



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 2016-2017

April 10, 2017

**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 Teachers Association of Norwalk-La Mirada (TANLA) and the Classified School Employees Association (CSEA) Bargaining Units. The cost element of the tentative agreement is listed below:

- The District will provide an on-going salary increase of 3.00% for TANLA and CSEA approved salary schedules, effective July 1, 2016.
- The District will provide a one-time salary bonus of 1.5% for TANLA and CSEA members based on the unit member's current step and scale
- The District will provide an increase in athletic coaching stipends as identified in Appendix J-1 as follows:
 - o Varsity Head Coaches = 15% Increase
 - o All Other Positions = 5% Increase
- The District will provide on-going contributions for Health and Welfare (H&W) Benefits as follows:
 - o Increasing the District contribution into the H&W Self-Insurance Fund for Plan Year 2017 from \$10,075 per eligible employee to \$10,350, effective for Plan Year 2017.
 - o Increasing the District on-going contribution into the H&W Self-Insurance Fund each year by an additional \$200,000, from \$800,000 to \$1,000,000, effective for Plan Year 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)**

Teachers Association of Norwalk-La Mirada (TANLA)	
Estimated Cost Component(s)	
Description	Amount
<u>Salary:</u> District will provide an on-going salary increase of 3.00% for TANLA approved salary schedules, effective July 1, 2016.	\$ 3,379,759
Subtotal:	\$ 3,379,759
<u>Salary:</u> District will provide an one-time salary bonus of 1.50% for TANLA members	\$ 1,487,831
Subtotal:	\$ 1,487,831
<u>Health & Welfare:</u> Increase the District contribution into the H&W Self-Insurance Fund for Plan Year 2017 from \$10,075 per eligible employee to \$10,350.	\$ 274,462
Subtotal:	\$ 274,462
<u>Health & Welfare:</u> Increase the District contribution into the H&W Self-Insurance Fund each year by an additional \$200,000; from \$800,000 to \$1,000,000, effective Plan Year 2017.	\$ 119,098
Subtotal:	\$ 119,098

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 3.00% for CSEA approved salary schedules, effective July 1, 2016.	\$ 1,561,281
Subtotal:	\$ 1,561,281
<u>Salary:</u> District will provide an one-time salary bonus of 1.50% for CSEA members	
Subtotal:	\$ -
<u>Health & Welfare:</u> Increase the District contribution into the H&W Self-Insurance Fund for Plan Year 2017 from \$10,075 per eligible employee to \$10,350.	\$ 186,438
Subtotal:	\$ 186,438
<u>Health & Welfare:</u> Increase the District contribution into the H&W Self-Insurance Fund each year by an additional \$200,000; from \$800,000 to \$1,000,000, effective Plan Year 2017.	\$ 80,902
Subtotal:	\$ 80,902

Cost Schedule Grand Total:

\$ 5,601,940

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

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

The proposed agreement covers the period beginning: **July 1, 2016** and ending: **June 30, 2017**
(date) (date)

The Governing Board will act upon this agreement on: **April 10, 2017**
(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 All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2016-17	2017-18	2018-19
1. Salary Schedule Including Step and Column	\$ 92,862,256	\$ 4,248,099			
			4.57%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 3,075,764	\$ 11,636			
			0.38%	0.00%	0.00%
Description of Other Compensation		Athletic Stipend increase			
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 16,170,190	\$ 621,389			
			3.84%	0.00%	0.00%
4. Health/Welfare Plans	\$ 12,728,928	\$ 210,558	\$ 210,558		
			1.65%	1.63%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 124,837,138	\$ 5,091,682	\$ 210,558	\$ -	
			4.08%	0.16%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	1,071.54				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 116,503	\$ 4,752	\$ 197	\$ -	
			4.08%	0.16%	0.00%

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

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

The proposed agreement covers the period beginning:	July 1, 2016	and ending:	June 30, 2017
	(date)		(date)

The Governing Board will act upon this agreement on:	April 10, 2017
	(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 All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2016-17	2017-18	2018-19
1. Salary Schedule Including Step and Column	\$ 38,558,104	\$ 1,962,412			
			5.09%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 4,427,682				
			0.00%	0.00%	0.00%
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 9,618,504	\$ 286,174			
			2.98%	0.00%	0.00%
4. Health/Welfare Plans	\$ 7,957,045	\$ 133,090	\$ 133,090		
			1.67%	1.65%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 60,561,335	\$ 2,381,676	\$ 133,090	\$ -	
			3.93%	0.21%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	857.09				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 70,659	\$ 2,779	\$ 155	\$ -	
			3.93%	0.21%	0.00%

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Norwalk-La Mirada Unified School District
Name of Bargaining Unit:	Combined (TANLA and CSEA)
Certificated, Classified, Other:	Certificated and Classified

The proposed agreement covers the period beginning:	July 1, 2016	and ending:	June 30, 2017
	(date)		(date)

The Governing Board will act upon this agreement on:	April 10, 2017
	(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 All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2016-17	2017-18	2018-19
1. Salary Schedule Including Step and Column	\$ 131,420,360	\$ 6,210,511			
			4.73%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 7,503,446	\$ 11,636			
			0.16%	0.00%	0.00%
Description of Other Compensation		Athletic Stipend increase			
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 25,788,694	\$ 907,563			
			3.52%	0.00%	0.00%
4. Health/Welfare Plans	\$ 20,685,973	\$ 343,648	\$ 343,648		
			1.66%	1.63%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 185,398,473	\$ 7,473,358	\$ 343,648	\$ -	
			4.03%	0.18%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	1,928.63				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 96,130	\$ 3,875	\$ 178	\$ -	
			4.03%	0.18%	0.00%

Norwalk-La Mirada Unified School District
Combined (TANLA and 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"?

