITURES	\$ 225,482,051	\$ 634,729	\$ (65,000)	\$ 226,051,780
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 823,056	\$ -	\$ -	\$ 823,056
Transfers Out and Other Uses 7600-7699	\$ 1,848,203	\$ -	\$ -	\$ 1,848,203
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (6,776,058)	\$ (634,729)	\$ 65,000	\$ (7,345,787)
BEGINNING FUND BALANCE				
9791	\$ 40,673,467			\$ 40,673,467
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 33,897,409	\$ (634,729)	\$ 65,000	\$ 33,327,680
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 395,000	\$ -	\$ -	\$ 395,000
Restricted 9740	\$ 142,649	\$ (201,967)	\$ 65,000	\$ 5,682
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 175,146	\$ -	\$ -	\$ 175,146
Reserve for Economic Uncertainties 9789	\$ 6,819,908	\$ 17,091	\$ -	\$ 6,836,999
Unassigned/Unappropriated Amount 9790	\$ 26,364,706	\$ (449,853)	\$ -	\$ 25,914,853

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Public Disclosure of Proposed Collective Bargaining Agreement
Norwalk-La Mirada Unified School District

Page 4j

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 11 - Adult Education Fund

Bargaining Unit:

Classified School Employees Association (CSEA)

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Federal Revenue	8100-8299	\$ 486,640		\$ -	\$ 486,640
Other State Revenue	8300-8599	\$ 4,114,391		\$ -	\$ 4,114,391
Other Local Revenue	8600-8799	\$ 522,312		\$ -	\$ 522,312
TOTAL REVENUES		\$ 5,123,343		\$ -	\$ 5,123,343
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 1,843,661	\$ -	\$ -	\$ 1,843,661
Classified Salaries	2000-2999	\$ 755,077	\$ 11,070	\$ -	\$ 766,147
Employee Benefits	3000-3999	\$ 940,366	\$ 2,821	\$ -	\$ 943,187
Books and Supplies	4000-4999	\$ 308,554		\$ -	\$ 308,554
Services and Other Operating Expenditures	5000-5999	\$ 780,915		\$ -	\$ 780,915
Capital Outlay	6000-6999	\$ 583,293		\$ -	\$ 583,293
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 5,211,866	\$ 13,891	\$ -	\$ 5,225,757
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (88,523)	\$ (13,891)	\$ -	\$ (102,414)
BEGINNING FUND BALANCE					
	9791	\$ 1,781,217			\$ 1,781,217
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 1,692,694	\$ (13,891)	\$ -	\$ 1,678,803
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ -	\$ -	\$ -	\$ -
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 1,692,694	\$ (13,891)	\$ -	\$ 1,678,803
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
Business Advisor Services

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development Fund**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 9,330,704		\$ -	\$ 9,330,704
Other State Revenue 8300-8599	\$ 2,104,776		\$ -	\$ 2,104,776
Other Local Revenue 8600-8799	\$ 662,025		\$ -	\$ 662,025
TOTAL REVENUES	\$ 12,097,505		\$ -	\$ 12,097,505
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 4,278,528	\$ -	\$ -	\$ 4,278,528
Classified Salaries 2000-2999	\$ 3,256,798	\$ 44,524	\$ -	\$ 3,301,322
Employee Benefits 3000-3999	\$ 3,561,714	\$ 11,340	\$ -	\$ 3,573,054
Books and Supplies 4000-4999	\$ 362,088		\$ -	\$ 362,088
Services and Other Operating Expenditures 5000-5999	\$ 531,913		\$ -	\$ 531,913
Capital Outlay 6000-6999	\$ 40,325		\$ -	\$ 40,325
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 21,000		\$ -	\$ 21,000
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 118,543		\$ -	\$ 118,543
TOTAL EXPENDITURES	\$ 12,170,909	\$ 55,864	\$ -	\$ 12,226,773
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (73,404)	\$ (55,864)	\$ -	\$ (129,268)
BEGINNING FUND BALANCE				
9791	\$ 159,501			\$ 159,501
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 86,097	\$ (55,864)	\$ -	\$ 30,233
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 24,925	\$ -	\$ -	\$ 24,925
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 61,172	\$ (55,864)	\$ -	\$ 5,308
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education

Business Advisor Services

Revised 7/11/17

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 8,573,600		\$ -	\$ 8,573,600
Other State Revenue 8300-8599	\$ 665,000		\$ -	\$ 665,000
Other Local Revenue 8600-8799	\$ 1,575,500		\$ -	\$ 1,575,500
TOTAL REVENUES	\$ 10,814,100		\$ -	\$ 10,814,100
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 3,826,769	\$ 50,853	\$ -	\$ 3,877,622
Employee Benefits 3000-3999	\$ 1,659,837	\$ 9,237	\$ -	\$ 1,669,074
Books and Supplies 4000-4999	\$ 4,554,900		\$ -	\$ 4,554,900
Services and Other Operating Expenditures 5000-5999	\$ 409,200		\$ -	\$ 409,200
Capital Outlay 6000-6999	\$ 730,000		\$ -	\$ 730,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 548,662		\$ -	\$ 548,662
TOTAL EXPENDITURES	\$ 11,729,368	\$ 60,090	\$ -	\$ 11,789,458
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (915,268)	\$ (60,090)	\$ -	\$ (975,358)
BEGINNING FUND BALANCE				
9791	\$ 6,832,165			\$ 6,832,165
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 5,916,897	\$ (60,090)	\$ -	\$ 5,856,807
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 133,835	\$ -	\$ -	\$ 133,835
Restricted 9740	\$ 5,783,063	\$ (60,090)	\$ -	\$ 5,722,973
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Fund 21 - Building Fund**
 Bargaining Unit: **Classified School Employees Association (CSEA)**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenues 8600-8799	\$ 480,000		\$ -	\$ 480,000
TOTAL REVENUES	\$ 480,000		\$ -	\$ 480,000
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 316,267	\$ 869	\$ -	\$ 317,136
Employee Benefits 3000-3999	\$ 115,230	\$ 221	\$ -	\$ 115,451
Books and Supplies 4000-4999	\$ 3,520,146		\$ -	\$ 3,520,146
Services and Other Operating Expenditures 5000-5999	\$ 496,243		\$ -	\$ 496,243
Capital Outlay 6000-6999	\$ 27,768,213		\$ -	\$ 27,768,213
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 32,216,099	\$ 1,090	\$ -	\$ 32,217,189
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 58,545,316	\$ -	\$ -	\$ 58,545,316
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 26,809,217	\$ (1,090)	\$ -	\$ 26,808,127
BEGINNING FUND BALANCE				
9791	\$ 9,746,919			\$ 9,746,919
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 36,556,136	\$ (1,090)	\$ -	\$ 36,555,046
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 36,556,136	\$ (1,090)	\$ -	\$ 36,555,046
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ -	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive
 Los Angeles County Office of Education

Business Advisor Services

Revised 7/11/17

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Fund 63 - Child Care Enterprise Fund**
 Bargaining Unit: **Classified School Employees Association (CSEA)**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799	\$ 925,166		\$ -	\$ 925,166
TOTAL REVENUES	\$ 925,166		\$ -	\$ 925,166
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 458,358	\$ 5,355	\$ -	\$ 463,713
Employee Benefits 3000-3999	\$ 197,801	\$ 973	\$ -	\$ 198,774
Books and Supplies 4000-4999	\$ 48,878		\$ -	\$ 48,878
Services and Other Operating Expenditures 5000-5999	\$ 38,629		\$ -	\$ 38,629
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 743,666	\$ 6,328	\$ -	\$ 749,994
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 80,000	\$ -	\$ -	\$ 80,000
OPERATING SURPLUS (DEFICIT)*	\$ 101,500	\$ (6,328)	\$ -	\$ 95,172
BEGINNING FUND BALANCE 9791	\$ 47,517			\$ 47,517
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 149,017	\$ (6,328)	\$ -	\$ 142,689
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 149,017	\$ (6,328)	\$ -	\$ 142,689
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive
 Los Angeles County Office of Education

Business Advisor Services

Revised 7/11/17

Public Disclosure of Proposed Collective Bargaining Agreement
Norwalk-La Mirada Unified School District

Page 4j

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Fund 67 - Self-Insurance Fund**
Bargaining Unit: **Classified School Employees Association (CSEA)**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/15/17 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799	\$ 30,016,136		\$ -	\$ 30,016,136
TOTAL REVENUES	\$ 30,016,136		\$ -	\$ 30,016,136
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 150,129	\$ 619	\$ -	\$ 150,748
Employee Benefits 3000-3999	\$ 60,255	\$ 158	\$ -	\$ 60,413
Books and Supplies 4000-4999	\$ 21,268		\$ -	\$ 21,268
Services and Other Operating Expenditures 5000-5999	\$ 28,750,158		\$ -	\$ 28,750,158
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 28,981,810	\$ 777	\$ -	\$ 28,982,587
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 1,034,326	\$ (777)	\$ -	\$ 1,033,549
BEGINNING FUND BALANCE 9791	\$ 8,642,796			\$ 8,642,796
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 9,677,122	\$ (777)	\$ -	\$ 9,676,345
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 9,677,122	\$ (777)	\$ -	\$ 9,676,345

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive
Los Angeles County Office of Education
Business Advisor Services
Revised 7/11/17

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (65,000)	Expenditure realignments to cover negotiated increase
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

Page 4i: Other Fund (Self-Insurance) is not listed due to formatting.

Norwalk-La Mirada Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP				
Bargaining Unit:		Classified School Employees Association (CSEA)		
Object Code	2017-18	2018-19	2019-20	
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
LCFF Revenue	8010-8099	\$ 173,482,213	\$ 177,100,856	\$ 178,838,508
Federal Revenue	8100-8299	\$ -	\$ -	\$ -
Other State Revenue	8300-8599	\$ 5,971,930	\$ 3,330,055	\$ 3,274,959
Other Local Revenue	8600-8799	\$ 1,312,189	\$ 1,258,519	\$ 1,222,922
TOTAL REVENUES		\$ 180,766,332	\$ 181,689,430	\$ 183,336,389
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 78,690,763	\$ 79,398,318	\$ 80,165,411
Classified Salaries	2000-2999	\$ 26,775,570	\$ 26,662,096	\$ 26,338,945
Employee Benefits	3000-3999	\$ 36,342,856	\$ 39,038,801	\$ 41,822,362
Books and Supplies	4000-4999	\$ 6,151,165	\$ 5,702,886	\$ 5,039,464
Services and Other Operating Expenditures	5000-5999	\$ 10,560,581	\$ 10,768,524	\$ 10,538,553
Capital Outlay	6000-6999	\$ 16,801	\$ 16,801	\$ 16,801
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 284,087	\$ 284,087	\$ 284,087
Transfers of Indirect Costs	7300-7399	\$ (1,848,910)	\$ (1,757,274)	\$ (1,757,274)
Other Adjustments			\$ 2,463,686	\$ 2,946,102
TOTAL EXPENDITURES		\$ 156,972,913	\$ 162,577,925	\$ 165,394,451
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ 823,056	\$ 823,056	\$ 823,056
Transfers Out and Other Uses	7600-7699	\$ 1,348,203	\$ 1,148,203	\$ 1,148,203
Contributions	8980-8999	\$ (26,551,168)	\$ (27,410,712)	\$ (28,270,256)
OPERATING SURPLUS (DEFICIT)*		\$ (3,282,896)	\$ (8,624,354)	\$ (10,653,465)
BEGINNING FUND BALANCE	9791	\$ 36,604,894	\$ 33,321,998	\$ 24,697,644
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 33,321,998	\$ 24,697,644	\$ 14,044,179
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 395,000	\$ 395,000	\$ 395,000
Restricted	9740			
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 175,146	\$ 175,146	\$ 175,146
Reserve for Economic Uncertainties	9789	\$ 6,836,999	\$ 6,903,177	\$ 7,012,345
Unassigned/Unappropriated Amount	9790	\$ 25,914,853	\$ 17,224,321	\$ 6,461,688

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	2017-18	2018-19	2019-20
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 11,758,555	\$ 11,758,555	\$ 11,758,555
Other State Revenue 8300-8599	\$ 26,502,691	\$ 26,502,691	\$ 26,502,691
Other Local Revenue 8600-8799	\$ 703,562	\$ 703,562	\$ 703,562
TOTAL REVENUES	\$ 38,964,808	\$ 38,964,808	\$ 38,964,808
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 19,078,856	\$ 18,766,897	\$ 18,766,897
Classified Salaries 2000-2999	\$ 12,331,879	\$ 12,464,336	\$ 13,018,541
Employee Benefits 3000-3999	\$ 18,772,690	\$ 18,945,960	\$ 19,334,140
Books and Supplies 4000-4999	\$ 4,928,914	\$ 4,662,094	\$ 4,622,094
Services and Other Operating Expenditures 5000-5999	\$ 6,263,115	\$ 5,528,048	\$ 5,448,048
Capital Outlay 6000-6999	\$ 5,416,568	\$ 3,317,541	\$ 3,317,541
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,105,140	\$ 1,105,140	\$ 1,105,140
Transfers of Indirect Costs 7300-7399	\$ 1,181,705	\$ 1,089,769	\$ 1,089,769
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 69,078,867	\$ 65,879,785	\$ 66,702,170
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 500,000	\$ 500,000	\$ 500,000
Contributions 8980-8999	\$ 26,551,168	\$ 27,410,712	\$ 28,270,256
OPERATING SURPLUS (DEFICIT)*	\$ (4,062,891)	\$ (4,265)	\$ 32,894
BEGINNING FUND BALANCE 9791	\$ 4,068,573	\$ 5,682	\$ 1,417
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 5,682	\$ 1,417	\$ 34,311
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 5,682	\$ 1,417	\$ 34,311
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Combined General Fund MYP**