3.00% for TANLA and CSEA approved salary schedules, retro-active to July 1, 2016; and a 1.5% one-time salary bonus for TANLA and CSEA members.

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, which has increased from \$10,075 to \$10,350. The District also contributes an annual on-going contribution, which has increased from \$800,000 to

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
Combined (TANLA and CSEA)

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

The contracts allow for three (3) re-openers, in addition to health benefits, salary, and calender.

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

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 increases of the agreement 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, Self-Insurance Funds

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

Bargaining Unit:		Unrestricted General Fund Combined (TANLA and CSEA)			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 170,951,779		\$ -	\$ 170,951,779
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 7,185,369		\$ -	\$ 7,185,369
Other Local Revenue	8600-8799	\$ 1,269,357		\$ -	\$ 1,269,357
TOTAL REVENUES		\$ 179,406,505		\$ -	\$ 179,406,505
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 75,619,602	\$ 3,254,099		\$ 78,873,701
Classified Salaries	2000-2999	\$ 25,718,426	\$ 1,102,033		\$ 26,820,459
Employee Benefits	3000-3999	\$ 32,545,596	\$ 872,249		\$ 33,417,845
Books and Supplies	4000-4999	\$ 4,804,956		\$ -	\$ 4,804,956
Services and Other Operating Expenditures	5000-5999	\$ 11,697,309		\$ -	\$ 11,697,309
Capital Outlay	6000-6999	\$ 181,805		\$ -	\$ 181,805
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 2,468,091		\$ -	\$ 2,468,091
Transfers of Indirect Costs	7300-7399	\$ (1,495,237)		\$ -	\$ (1,495,237)
TOTAL EXPENDITURES		\$ 151,540,548	\$ 5,228,381	\$ -	\$ 156,768,929
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 943,056	\$ -	\$ -	\$ 943,056
Transfers Out and Other Uses	7600-7699	\$ 1,157,776	\$ -	\$ -	\$ 1,157,776
Contributions	8980-8999	\$ (24,125,823)	\$ -	\$ -	\$ (24,125,823)
OPERATING SURPLUS (DEFICIT)*		\$ 3,525,414	\$ (5,228,381)	\$ -	\$ (1,702,967)
BEGINNING FUND BALANCE	9791	\$ 38,319,096			\$ 38,319,096
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 41,844,510	\$ (5,228,381)	\$ -	\$ 36,616,129
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 395,000	\$ -	\$ -	\$ 395,000
Restricted	9740				
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 125,711	\$ -	\$ -	\$ 125,711
Reserve for Economic Uncertainties	9789	\$ 6,313,038	\$ 9,221	\$ -	\$ 6,322,259
Unassigned/Unappropriated Amount	9790	\$ 35,010,761	\$ (5,237,602)	\$ -	\$ 29,773,159

*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

Bargaining Unit:		Restricted General Fund Combined (TANLA and CSEA)			
Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 11,740,856		\$ -	\$ 11,740,856
Other State Revenue	8300-8599	\$ 16,077,966		\$ -	\$ 16,077,966
Other Local Revenue	8600-8799	\$ 1,079,941		\$ -	\$ 1,079,941
TOTAL REVENUES		\$ 28,898,763		\$ -	\$ 28,898,763
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 17,936,989	\$ 769,114	\$ -	\$ 18,706,103
Classified Salaries	2000-2999	\$ 11,707,190	\$ 501,987	\$ -	\$ 12,209,177
Employee Benefits	3000-3999	\$ 9,484,307	\$ 250,797	\$ -	\$ 9,735,104
Books and Supplies	4000-4999	\$ 3,269,046		\$ -	\$ 3,269,046
Services and Other Operating Expenditures	5000-5999	\$ 6,026,758		\$ -	\$ 6,026,758
Capital Outlay	6000-6999	\$ 927,957		\$ -	\$ 927,957
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,060,265		\$ -	\$ 1,060,265
Transfers of Indirect Costs	7300-7399	\$ 880,864		\$ -	\$ 880,864
TOTAL EXPENDITURES		\$ 51,293,376	\$ 1,521,898	\$ -	\$ 52,815,274
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 24,125,823	\$ -	\$ -	\$ 24,125,823
OPERATING SURPLUS (DEFICIT)*		\$ 1,731,210	\$ (1,521,898)	\$ -	\$ 209,312
BEGINNING FUND BALANCE	9791	\$ 3,786,632			\$ 3,786,632
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 5,517,842	\$ (1,521,898)	\$ -	\$ 3,995,944
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 5,517,842	\$ (1,521,898)	\$ -	\$ 3,995,944
Committed	9750-9760				
Assigned Amounts	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