Bargaining Unit:

Classified School Employees Association (CSEA)

Object Code	2017-18	2018-19	2019-20
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 173,482,213	\$ 177,100,856	\$ 178,838,508
Federal Revenue 8100-8299	\$ 11,758,555	\$ 11,758,555	\$ 11,758,555
Other State Revenue 8300-8599	\$ 32,474,621	\$ 29,832,746	\$ 29,777,650
Other Local Revenue 8600-8799	\$ 2,015,751	\$ 1,962,081	\$ 1,926,484
TOTAL REVENUES	\$ 219,731,140	\$ 220,654,238	\$ 222,301,197
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 97,769,619	\$ 98,165,215	\$ 98,932,308
Classified Salaries 2000-2999	\$ 39,107,449	\$ 39,126,432	\$ 39,357,486
Employee Benefits 3000-3999	\$ 55,115,546	\$ 57,984,761	\$ 61,156,502
Books and Supplies 4000-4999	\$ 11,080,079	\$ 10,364,980	\$ 9,661,558
Services and Other Operating Expenditures 5000-5999	\$ 16,823,696	\$ 16,296,572	\$ 15,986,601
Capital Outlay 6000-6999	\$ 5,433,369	\$ 3,334,342	\$ 3,334,342
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 1,389,227	\$ 1,389,227	\$ 1,389,227
Transfers of Indirect Costs 7300-7399	\$ (667,205)	\$ (667,505)	\$ (667,505)
Other Adjustments		\$ 2,463,686	\$ 2,946,102
TOTAL EXPENDITURES	\$ 226,051,780	\$ 228,457,710	\$ 232,096,621
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 823,056	\$ 823,056	\$ 823,056
Transfers Out and Other Uses 7600-7699	\$ 1,848,203	\$ 1,648,203	\$ 1,648,203
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (7,345,787)	\$ (8,628,619)	\$ (10,620,571)
BEGINNING FUND BALANCE 9791	\$ 40,673,467	\$ 33,327,680	\$ 24,699,061
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 33,327,680	\$ 24,699,061	\$ 14,078,490
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 395,000	\$ 395,000	\$ 395,000
Restricted 9740	\$ 5,682	\$ 1,417	\$ 34,311
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 175,146	\$ 175,146	\$ 175,146
Reserve for Economic Uncertainties 9789	\$ 6,836,999	\$ 6,903,177	\$ 7,012,345
Unassigned/Unappropriated Amount 9790	\$ 25,914,853	\$ 17,224,321	\$ 6,461,688

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2017-18	2018-19	2019-20
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 227,899,983	\$ 230,105,913	\$ 233,744,824
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 227,899,983	\$ 230,105,913	\$ 233,744,824
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
e.	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)	\$ 6,836,999	\$ 6,903,177	\$ 7,012,345

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 6,836,999	\$ 6,903,177	\$ 7,012,345
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 25,914,853	\$ 17,224,321	\$ 6,461,688
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 32,751,852	\$ 24,127,498	\$ 13,474,033
f.	Reserve for Economic Uncertainties Percentage	14.37%	10.49%	5.76%

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

2017-18

Yes

☒

No

☐

2018-19

Yes

☒

No

☐

2019-20

Yes

☒

No

☐

4. If no, how do you plan to restore your reserves?

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)**5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 772,769
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (634,729)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (13,891)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (55,864)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (60,090)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (1,090)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (6,328)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (771,992)

Variance \$ 777

Variance Explanation:

Page 4i, Other Fund (67 - Self-Insurance) balance, Column 2 total of -\$777 is not reflected in the total above due to formatting

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"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 a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (6,776,058)	(3.0%)	Enrollment decline, STRS/PERS increases
Current FY Surplus/(Deficit) after settlement(s)?	\$ (7,345,787)	(3.2%)	Enrollment decline, STRS/PERS increases
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (8,628,619)	(3.7%)	Enrollment decline, STRS/PERS increases
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (10,620,571)	(4.5%)	Enrollment decline, STRS/PERS increases

Deficit Reduction Plan (as necessary):

The District realizes the inclusion of LCFF funds in subsequent years, and failure by the State to fund the LCFF at estimated levels could severely affect the District's solvency in future years, in addition, staff has been working on a budget contingency plan to present to the Board of Education to mitigate spending.

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 9a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ 2,463,686	LCAP proportionality requirement
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ 2,946,102	LCAP proportionality requirement
2nd Subsequent FY Restricted, Page 5b	\$ -	

Los Angeles County Office of Education
Business Advisor Services

Classified School Employees Association (CSEA)

J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding.

(fill out columns for which there is an agreement)

	Prior Year	2017-18	2018-19	2019-20
a. LCFF Funding per ADA	9,557.00	9,836.00	10,218.00	10,500.00
b. Amount Change from Prior Year Funding per ADA		279.00	382.00	282.00
c. Percentage Change from Prior Year Funding per ADA		2.92%	3.88%	2.76%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		772,769.00	-	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		1.34%	0.00%	0.00%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		Within	-	-

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and 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. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Norwalk-La Mirada 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, 2017 to June 30, 2018.

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)

\$	-
\$	706,992
\$	(706,992)

Subsequent Years

Budget Adjustment Categories:

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

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

If the district does not adopt and submit within 45 days 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)

1-22-2018

Date

☒ I hereby certify ☐ I am unable to certify



Chief Business Official
(Signature)

1-18-18

Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

Assumptions and Explanations (enter or attach documentation)

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

Multi-year projection assumptions are attached (Pages #19-20)

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

As discussed in the 2017-18 First Interim Report, the District's assumptions for subsequent years include increases in LCFF funding and the use of one-time reserves to cover the cost of the negotiated agreement. Failure by the State to fund the LCFF or further restrict control could severely affect the District's solvency in future years. Staff has implemented initial reductions and is further developing additional budget contingency plans to offset the forecasts of low growth in the future, declining enrollment, negotiated settlement agreements, and increases to pension contributions to mitigate deficit spending and maintain fiscal solvency.