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund
 Bargaining Unit: Combined (TANLA and CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 170,951,779		\$ -	\$ 170,951,779
Federal Revenue 8100-8299	\$ 11,740,856		\$ -	\$ 11,740,856
Other State Revenue 8300-8599	\$ 23,263,335		\$ -	\$ 23,263,335
Other Local Revenue 8600-8799	\$ 2,349,298		\$ -	\$ 2,349,298
TOTAL REVENUES	\$ 208,305,268		\$ -	\$ 208,305,268
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 93,556,591	\$ 4,023,213	\$ -	\$ 97,579,804
Classified Salaries 2000-2999	\$ 37,425,616	\$ 1,604,020	\$ -	\$ 39,029,636
Employee Benefits 3000-3999	\$ 42,029,903	\$ 1,123,046	\$ -	\$ 43,152,949
Books and Supplies 4000-4999	\$ 8,074,002		\$ -	\$ 8,074,002
Services and Other Operating Expenditures 5000-5999	\$ 17,724,067		\$ -	\$ 17,724,067
Capital Outlay 6000-6999	\$ 1,109,762		\$ -	\$ 1,109,762
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 3,528,356		\$ -	\$ 3,528,356
Transfers of Indirect Costs 7300-7399	\$ (614,373)		\$ -	\$ (614,373)
TOTAL EXPENDITURES	\$ 202,833,924	\$ 6,750,279	\$ -	\$ 209,584,203
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 943,056	\$ -	\$ -	\$ 943,056
Transfers Out and Other Uses 7600-7699	\$ 1,157,776	\$ -	\$ -	\$ 1,157,776
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 5,256,624	\$ (6,750,279)	\$ -	\$ (1,493,655)
BEGINNING FUND BALANCE 9791	\$ 42,105,727			\$ 42,105,727
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 47,362,351	\$ (6,750,279)	\$ -	\$ 40,612,072
COMPONENTS OF ENDING FUND				
Nonspendable 9711-9719	\$ 395,000	\$ -	\$ -	\$ 395,000
Restricted 9740	\$ 5,517,842	\$ (1,521,898)	\$ -	\$ 3,995,944
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 125,711	\$ -	\$ -	\$ 125,711
Reserve for Economic Uncertainties 9789	\$ 6,313,038	\$ 9,221	\$ -	\$ 6,322,259
Unassigned/Unappropriated Amount 9790	\$ 35,010,761	\$ (5,237,602)	\$ -	\$ 29,773,159

*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**Fund 11 - Adult Education Fund**

Bargaining Unit:

Combined (TANLA and CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 486,640		\$ -	\$ 486,640
Other State Revenue 8300-8599	\$ 3,963,097		\$ -	\$ 3,963,097
Other Local Revenue 8600-8799	\$ 368,713		\$ -	\$ 368,713
TOTAL REVENUES	\$ 4,818,450		\$ -	\$ 4,818,450
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 1,614,002	\$ 69,207	\$ -	\$ 1,683,209
Classified Salaries 2000-2999	\$ 610,516	\$ 26,178	\$ -	\$ 636,694
Employee Benefits 3000-3999	\$ 610,467	\$ 17,575	\$ -	\$ 628,042
Books and Supplies 4000-4999	\$ 168,456		\$ -	\$ 168,456
Services and Other Operating Expenditures 5000-5999	\$ 649,152		\$ -	\$ 649,152
Capital Outlay 6000-6999	\$ 139,983		\$ -	\$ 139,983
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 3,792,576	\$ 112,960	\$ -	\$ 3,905,536
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 1,025,874	\$ (112,960)	\$ -	\$ 912,914
BEGINNING FUND BALANCE 9791	\$ 1,174,265			\$ 1,174,265
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 2,200,139	\$ (112,960)	\$ -	\$ 2,087,179
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 2,200,139	\$ (112,960)	\$ -	\$ 2,087,179
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**Fund 12 - Child Development Fund**

Bargaining Unit:

Combined (TANLA and CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 8,685,231		\$ -	\$ 8,685,231
Other State Revenue 8300-8599	\$ 1,688,112		\$ -	\$ 1,688,112
Other Local Revenue 8600-8799	\$ 647,447		\$ -	\$ 647,447
TOTAL REVENUES	\$ 11,020,790		\$ -	\$ 11,020,790
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 3,902,084	\$ 167,316	\$ -	\$ 4,069,400
Classified Salaries 2000-2999	\$ 3,028,485	\$ 129,856	\$ -	\$ 3,158,341
Employee Benefits 3000-3999	\$ 2,850,621	\$ 67,200	\$ -	\$ 2,917,821
Books and Supplies 4000-4999	\$ 515,342		\$ (96,304)	\$ 419,038
Services and Other Operating Expenditures 5000-5999	\$ 605,371			\$ 605,371
Capital Outlay 6000-6999	\$ 20,547		\$ -	\$ 20,547
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 3,349		\$ -	\$ 3,349
Transfers of Indirect Costs 7300-7399	\$ 70,791		\$ -	\$ 70,791
TOTAL EXPENDITURES	\$ 10,996,590	\$ 364,372	\$ (96,304)	\$ 11,264,658
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 24,200	\$ (364,372)	\$ 96,304	\$ (243,868)
BEGINNING FUND BALANCE 9791	\$ 148,466			\$ 148,466
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 172,666	\$ (364,372)	\$ 96,304	\$ (95,402)
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 17,651	\$ -	\$ -	\$ 17,651
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 155,015	\$ (155,015)	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (209,357)	\$ 96,304	\$ (113,053)

*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

Bargaining Unit:

Fund 13/61 - Cafeteria Fund

Combined (TANLA and CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 8,080,100		\$ -	\$ 8,080,100
Other State Revenue 8300-8599	\$ 653,550		\$ -	\$ 653,550
Other Local Revenue 8600-8799	\$ 1,551,050		\$ -	\$ 1,551,050
TOTAL REVENUES	\$ 10,284,700		\$ -	\$ 10,284,700
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 3,637,325	\$ 155,964	\$ -	\$ 3,793,289
Employee Benefits 3000-3999	\$ 1,423,372	\$ 33,875	\$ -	\$ 1,457,247
Books and Supplies 4000-4999	\$ 5,504,720		\$ -	\$ 5,504,720
Services and Other Operating Expenditures 5000-5999	\$ 1,225,950		\$ -	\$ 1,225,950
Capital Outlay 6000-6999	\$ 385,000		\$ -	\$ 385,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 543,582		\$ -	\$ 543,582
TOTAL EXPENDITURES	\$ 12,719,949	\$ 189,839	\$ -	\$ 12,909,788
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,435,249)	\$ (189,839)	\$ -	\$ (2,625,088)
BEGINNING FUND BALANCE 9791	\$ 6,942,050			\$ 6,942,050
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 4,506,801	\$ (189,839)	\$ -	\$ 4,316,962
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 133,835	\$ -	\$ -	\$ 133,835
Restricted 9740	\$ 4,372,967	\$ (189,839)	\$ -	\$ 4,183,128
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 Advisory Services