Norwalk - La Mirada USD
Multi-year Financial Projections
(Unrestricted Changes)

Assumptions for 2018-19

The **2018-2019** projections are the same as **2017-2018** with the following significant changes:

<u>Revenue Changes:</u>	<u>Amount</u>
Cost-of-Living & GAP Adjustment for LCFF (2.15% & 66.12%)	\$6,213,562
Growth Funding (Declining Enrollment 300)	(\$2,594,919)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	~~\$0~~
Special Education ADA Transfers	\$0
Net Change in Base Revenue Limit	\$3,618,643
Contribution To: Growth Funding (Declining Enrollment 340)	\$0
Interest Income (declining balances)	(\$53,670)
Supplemental Hourly Programs 0.00% COLA)	\$0
Incremental Lottery Income (ADA Decline & Rate Changes)	(\$56,066)
Suspension of Class Size Reduction (Reversion of Penalties-Extended)	\$0
Contribution To: Special Education program costs	(\$109,544)
<u>One-Time Revenues (Included in 2017-18)</u>	
Discretionary Funds \$147/ADA	(\$2,585,809)
<u>Other Revenues</u>	
AB 104 Restricted Routine Maintenance Contribution Phase-in	(\$750,000)
Total Anticipated Change in Revenues	\$63,554

<u>Expenditure Changes:</u>	<u>Amount</u>
<u>Employee Salaries & Benefits</u>	
Step, Scale and Longevity Cost	\$1,003,187
Projected Cost Savings from Attrition (10 Retirements)	(\$250,000)
Reduction in Staff due to Enrollment Decline (7)	(\$469,000)
Negotiations: TANLA On-going H&W Contribution (\$1.0mil)	\$458,579
Negotiations: CSEA On-going H&W Contribution (\$1.0mil)	\$219,734
Increase in PERS Contribution Rates (from 15.531% to 18.10%)	\$613,670
Increase in STRS Contribution Rates (from 14.43% to 16.28%)	\$1,555,721
<u>Discretionary Spending (Supplies/Other Services/Equipment)</u>	
Elections	\$373,834
Increase in Utilities & Fuel	\$201,609
Liability Insurance	\$0
<u>Other Reductions/Adjustments</u>	
Budget Contingency Plan: Business & Ed. Services	(\$574,213)
Budget Contingency Plan: Transfer Grounds to Maintenance	(\$750,000)
LCAP Supplemental & Concentration Grant Proportionality	\$3,130,255
<u>One-Time Expenditure Changes in 2017-18 (Remove from 2018-19)</u>	
Indirect cost from restricted carryover	\$91,636
Special Reserve-Capital Equipment transfer	(\$200,000)
Total Anticipated Changes in Expenditures	\$5,405,012

Norwalk - La Mirada USD
Multi-year Financial Projections
(Unrestricted Changes)

Assumptions for 2019-20

The **2019-2020** projections are the same as **2018-2019** with the following significant changes:

<u>Revenue Changes:</u>	<u>Amount</u>
Cost-of-Living & GAP Adjustment for LCFF (2.35% & 64.92%)	\$4,385,114
Growth Funding (Declining Enrollment 300)	(\$2,647,462)
Other Adjustments (PERS Reduction CAP, SUI, etc.)	\$0
Special Education ADA Transfers	\$0
Net Change in Base Revenue Limit	\$1,737,652
Contribution To: Growth Funding (Declining Enrollment 340)	\$0
Interest Income (Declining Rates)	(\$35,597)
Supplemental Hourly Programs 0.00% COLA)	\$0
Incremental Lottery Income (ADA Decline & Rate Changes)	(\$55,096)
Suspension of Class Size Reduction (Reversion of Penalties-Extended)	\$0
Contribution To: Special Education program costs	(\$109,544)
<u>One-Time Revenues (Included in 2018-19)</u>	
<u>Other Revenues</u>	
AB 104 Restricted Routine Maintenance Contribution Phase-in	(\$750,000)
Total Anticipated Change in Revenues	\$787,415

<u>Expenditure Changes:</u>	<u>Amount</u>
<u>Employee Salaries & Benefits</u>	
Step, Scale and Longevity Cost	\$1,015,731
Projected Cost Savings from Attrition (10 Retirements)	(\$250,000)
Reduction in Staff due to Enrollment Decline (7)	(\$469,000)
Negotiations: TANLA On-going H&W Contribution (\$1.0mil)	\$458,579
Negotiations: CSEA On-going H&W Contribution (\$1.0mil)	\$219,734
Increase in PERS Contribution Rates (from 18.10% to 20.80%)	\$579,634
Increase in STRS Contribution Rates (from 16.28% to 18.13%)	\$1,586,840
<u>Discretionary Spending (Supplies/Other Services/Equipment)</u>	
Elections	(\$373,834)
Increase in Utilities & Fuel	\$110,801
Liability Insurance	\$33,062
<u>Other Reductions/Adjustments</u>	
Budget Contingency Plan: Transfer Grounds to Maintenance	(\$593,916)
LCAP Supplemental & Concentration Grant Proportionality	\$1,162,316
<u>One-Time Expenditure Changes in 2018-19 (Remove from 2019-20)</u>	
Districtwide textbook order	(\$663,422)
Total Anticipated Changes in Expenditures	\$2,816,525

L. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 Sections 3540.2(a) and 3547.5.

Norwalk-La Mirada Unified School District

District Name



District Superintendent
(Signature)

1-22-2018

Date

Manuel Cardoso, Director of Fiscal Services

Contact Person

(562) 210-2028

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 22, 2018, took action to approve the proposed agreement with the Classified School Employees Association Bargaining Unit(s).



President (or Clerk), Governing Board
(Signature)

1-22-2018

Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**NLMUSD & CSEA
Tentative Agreements
as of December 1, 2017**

In the spirit of valuing our employees and their contributions to the District, on behalf of the Board of Education, the below proposal to amend the Master Agreement between the Norwalk-La Mirada Unified School District Board of Education and the Classified School Employees Association, Chapter 404.

Items	Cost
The District shall increase all bargaining unit employee salary schedules by 1.56%, retroactive to July 1, 2017.	1.56% Retro to July 1, 2017 (On-Going)

ARTICLE XI – LEAVES OF ABSENCE

DEFINITION

A leave of absence is an authorization for an employee to be absent from duty for an approved purpose and generally for a specific period of time.