Revised 11/22/16

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:

Building Fund

Bargaining Unit:

Combined (TANLA and CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 184,661		\$ -	\$ 184,661
TOTAL REVENUES	\$ 184,661		\$ -	\$ 184,661
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 489,713	\$ 20,999	\$ -	\$ 510,712
Employee Benefits 3000-3999	\$ 174,224	\$ 3,957	\$ -	\$ 178,181
Books and Supplies 4000-4999	\$ 1,071,716		\$ -	\$ 1,071,716
Services and Other Operating Expenditures 5000-5999	\$ 215,873		\$ -	\$ 215,873
Capital Outlay 6000-6999	\$ 18,681,496		\$ -	\$ 18,681,496
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 20,633,022	\$ 24,956	\$ -	\$ 20,657,978
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (20,448,361)	\$ (24,956)	\$ -	\$ (20,473,317)
BEGINNING FUND BALANCE 9791	\$ 20,493,537			\$ 20,493,537
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 45,176	\$ (24,956)	\$ -	\$ 20,220
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 45,176	\$ (24,956)	\$ -	\$ 20,220
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

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Child Care Enterprise Fund**
 Bargaining Unit: **Combined (TANLA and CSEA)**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 930,722		\$ -	\$ 930,722
TOTAL REVENUES	\$ 930,722		\$ -	\$ 930,722
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 446,496	\$ 19,145	\$ -	\$ 465,641
Employee Benefits 3000-3999	\$ 186,555	\$ 4,326	\$ -	\$ 190,881
Books and Supplies 4000-4999	\$ 34,701		\$ -	\$ 34,701
Services and Other Operating Expenditures 5000-5999	\$ 27,252		\$ -	\$ 27,252
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 695,004	\$ 23,471	\$ -	\$ 718,475
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 200,000	\$ -	\$ -	\$ 200,000
OPERATING SURPLUS (DEFICIT)*	\$ 35,718	\$ (23,471)	\$ -	\$ 12,247
BEGINNING FUND BALANCE 9791	\$ 219,967			\$ 219,967
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 255,685	\$ (23,471)	\$ -	\$ 232,214
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 255,685	\$ (23,471)	\$ -	\$ 232,214
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: **Self-Insurance Fund**
 Bargaining Unit: **Combined (TANLA and CSEA)**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/13/17 Second 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	\$ 29,562,508		\$ -	\$ 29,562,508
TOTAL REVENUES	\$ 29,562,508		\$ -	\$ 29,562,508
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 145,763	\$ 6,250	\$ -	\$ 152,013
Employee Benefits 3000-3999	\$ 55,268	\$ 1,234	\$ -	\$ 56,502
Books and Supplies 4000-4999	\$ 33,868		\$ -	\$ 33,868
Services and Other Operating Expenditures 5000-5999	\$ 29,110,790		\$ -	\$ 29,110,790
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 29,345,689	\$ 7,484	\$ -	\$ 29,353,173
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 216,819	\$ (7,484)	\$ -	\$ 209,335
BEGINNING FUND BALANCE 9791	\$ 8,665,488			\$ 8,665,488
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 8,882,307	\$ (7,484)	\$ -	\$ 8,874,823
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 8,882,307	\$ (7,484)	\$ -	\$ 8,874,823

*Net Increase (Decrease) in Fund Balance

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

Norwalk-La Mirada Unified School District
Combined (TANLA and 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	\$ -	
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	\$ (96,304)	Adjustment to operational expenses to cover the cost of negotiations
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 for the Self-Insurance Fund does not appear in the format shown because the workbook is password protected by LACOE

Norwalk-La Mirada Unified School District

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

Bargaining Unit:

Combined (TANLA and CSEA)

Object Code	2016-17	2017-18	2018-19
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 170,951,779	\$ 170,684,180	\$ 174,128,761
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 7,185,369	\$ 4,131,269	\$ 3,254,064
Other Local Revenue 8600-8799	\$ 1,269,357	\$ 1,188,951	\$ 1,130,479
TOTAL REVENUES	\$ 179,406,505	\$ 176,004,400	\$ 178,513,304
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 78,873,701	\$ 78,342,225	\$ 79,090,354
Classified Salaries 2000-2999	\$ 26,820,459	\$ 26,246,779	\$ 26,367,683
Employee Benefits 3000-3999	\$ 33,417,845	\$ 36,104,442	\$ 38,910,255
Books and Supplies 4000-4999	\$ 4,804,956	\$ 4,564,745	\$ 4,564,745
Services and Other Operating Expenditures 5000-5999	\$ 11,697,309	\$ 11,894,379	\$ 12,502,884
Capital Outlay 6000-6999	\$ 181,805	\$ 181,805	\$ 181,805
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 2,468,091	\$ 2,468,091	\$ 2,468,091
Transfers of Indirect Costs 7300-7399	\$ (1,495,237)	\$ (1,479,413)	\$ (1,479,413)
Other Adjustments		\$ -	\$ 607,632
TOTAL EXPENDITURES	\$ 156,768,929	\$ 158,323,053	\$ 163,214,036
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 943,056	\$ 943,056	\$ 943,056
Transfers Out and Other Uses 7600-7699	\$ 1,157,776	\$ 1,157,776	\$ 1,157,776
Contributions 8980-8999	\$ (24,125,823)	\$ (24,125,823)	\$ (24,125,823)
OPERATING SURPLUS (DEFICIT)*	\$ (1,702,967)	\$ (6,659,196)	\$ (9,041,275)
BEGINNING FUND BALANCE 9791	\$ 38,319,096	\$ 36,616,129	\$ 29,956,933
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 36,616,129	\$ 29,956,933	\$ 20,915,658
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 395,000	\$ 395,000	\$ 395,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 125,711	\$ 125,711	\$ 125,711
Reserve for Economic Uncertainties 9789	\$ 6,322,259	\$ 6,352,967	\$ 6,505,453
Unassigned/Unappropriated Amount 9790	\$ 29,773,159	\$ 23,083,255	\$ 13,889,494