- A.** For the following leaves of absence, an employee must notify his/her department or site no later than one (1) hour prior to the start of his/her assignment. When a substitute is required, the employee must also leave a message prior to the start of their regular work shift allowing as much time as possible. The District's 24-hour Absence Management telephone (800) 942-3767 is provided, but is limited to Senior Custodians, Custodians, Paraeducator Special Education, Health Care Support Providers, Direct Intense Behavior Support Paraeducator, Paraeducator Preschool, School Secretary, and Security ~~Assistants~~Staff.

1. Sick Leave
2. Bereavement Leave
3. Personal Necessity Leave

B. AFFIDAVIT OF ABSENCE

Within two (2) days after returning from an absence, each employee shall complete an Employee Affidavit of Absence form.

When returning from absence for illness reasons, the absent employee shall ~~check illness~~

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~~or days deduct on the verification~~ complete an Employee Affidavit of Absence form. Additionally, it shall be the prerogative of the District to require verification of absence if the District has reason to believe that the leave day(s) may not have been used for the purpose stated.

- C. A leave protects the employee by holding a place for such employee in the District until the leave expires, with the right to return to the District in the same position at the conclusion of the leave, provided a position remains within the employee's classification or an equivalent position if the original position no longer exists and the employee has sufficient seniority to be entitled to the position. Employees on authorized leaves shall be subject to layoff and bumping in the same manner as if they were working.
- D. The Sick Leave Bank will be used by CSEA members for themselves, their spouse, registered domestic partner or child with a catastrophic illness when the employee has already used all of ~~their~~ his or her own accumulated sick leave, if qualified. (Refer to Appendix D).
 - 1. The Sick Leave Bank will receive the sick days to be distributed to the employees through voluntary contributions from CSEA members of their own personal sick leave days.
 - 2. The Sick Leave Bank will be administered by the CSEA President, Vice President and three (3) CSEA members at large appointed by CSEA.
- E. The leave benefits which are expressly provided by this article, are the sole leave benefits which are part of this collective Agreement, and it is agreed that other statutory or regulatory leave benefits are not incorporated, either directly or in an implied manner, into this Agreement.
- F. By July 15, of each year, the District shall make available to all employees, position titles of the supervisors by department, who are authorized to approve vacation requests, leaves of absence and evaluations. This excludes leaves which require Board approval.
- G. Employees may request a leave of absence with the leave provisions enumerated below:

Sick Leave	Industrial Accident & Illness Leave
Bereavement Leave	Family Care Leave
Personal Necessity Leave	Parent Obligation Leave
~~Maternity~~ <u>Pregnancy and Child Birth</u>	Special Obligation Leave
Leave	
<u>Parental Leave (AB 2393)</u>	Training & Study Leave

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Military Leave
Jury Duty Leave

Miscellaneous Leave

1. SICK LEAVE

- a. Effective July 1st of each year, while in a paid status for a minimum of eleven (11) days per month, all employees earn one (1) day of sick leave per month, plus an additional (four) 4 days, formerly identified as Family Illness Leave as follows:

(1)	10 month employees	14 days or 1.4 per month
(2)	11 month employees	15 days or 1.363636 per month
(3)	12 month employees	16 days or 1.333 per month

- b. CSEA members who are absent because of illness or accident and have used up the total number of days of current and accumulated sick leave shall receive fifty percent (50%) of their regular salary during an additional period of absence up to a maximum of one-hundred (100) working days. The one-hundred (100) working days shall exclude all eligible paid holidays.

- c. CSEA members shall be allowed to use their accumulated sick leave whenever a spouse, registered domestic partner, or child has an illness.

- d. As provided by Labor Code §233, CSEA unit members may use up to one-half (1/2) of their annual entitlement of full-paid sick leave for the following reasons: (1) for the diagnosis, care, or treatment of an existing health condition of, or preventative care for an employee's family member; and (b) for an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code §§ 230(c) and 230.1(a). For purposes of this section, "family member" is defined as the unit member's parent, parent-in-law, grandparent, grandchild, or sibling. All conditions and restrictions on the use of sick leave also shall apply to the use under this section. This leave shall not count against the days of personal necessity, shall not accumulate from year-to-year, and shall come from available sick leave. The intent of this section is to follow the requirements of Labor Code 233. If this law should be amended, the District shall be obligated to comply with the laws' requirements as amended.

- ~~d.~~e. Pay for hour(s) or day(s) of illness or injury need not be accrued prior to taking such leave by the employee and such leave may be taken at any time during the employee's assigned work year. When an employee does not have accumulated sick leave on the books he/she shall be limited to what would have been normally earned in that fiscal year. Probationary employees of the district shall not be eligible to take more than (6) days, or the proportionate amount to which they may be eligible, until the first day after completion of the probationary period.

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~~e.f.~~ When an employee does not take/use the full amount of full days sick leave accrued in any one year, the amount not used shall be accumulated from year to year.

~~f.g.~~ In computing pay for sick day, all applicable salary differentials shall be included. Sick day accrual shall continue throughout all paid leave. In the event all accumulated sick leave is exhausted, employees shall be, at their option, entitled to use vacation in lieu of sick leave. In cases of catastrophic illness or injury, refer to Sick ~~leave~~ Leave Bank, Appendix C.

After the use of paid sick leave, employees shall be granted an unpaid sick leave not to exceed six (6) months, plus one (1) six (6) month extension upon certification of employee's personal physician or health care provider (See Section H, Article IX).

~~g.h.~~ Employees absent due to illness or injury must notify their Department or Site of intent to be absent and the anticipated duration of the illness as far in advance of the start of the work shift as possible. If a substitute is required, the employee must also notify the Human Resources Office. The District's 24-hour ~~sub-finder~~ Absence Management telephone (~~562800~~) ~~462-0329~~ 924-3767 is provided, but is limited to Senior Custodians, custodiansCustodians, and—Paraeducator special—Special educationEducation, Health Care Support Providers, Direct Intense Behavior Support Paraeducator, Paraeducator Preschool, School Secretary and Security staff.

~~h.i.~~ The ~~board~~ Board of Education or the Superintendent or Superintendent's designee may require the employee to submit to a physical examination by a physician selected by the Board, at any time during the leave, at District expense. The Board of Education may use the results of the examination in determining if illness leave is appropriate to determine if the employee is capable of returning to work in accordance with ADA regulations.

2. BEREAVEMENT LEAVE

- a. The District agrees to grant necessary leave of absence "per death" with pay at the employee's regular rate not to exceed five (5) days or seven (7) days if the employee lives more than 1,000 miles from the deceased, when the employee travels to attend the services, on account of the death of any member of the "immediate family" of a member of the bargaining unit (Refer to Article V, Definitions).
- b. Employees may request permission of their immediate supervisor to be absent without pay due to the death of any other relative or friend not designated above.

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- c. Employees shall be required to contact their immediate supervisor ~~or~~ school/department office, or the Human Resources Office prior to the start of their regular work shift to notify that Bereavement Leave will be used. ~~If none of the above contacts are available, employees shall leave a message on the district's 24 hour answering tape provided for that purpose (562) 462-0329, prior to the start of their regular work shift.~~ Failure to do so may result in ineligibility for paid leave and may be considered to be an unauthorized absence.
- d. Employees shall be required to complete an Employee Affidavit of Absence leave verification form provided by the district.
 - 1) If the Bereavement Leave extends beyond five (5) working days, the employee shall be required to provide proof of eligibility to their immediate supervisor.
 - 2) Additionally, it shall be the prerogative of the Human Resources Division to require verification of absence if the Division of Human Resources has reason to believe that the Bereavement Leave days may not have been used for the purpose stated.
- e. Bereavement Leave must begin at approximately the time the death of the family member occurred or when Memorial Services are conducted.

3. PERSONAL NECESSITY LEAVE

- a. Days of absence for illness or injury earned and available to the employee may be used in cases of personal necessity, provided that use of such personal necessity leave does not exceed twelve (12) days in any school year, effective July 1, 2007. Personal necessity leave is defined to include the following:
 - 1) Death of a member of the immediate family (as defined in Article V, Definitions) when additional leave is required beyond the provisions.
 - 2) Accident, involving the employee or his/her property, or the person or property of a member of the employee's immediate family (as defined in Article V, Definitions).
 - 3) Imminent danger, involving the employee or his/her property, or the person or property of a member of the employee's immediate family (as defined in Article V, Definitions)
 - 4) Appearance in any court or before an Administrative tribunal as a litigant party or

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witness under subpoena or any order made with jurisdiction.

- 5) Attendance at high school, college, and/or university level graduation exercises for a member of the immediate family (as defined in Article V, Definitions).
- 6) Observance of no more than one (1) nationally recognized personal observance day other than those scheduled on the employee work year calendar.
- b. Up to a maximum of six (6) days per year may be utilized in this section for Personal Business, effective July 1, 2007. Personal Business Leave shall not be granted during the first or last week of school, nor any day immediately preceding or following a holiday; a legal or local holiday as enumerated in Article XIII Holidays. Any leave days utilized are subtracted from Personal Necessity Days, and hence from Sick Leave. (Sick Leave need not be accrued prior to taking such leave).

Whenever possible, the employee will obtain advance permission before using Personal Necessity Leave.

- c. Personal Necessity Leave shall not be granted during a scheduled vacation or Leave of Absence with the exception of bereavement as found in 3 a (1).

4. ~~MATERNITY~~ PREGNANCY AND CHILD BIRTH LEAVE

- ~~a. Maternity Leave, for a period of six (6) months, shall be granted to all probationary and permanent classified employees. The portion of the leave defined as "Temporary Disability" may be with pay, at the option of the employee. Such pay shall be charged against the employee's sick leave, and all sick leave policies will apply during this period.~~
- ~~b. The period of pregnancy, childbirth, or related disability shall commence when the employee's physician determines that the employee is unable to work due to disability caused by pregnancy, childbirth, or related medical conditions. The period of pregnancy related disability shall normally end six (6) weeks after the birth of the child unless the employee's physician provides verification that the employee continues to be disabled by pregnancy or related medical conditions. An employee returning to work after a pregnancy or childbirth related disability leave shall provide a doctor's verification of the ability to return to work.~~
- ~~c. Employees shall complete the District's form for applying for maternity leave at least two (2) months prior to the birth of the baby. The employee will be required to file a~~

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~~statement from their doctor that they have physically recovered from their delivery at least one (1) week prior to their return to work.~~

- a. A unit member disabled by pregnancy, child birth and related medical conditions shall be entitled to use sick leave, vacation, and other paid and unpaid leaves, under the same terms and conditions as employees suffering from other temporary disabilities. If after exhausting all available leaves, paid and unpaid, a unit member continues to be disabled by pregnancy or child birth, she may request additional leave.
- b. The period of leave for disability caused by pregnancy, childbirth and related medical conditions shall be determined by the unit member and her physician. A unit member returning to work after a pregnancy or childbirth-related disability shall provide a doctor's verification of the ability to return to work.
- c. Unit members shall provide a least thirty (30) calendar days' notice of the anticipated birth of a child.
- d. Pregnancy disability leave shall not be used for childbirth preparation or child bonding.

The intent of this section is to follow the requirements of the laws that pertain to pregnancy and child birth. If these laws should be amended, the District shall be obligated to comply with the laws' requirements as amended.

5. PARENTAL LEAVE (AB 2393)

- a. Effective January 1, 2017, as provided by Education Code section 45196.1, unit members shall be entitled to parental leave as set forth in this section.
- b. For purposes of this section, "parental leave" shall be defined as leave for reason of the birth of the unit member's child, or the placement of a child with the unit member for adoption or foster care.
- c. Unit members shall be entitled to use all current and accumulated sick leave for parental leave, for a period of up to twelve (12) workweeks.
- d. When a unit member has exhausted all current and accumulated sick leave and continues to be absent on account of parental (child-bonding) leave under the California Family Rights Act (CFRA), he/she shall be entitled to 50% pay for any of the remaining twelve (12) workweek period. Such 50% pay shall be paid as set forth in Article XI – Leaves of Absence, Section 1. Sick Leave, b., but shall not count against the leave entitlement set forth in that Section. In order to use substitute 50% pay, the unit member must be eligible for leave under the California Family

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Rights Act, except that he/she is not required to have worked 1,250 hours in the twelve (12) months immediately preceding the leave.

- e. Any leave taken under this section shall count against any entitlement to child-bonding leave under the California Family Rights Act and the aggregate amount of leave taken under this section and CFRA shall not exceed twelve (12) workweeks in any twelve (12) month period.
- f. A unit member shall not be entitled to more than one (1) twelve (12) week period for parental leave in any twelve (12) month period.
- g. Leave under this section shall be in addition to any leave taken for pregnancy or childbirth-related disability.
- h. A unit member shall give at least thirty (30) calendar days' notice of the birth of a child and intent to take parental leave under this section. Leave shall be taken in increments of at least two (2) weeks' duration except on two (2) occasions. Leave under this section must be completed within twelve (12) months of the birth of the child or placement for adoption or foster care.

The intent of this section is to follow the requirements of Parental Leave AB 2393. If this law should be amended, the District shall be obligated to comply with the law's requirements as amended.