*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:

Combined (TANLA and CSEA)

Object Code	2016-17	2017-18	2018-19
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 11,740,856	\$ 11,740,856	\$ 11,740,856
Other State Revenue 8300-8599	\$ 16,077,966	\$ 14,341,171	\$ 14,341,171
Other Local Revenue 8600-8799	\$ 1,079,941	\$ 1,079,941	\$ 1,079,941
TOTAL REVENUES	\$ 28,898,763	\$ 27,161,968	\$ 27,161,968
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 18,706,103	\$ 18,320,812	\$ 18,320,812
Classified Salaries 2000-2999	\$ 12,209,177	\$ 12,043,113	\$ 12,043,113
Employee Benefits 3000-3999	\$ 9,735,104	\$ 9,943,463	\$ 10,135,329
Books and Supplies 4000-4999	\$ 3,269,046	\$ 3,269,046	\$ 3,269,046
Services and Other Operating Expenditures 5000-5999	\$ 6,026,758	\$ 5,855,058	\$ 5,855,058
Capital Outlay 6000-6999	\$ 927,957	\$ 927,957	\$ 927,957
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,060,265	\$ 1,060,265	\$ 1,060,265
Transfers of Indirect Costs 7300-7399	\$ 880,864	\$ 865,040	\$ 865,040
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 52,815,274	\$ 52,284,754	\$ 52,476,620
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 24,125,823	\$ 24,125,823	\$ 24,125,823
OPERATING SURPLUS (DEFICIT)*	\$ 209,312	\$ (996,963)	\$ (1,188,829)
BEGINNING FUND BALANCE 9791	\$ 3,786,632	\$ 3,995,944	\$ 2,998,981
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 3,995,944	\$ 2,998,981	\$ 1,810,152
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 3,995,944	\$ 2,998,981	\$ 1,810,152
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

*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:

Combined (TANLA and CSEA)

Object Code	2016-17	2017-18	2018-19
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 170,951,779	\$ 170,684,180	\$ 174,128,761
Federal Revenue 8100-8299	\$ 11,740,856	\$ 11,740,856	\$ 11,740,856
Other State Revenue 8300-8599	\$ 23,263,335	\$ 18,472,440	\$ 17,595,235
Other Local Revenue 8600-8799	\$ 2,349,298	\$ 2,268,892	\$ 2,210,420
TOTAL REVENUES	\$ 208,305,268	\$ 203,166,368	\$ 205,675,272
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 97,579,804	\$ 96,663,037	\$ 97,411,166
Classified Salaries 2000-2999	\$ 39,029,636	\$ 38,289,892	\$ 38,410,796
Employee Benefits 3000-3999	\$ 43,152,949	\$ 46,047,905	\$ 49,045,584
Books and Supplies 4000-4999	\$ 8,074,002	\$ 7,833,791	\$ 7,833,791
Services and Other Operating Expenditures 5000-5999	\$ 17,724,067	\$ 17,749,437	\$ 18,357,942
Capital Outlay 6000-6999	\$ 1,109,762	\$ 1,109,762	\$ 1,109,762
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 3,528,356	\$ 3,528,356	\$ 3,528,356
Transfers of Indirect Costs 7300-7399	\$ (614,373)	\$ (614,373)	\$ (614,373)
Other Adjustments		\$ -	\$ 607,632
TOTAL EXPENDITURES	\$ 209,584,203	\$ 210,607,807	\$ 215,690,656
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 943,056	\$ 943,056	\$ 943,056
Transfers Out and Other Uses 7600-7699	\$ 1,157,776	\$ 1,157,776	\$ 1,157,776
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (1,493,655)	\$ (7,656,159)	\$ (10,230,104)
BEGINNING FUND BALANCE 9791	\$ 42,105,727	\$ 40,612,072	\$ 32,955,913
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 40,612,072	\$ 32,955,913	\$ 22,725,809
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 395,000	\$ 395,000	\$ 395,000
Restricted 9740	\$ 3,995,944	\$ 2,998,981	\$ 1,810,152
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 125,711	\$ 125,711	\$ 125,711
Reserve for Economic Uncertainties 9789	\$ 6,322,259	\$ 6,352,967	\$ 6,505,453
Unassigned/Unappropriated Amount 9790	\$ 29,773,159	\$ 23,083,255	\$ 13,889,494

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District
Combined (TANLA and CSEA)

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2016-17	2017-18	2018-19
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 210,741,979	\$ 211,765,583	\$ 216,848,432
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 210,741,979	\$ 211,765,583	\$ 216,848,432
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	0.00%	0.00%	0.00%
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)	\$ -	\$ -	\$ -

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 6,322,259	\$ 6,352,967	\$ 6,505,453
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 29,773,159	\$ 23,083,255	\$ 13,889,494
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	\$ 36,095,418	\$ 29,436,222	\$ 20,394,947
f.	Reserve for Economic Uncertainties Percentage	17.13%	13.90%	9.41%

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

2016-17

Yes

☒

No

☐

2017-18

Yes

☒

No

☐

2018-19

Yes

☒

No

☐

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

Norwalk-La Mirada Unified School District
Combined (TANLA and 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	\$ 7,473,358
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (6,750,279)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (112,960)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (364,372)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (189,839)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (24,956)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (23,471)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (7,465,877)

Variance \$ 7,481

Variance Explanation:

Page 4i for the Self-Insurance Fund does not appear in the format shown and has a variance of (\$7,484) because the workbook is password protected by LACOE, resulting in a \$3 variance due to rounding.