5.6. MILITARY LEAVE

- a. Employees who enlist or are called into the armed forces of the United States shall be entitled to the benefits of Sections 395.01 to 395.01.4 of the California Military and Veterans Code.
- b. Employees employed for one (1) calendar year or more shall receive full pay for the first thirty (30) days of such military service, in accordance with the above listed code sections.
- c. Upon return to service of the District, said employee shall have the right to return to his/her former or comparable position and shall be granted step credit for the period of time while on leave. Said employee shall also have sick leave and unused vacation benefits restored.

6.7. JURY DUTY LEAVE

- a. Employees covered by this Agreement shall be granted a jury duty leave of absence with full pay subject to the provisions of Paragraph (2) below. Jury fees shall be remitted to the District who in turn shall pay the employee his/her full salary.

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Mileage, parking and meal allowance may be retained by the employee as well as jury fees earned on days for which the employee does not receive pay from the District. When the daily jury fee exceed the employee's daily gross earnings for that day, the employee shall remit only the amount equal to his/her daily gross earnings.

- b. To be eligible to receive paid Jury Duty Leave benefits, employees within the unit must comply with the following:
 - 1) Employees shall be required to notify their Supervisor upon receipt of notice of required Jury Duty Service.
 - 2) Employees who serve Jury Duty during the major portion of their working assignment are required to return to work during any day or portion of a day that they are not required to serve as a juror.
 - 3) Employees required to serve as a juror during a minor portion of their work day will be expected to return to work as soon as possible after completing their service as a juror. Employees who serve as a juror during the day who work a major portion of their regular shift will not be required to pay any portion of their jury duty fees to the District.

7.8. INDUSTRIAL ACCIDENT AND ILLNESS LEAVE

- a. Employees who have attained permanency within any classification who sustain an injury or illness arising directly out of and in the course of their employment with the District shall be eligible for a maximum of sixty (60) working days paid leave in any one (1) school year per accident. This leave shall not be accumulated from year to year. Industrial Accident or Illness leave shall commence on the first (1st) day of absence.
- b. Payment for wages lost on any day shall not, when added to an award granted under the Workers' Compensation laws of this state, exceed the normal wage for the day. Industrial accident and illness leave will be reduced by one (1) day for each day of authorized absence, regardless of a compensation award made under the Workers' Compensation. When an industrial accident or illness occurs at a time when the full sixty (60) days shall overlap into the next school year, the employee shall be entitled to only that amount remaining at the end of the fiscal year in which the industrial injury or illness occurred, for the same illness or injury.
- c. Industrial accident or illness leave is to be used in lieu of normal sick leave benefits. When entitlement to industrial accident or illness leave under this section has been

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exhausted, entitlement to their sick leave, vacation or other paid leave shall be used. If however, an employee is still receiving temporary disability payments under the Workers' Compensation laws of this state at the time of the exhaustion of benefits under this section, he/she shall be entitled to use only so much of his/her accumulated and available normal sick leave and vacation leave which, when added to the Workers' Compensation award, provides for a day's pay at the regular rate of pay.

~~d. The initial leave of six (6) calendar months or less shall be granted by the Board of Education beginning with the first (1st) day of illness or accident.~~

e.d. The employee shall have the right to request his/her leave be canceled and that he/she be reinstated to his/her position anytime during the first (1st) six (6) months of the leave. The employee shall be reinstated in a position in the same class without loss of status or benefits.

f.e. Benefits to permanent part-time employees shall be granted in the proportion that their total time of employment during the year bears to full-time employment.

g.f. When an employee is absent from duty on account of an industrial accident or illness, he/she shall submit within the first (1st) seven (7) days of leave, a statement from a licensed physician or other evidence as may be required by the District affirming that the industrial accident or illness does exist.

h.g. The Board of Education may require the employee to submit to a physical examination by one of several physicians selected by the Board at any time during the leave, at district expense. The employee must provide medical clearance before returning to work. The Board of Education may use the results of the examination in determining if injury is appropriate or in determining if the employee is capable of returning to work.

~~No employee on Industrial Accident Leave is authorized to leave the State of California.~~

i.h. No employee in the unit shall suffer any loss of pay or benefits as a result of any delay in returning to work between the time the employee furnishes his/her own medical clearance for return to work and the time the District schedules an examination by a physician selected by the Board.

8.9. **FAMILY AND MEDICAL LEAVE**

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- a. An employee shall be entitled to up to twelve (12) work weeks of unpaid leave during a twelve (12) month period if the employee has been employed for at least twelve (12) months and have worked 1,250 hours in the twelve (12) months prior to commencing the leave for the following reasons:
- 1) Birth of the employee's child and to care for the newborn, adopted or foster child of the employee within twelve (12) months after the birth or placement for adoption or foster care.
 - 2) To care for the employee's spouse, registered domestic partner (CFRA leave only), child or parent (including parent-in-law) with a serious health condition, or
 - 3) An employee's serious health condition that makes the employee unable to perform the functions of his or her own position.
 - 4) Because of any qualifying exigency arising out of the fact that an employee's parent, spouse, or child is a covered military member on active duty (or has been notified of an impending call or order to active duty) in support of a contingency operation (FMLA leave only).
 - 5) Because of a serious injury or illness incurred in the line of duty on active duty in the Armed Forces in support of a contingency operation affecting an employee's spouse, child parent, or next of kin, who is a service member of the Armed forces, including the National Guard Reserves, for whom the employee is needed to provide care (FMLA leave only).
- b. The District shall grant to employees needing leave for the identified qualifying reasons, family care leave up to a twelve (12) work weeks of leave benefit for each twelve (12) month school year (extending from July 1 through June 30). An employee taking leave to care for an injured service member as set forth in paragraph a(5) above, shall be entitled to twenty-six (26) workweeks of leave in a twelve (12) month period commencing on the first day leave is taken to care for the service member.
- c. An employee must provide at least 30 days advance notice before leave is to begin if the need for the leave is foreseeable based on an expected birth, placement for adoption or foster care, planned medical treatment for a serious health condition of the employee or of a family member, or the planned medical treatment for a serious injury or illness of a covered service member. When an employee becomes aware of a need for family and medical leave less than 30 days in advance, the employee shall provide notice to the District as soon as practicable.