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)?	\$ 5,256,624	2.6%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (1,493,655)	(0.7%)	Negotiations
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (7,656,159)	(3.6%)	PERS/STRS increases, declining enrollment
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (10,230,104)	(4.7%)	PERS/STRS increases, declining enrollment

Deficit Reduction Plan (as necessary):

The District realizes the use of additional LCFF funds to cover the cost of the agreement and failure by the State to fund the LCFF could severely affect the District's solvency in future years, in addition, staff has communicated with the Board of Education the need for a budget contingency plan to offset this and the factors

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

7. 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	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ 607,632	Reflects increase in LCAP proportionality requirement
2nd Subsequent FY Restricted, Page 5b	\$ -	

Combined (TANLA and 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	2016-17	2017-18	2018-19
a. LCFF Funding per ADA	8,989.00	9,563.00	9,725.00	10,108.00
b. Amount Change from Prior Year Funding per ADA		574.00	162.00	383.00
c. Percentage Change from Prior Year Funding per ADA		6.39%	1.69%	3.94%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		7,473,358.00	343,648.00	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		4.03%	0.18%	0.00%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		Within	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, 2016 to June 30, 2017.

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)

\$	-
\$	7,369,573
\$	(7,369,573)

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)

Date

☐ I hereby certify ☐ I am unable to certify

Chief Business Official
(Signature)

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
Combined (TANLA and CSEA)

Assumptions and Explanations (enter or attach documentation)

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

Attached is a copy of the multi-year projection assumptions

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

As discussed in the 2016-17 Second 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 could severely affect the District's solvency in future years. In addition, staff has communicated with the Board of Education the need for a budget contingency plan to offset the increase, declining enrollment, and increases to PERS/STRS contributions.

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

Assumptions for 2017-18

The **2017-2018** projections are the same as **2016-2017** with the following significant changes:

<u>Revenue Changes:</u>	<u>Amount</u>
Cost-of-Living & GAP Adjustment for LCFF (1.48% & 23.67%)	\$2,403,224
Growth Funding (Declining Enrollment 325)	(\$2,670,823)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	~~\$0~~
Special Education ADA Transfers	\$0
Net Change in Base Revenue Limit	(\$267,599)
Contribution To: Growth Funding (Declining Enrollment 340)	\$0
Interest Income (Declining Rates)	(\$80,406)
Supplemental Hourly Programs 0.00% COLA)	\$0
Incremental Lottery Income (ADA Decline & Rate Changes)	(\$58,590)
Suspension of Class Size Reduction (Reversion of Penalties- <i>Extended</i>)	\$0
Contribution To: Special Education Revenue Limit Transfer Change	\$0
<u>Other Revenues</u>	
Discretionary Funds \$48/ADA	\$819,560
<u>One-Time Revenues (Included in 2016-17)</u>	
Discretionary Funds \$214/ADA (Mandated Cost Reimbursement)	(\$3,815,070)
Total Anticipated Change in Revenues	(\$3,402,105)

<u>Expenditure Changes:</u>	<u>Amount</u>
<u>Employee Salaries & Benefits</u>	
Step, Scale and Longevity Cost	\$983,517
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)	\$470,929
Negotiations: CSEA On-going H&W Contribution (\$1.0mil)	\$215,763
Negotiations: H&W Contribution from \$10,075 to \$10,350 + \$200k Annually	\$237,792
Increase in PERS Contribution Rates (from 13.88% to 15.80%)	\$436,537
Increase in STRS Contribution Rates (from 12.58% to 14.43%)	\$1,375,286
<u>Discretionary Spending (Supplies/Other Services/Equipment)</u>	
Elections	\$0
Increase in Utilities & Fuel	\$164,008
Liability Insurance	\$33,062
<u>Other Reductions/Adjustments</u>	
LCAP Supplemental & Concentration Grant Proportionality	\$653,499
<u>One-Time Expenditure Changes in 2016-17 (Remove from 2017-18)</u>	
Negotiations: TANLA & CSEA 1.5% Salary Bonus	(\$1,521,594)
CSEA Early-Retirement Incentive	(\$340,456)
High School Band Uniforms	(\$240,211)
Legal Settlement	(\$210,832)
Restricted programs indirect cost	\$15,824
Total Anticipated Changes in Expenditures	\$1,554,124

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 (2.40% & 53.85%)	\$6,159,884
Growth Funding (Declining Enrollment 325)	(\$2,715,303)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	~~\$0~~
Special Education ADA Transfers	\$0
Net Change in Base Revenue Limit	\$3,444,581
Contribution To: Growth Funding (Declining Enrollment 340)	\$0
Interest Income (Declining Rates)	(\$58,472)
Supplemental Hourly Programs 0.00% COLA)	\$0
Incremental Lottery Income (ADA Decline & Rate Changes)	(\$57,645)
Suspension of Class Size Reduction (Reversion of Penalties- <i>Extended</i>)	\$0
Contribution To: Special Education Revenue Limit Transfer Change	\$0
<u>One-Time Revenues (Included in 2017-18)</u>	
Discretionary Funds \$48/ADA	(\$819,560)
<u>Other Revenues</u>	
Restricted Routine Maintenance Contribution	\$0
Total Anticipated Change in Revenues	\$2,508,904

<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)	\$470,929
Negotiations: CSEA On-going H&W Contribution (\$1.0mil)	\$215,763
Increase in PERS Contribution Rates (from 15.80% to 18.70%)	\$662,112
Increase in STRS Contribution Rates (from 14.43% to 16.28%)	\$1,375,286
<u>Discretionary Spending (Supplies/Other Services/Equipment)</u>	
Elections	\$373,834
Increase in Utilities & Fuel	\$201,609
Liability Insurance	\$33,062
<u>Other Reductions/Adjustments</u>	
Adult Education program funding	\$0
LCAP Supplemental & Concentration Grant Proportionality	\$1,274,201
<u>One-Time Expenditure Changes in 2017-18 (Remove from 2018-19)</u>	
	\$0
Total Anticipated Changes in Expenditures	\$4,890,983

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)**

Manuel Cardoso, Director of Fiscal Services

Contact Person

Date

(562) 868-0431 ext. 2028

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on April 10, 2017 took action to approve the proposed agreement with the Teachers Association (TANLA) and Classified School Employees Association of Norwalk-La Mirada Bargaining Unit(s).

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

Date

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

Salary Health & Welfare Benefits TA's (TANLA)

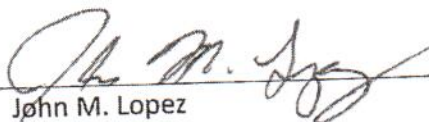
Items	On-Going Cost
Salary	3% Retro to July 1, 2016
District shall provide a one-time bonus in fiscal year 2016-2017 to TANLA bargaining unit employees in a total amount of 1.5% based on the unit member's current step and scale.	1.5% Retro to July 1, 2016
H&W District Contribution of \$1,000,000 (ongoing) that will cover the first \$1,000,000 of any increase in total cost of premiums from plan year to plan year. If total cost of premiums from plan year to plan year exceed \$1,000,000 the increase will be borne by all eligible active employees on a sliding scale tied to the health benefit plan option selected by the benefited employee (employee, employee + 1, Employee +1 and family). \$10,350 per Benefited Employee.	

Athletic Coach Stipends as identified in Appendix J, 1	Varsity Head Coaches 15% Increase All Other Positions 5% Increase
--	--

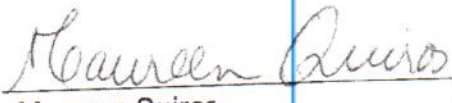
No Cost Language Items
Surplus of additional instruction minutes shall be addressed as follows: - All Middle School and High School teachers, during minimum days shall be provided no less than 20 consecutive minutes inclusive of passing time for the duty-free snack break. Effective for the 2017-18 school year - All elementary school teachers, during minimum days shall be provided no less than 20 consecutive minutes exclusive of passing time for the duty-free snack break. Effective for the 2017-18 school year

compliance with this article. Selections will be made and announced at least two (2) weeks prior to the last instructional day of the current school year.

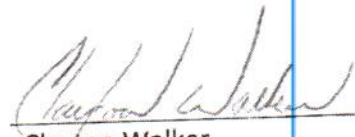
- D. Regularly employed teachers of the District who have applied shall be given preference over teachers outside the District for summer school placement. The order of preference shall be Permanent, Probationary, Temporary, Substitute and outside candidates. A current satisfactory evaluation of regular teaching performance is required for consideration for summer school teaching assignments. It is understood that the latest evaluation received by the teacher is the basis of determining satisfactory status.
- E. Teachers selected to teach summer school, shall teach no more than two consecutive years in a row. The only exception to this provision would be if no other teachers within the District who have applied are qualified to teach for a particular summer school teaching job, and vacancy still remains to be filled. The intent of the section is to periodically rotate summer school teaching positions among all qualified applicants.


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

2/23/17
Date


Maureen Quiros
TANLA Negotiations Chair

2/23/17
Date


Clayton Walker
TANLA President

2/23/17
Date

**NLMUSD & CSEA
Tentative Agreements
As of March 7, 2017**

Handwritten initials: CM and a signature

Items	Cost
The District shall increase all bargaining unit employee salary schedules by 3%, retroactive to July 1, 2016.	3.0% Retro to July 1, 2016 (On-Going)
District shall provide a one-time bonus in fiscal year 2016-17 to CSEA unit members in a total amount of 1.5% for the 2016-2017 work year, based on their current range and step retroactive to July 1, 2016. This one-time bonus of 1.5% will apply to all bargaining unit members employed any time from July 1, 2016 through December 31, 2016.	1.5% One-time Bonus
- H&W District Contribution of \$1,000,000 (ongoing) that will cover the first \$1,000,000 of any increase in total cost of premiums from plan year to plan year. If total cost of premiums from plan year to plan year exceed \$1,000,000 the increase will be borne by all eligible active employees on a sliding scale tied to the health benefit plan option selected by the benefited employee (employee, employee + 1, Employee +1 and family). - Increase District Contribution to \$10,350 per Benefited Employee.	(On-Going)

DATES ON COVER PAGE: July 1, 2016 to June 30, 2019

ARTICLE I – AGREEMENT

A. This agreement shall constitute a full and complete commitment between both parties and shall become effective on July 1, 2016 and shall continue in effect through June 30, 2019....(et al)

B. The parties agree to meet for the purposes of negotiations no later than May 31st of each year. For 2017-18 and 2018-19, each party will have three (3) openers in addition to salary, health and welfare benefits, and calendar.