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- d. The District shall continue all group health coverage plans for an employee on such leave at the same level of benefits and under the same conditions that existed while the employee was working. While on a family and medical leave, an employee remains responsible for and must continue to pay any share of the insurance premiums he/she now pays for which the employee would be responsible if working. If the District changes a health plan during the leave, including any changes in employee or District contributions, the change applies to the employee as if he/she were working.
- e. On or before the first day of an employee's family and medical leave, the employee shall notify the District of his/her anticipated date of return to work. If because of changed circumstances an employee requires more or less leave than originally anticipated, the employee shall give the District at least (2) business days' notice of his/her intent to return to work. ~~The District may call no more than one (1) time during the~~ Human Resources personnel may call during the leave for an update on the employee's intent to return to work.
- f. The District may require the employee to provide verification of the qualifying reason for the leave and of the family relationship as provided by law. An employee who takes family and medical leave for his/her own serious health condition shall present certification from his/her health care provider to the effect that he/she is able to resume to work.
- g. An employee who takes a family and medical leave shall be reinstated to the same position held before the leave with the same pay, benefits, and terms and conditions of employment on return from FMLA and/or CFRA-protected leave. If the leave extends beyond the end of the employee's FMLA and/or CFRA entitlement, the employee does not have return rights under FMLA and/or CFRA, but may have them under other provisions of this Agreement.
- h. If an employee does not return to work following FMLA and/or CFRA leave for a reason other than: 1) the continuation, recurrence, or onset of a serious health condition which would entitle the employee to FMLA and/or CFRA leave; 2) the continuation, recurrence or onset of a covered service member's serious injury or illness which would entitle the employee to FMLA leave; or 3) other circumstances beyond the employee's control, he or she may be required to reimburse the District for its share of health insurance premiums paid on the employee's behalf during any unpaid portion of the FMLA and/or CFRA leave.
- i. During a family and medical leave, the employee may, at the employee's option, concurrently use any available sick leave, extended illness leave, vacation leave, other

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accrued time off, or any other available paid leave. Such paid leave may only be used for reasons specified and under the terms and conditions set forth in this Agreement or applicable laws, policies, and regulations, unless otherwise agreed to by the District and employee.

- j. The intent of this section is to comply with the requirements of the FMLA and CFRA, including the regulations under each law. Where there is a conflict between FMLA and CFRA, the law or regulations that provide the greater benefit to the employee shall apply.

~~9.10.~~ PARENT OBLIGATION LEAVE

The Board of Education shall allow employees, who are parents, guardians, or grandparents having custody of one (1) or more children in K-12, inclusive, to take off up to forty (40) hours each school year, not exceeding eight (8) hours in any calendar month of the school year, to participate in school activities of any such child. Employee(s) may utilize personal necessity or personal business leave for such school visits. The employee may also utilize time off without pay to conduct such school visits. The employee shall provide the school District with twenty-four (24) hours advance notice prior to making such a school visit during normal work hours.

~~10.11.~~ SPECIAL OBLIGATION LEAVE

Observance of no more than one (1) Special Obligation Day will be recognized for personal observance or personal conviction day other than those scheduled on the employee work year calendar.

~~11.12.~~ TRAINING AND STUDY LEAVE

The Board of Education may grant an unpaid leave of absence to an employee for study or retraining, at its discretion. No leave shall be more than six (6) months nor shall any employee receive more than one such leave.

~~12.13.~~ MISCELLANEOUS LEAVES

When no other leaves are available, a leave of absence may be granted to an employee, not to exceed one (1) year, on a paid or unpaid basis, at any time, upon terms acceptable to the District.

H. RETURN TO POSITION (AFTER PAID OR UNPAID ABSENCE)

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1. An employee authorized to return to work prior to the scheduled end of his/her authorized leave of absence, shall provide at least five (5) days written notice to the District's Division of Human Resources. Employees on authorized leaves of absence shall have a right to return to the same or equivalent position at the end of the authorized leave, unless layoffs have occurred in the affected classification. In such cases, employees on authorized leaves shall have the same rights as if they were working.
2. Exhaustion of Leaves:
 - a. A permanent employee who has exhausted all entitlement to sick leave, vacation, compensatory overtime, or other available paid leave and who is absent because of non-work-related accident or illness may be granted additional leave, paid or unpaid, not to exceed six months. The employee shall be notified, in writing, that available paid leave has been exhausted, and shall be offered an opportunity to request additional leave. The Board of Education may renew the leave of absence, paid or unpaid, for two additional six-month periods or lesser leave periods that it may provide but not to exceed a total of 18 months.
 - b. An employee, upon ability to resume the duties of a position within the class to which he/she was assigned, may do so at any time during the leaves of absence granted under this section and time lost shall not be considered a break in service. The employee shall be restored to a position within the class to which the employee was assigned and, if at all possible to his/her position with all the rights, benefits and burdens of a permanent employee.
 - c. If at the conclusion of all leaves of absence, paid or unpaid, the employee is still unable to assume the duties of his/her position, the employee shall be placed on a reemployment list for a period of 39 months. At that time, during the prescribed 39 months, the employee is able to assume duties of his/her position the employee shall be reemployed in the first vacancy in the classification of his or her previous assignment. The employee's reemployment will take preference of all other applicants except for those laid off for lack of work or funds, in which case the employee shall be ranked according to his/her proper seniority. Upon resumption of duties, the break in service will be disregarded and the employee shall be fully restored as a permanent employee.
3. The Board of Education ~~authorized~~ authorizes the Superintendent or his/her designated representative to require ~~health~~ medical examinations of employees

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when, in ~~his/her~~the District's opinion, the employee is unable to perform the essential functions of his/her job, and to do so in a manner that does not pose a direct threat to the employee or others in the workplace, including students and other staff.~~it appears to be necessary to protect the health and general wellbeing of the employee, students or other employees.~~ This examination is without loss of pay to the employee. When such examination is required, it shall be conducted by a doctor selected by the district and at no cost to the employee. The District may use the results of the examination in determining whether any leave is appropriate or in determining if the employee is able to return to work and perform the essential functions of his/her position with or without reasonable accommodation and without posing a direct threat to himself/herself or others in the workplace.~~capable of returning to work.~~

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The California School Employees Association and its CSEA Chapter 404 and the Norwalk-La Mirada Unified School District, enter into the attached Tentative Agreement on December 1, 2017 to settle all matters related to Negotiations for the 2017 – 2018 fiscal year.



John M. Lopez
Assistant Superintendent, Human Resources
Norwalk-La Mirada Unified School District
Date 12-1-17



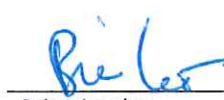
John H. Coleman
President
CSEA Chapter 404
Date 12/1/17



Sandra B. Sanchez
Negotiations Co-Chair
CSEA Chapter 404
Date 12-1-17



Kelly L. Hollenbeck
Negotiations Co-Chair
CSEA Chapter 404
Date 12-1-17



Brian Lawler
CSEA Labor Relations Representative
Date 12/1/17