**NLMUSD & CSEA
Tentative Agreements
As of March 7, 2017**

CM.
[Signature]

ARTICLE II – RECOGNITION

D.

- | | | |
|---|------------------------------------|----------------------------|
| • ACCOUNTING GROUP | • GROUNDS GROUP | • LA MIRADA DAY CARE GROUP |
| • ADULT EDUCATION/
PARAEDUCATOR GROUP | • GYM ATTENDANT GROUP | • SECRETARIAL GROUP |
| • NUTRITION SERVICES GROUP | • MAINTENANCE GROUP | • SECURITY GROUP |
| • CLERICAL GROUP | • PARAEDUCATOR GROUP
(PRE K-12) | • SPECIAL EDUCATION GROUP |
| • CUSTODIAL GROUP | • PUBLICATIONS GROUP | • TRANSPORTATION GROUP |
| • INTEGRATED TECHNOLOGY
SERVICES GROUP | • PURCHASING GROUP | • WAREHOUSE GROUP |

ARTICLE III – ASSOCIATION RIGHTS

D. The District shall provide to the CSEA President, at no cost to CSEA:

5. By May 20 of each year, District will provide CSEA with a list of the employees selected for Summer School.

ARTICLE VIII – JOB NOTIFICATION

B. Job vacancies or new positions...(et al)

1. All vacant positions shall first be opened to qualified permanent employees through the interview process.

4. Job notices for a senior level position shall require three (3) years experience in a like group within the District, and can only be filled by a permanent employee, unless there are no qualified applicants who apply. In this scenario, District will inform CSEA President and then adjust the requirement to one (1) year experience in a like group for a mutually agreed upon specific time period. These positions shall include Head of Plant, Nutrition Services Cafeteria Lead III, Plant Protection Officer, Head Bus Driver, Crew Leader and Senior Custodian.

D. The District's website shall be updated as positions become available and can be accessed on the internet at www.nlmusd.org. Classified employees interested in positions during the summer or during alternative calendar breaks shall leave self-addressed, stamped envelope with the Human Resources Office for notification purposes and shall be informed of all vacancies in the areas requested as they develop.

H. All tests shall either be purchased from a certified testing agency or testing instruments developed by the Assistant Superintendent of Human Resources or his/her designee, Supervisor/Department head or designee, and a CSEA unit member from the job classification who shall be approved by the CSEA President.

J. All testing dates, time and place shall be communicated to applicants to be interviewed, by telephone and email.

K. Applicants shall sign in when taking a test and the proctor administering the test will log the start and completion of the test.

M. Applicants may contact the Division of Human Resources and schedule an appointment for general feedback regarding the questions they missed.

**NLMUSD & CSEA
Tentative Agreements
As of March 7, 2017**

Handwritten initials: CM and a signature

N. Interviews

1. A minimum of (3) qualified applicants shall be required prior to the commencement of any interview process for all vacant positions unless mutually agreed upon by the Assistant Superintendent of Human Resources or his/her designee and the CSEA President or his/her designee.
2. Interviewees should be notified of the date, time and place that the interview shall be held at least two (2) working days prior to interview date.
3. Interviews shall be conducted by a panel approved by the Division of Human Resources and a CSEA representative appointed or approved by the CSEA President.
4. The CSEA President shall be notified of all interview dates. The CSEA President shall be notified three (3) working days prior to the interview that a CSEA employee is needed to serve on an interview panel.
5. The CSEA President must approve all classified employee representative alternates in the event of an emergency.
6. The unit person selected and approved by the CSEA President, for the panel should be a person that shall work with the new hire unless there are special circumstances that this procedure cannot be followed and must be communicated to the Division of Human Resources.
7. The final selection shall be forwarded to the Division of Human Resources.

P. A permanent employee who applies for a position but will not be interviewed, shall be notified in writing or by phone by the Division of Human Resources prior to the interview and given the reason upon request.

ARTICLE IX – HOURS

F. Clerk Typist Juniors, Elementary, Middle School and High School secretaries shall be advised of their required work days in July & August no later than the preceding June 1. Changes in the schedule shall be made only by mutual consent of the supervisor and the employee.

2. Clerk Typist Juniors shall be a ten (10) month position.

H. Nutrition Services Cafeteria Leads are one hundred eighty-one (181) day employees. Department administrator will decide how the one (1) training day is to be used. The training day will consist of an eight (8) hour day for all participants.

K. ADDITIONAL/EXTRA TIME HOURS FOR NON EIGHT (8) HOUR EMPLOYEES

1. Whenever additional/extra time hours of work are available at a site, they shall be distributed, by seniority and rotated on an ongoing basis, to the employees at the site first, providing that the additional hours do not necessitate overtime.

L. SUMMER SCHOOL HOURS

- a) changes to 1
- b) changes to 2

**NLMUSD & CSEA
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As of March 7, 2017**



- c) changes to 3
- d) changes to 4
- e) changes to 5
- f) changes to 6
- g) changes to 7
- h) changes to 8

8) The administrator of the Human Resources Office shall notify, in writing those unit members selected and those not selected for employment in summer school assignments on or before May 20 of each year. A list of all members selected for summer employment shall be given to the CSEA President on or before May 20 of each year.

- i) changes to 9
- j) changes to 10
- k) changes to 11
- l) changes to 12

ARTICLE X – WAGES

G. DISTRIBUTION OF OVERTIME

1. Overtime shall be distributed by seniority and rotated on an ongoing basis beginning July 1st and ending June 30, among employees in the bargaining unit at each work site.

ARTICLE XI – LEAVES OF ABSENCE

- B. 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, Paraeducators, Special Education, Health Care Support Providers, Paraeducator Preschool, School Secretaries, and Security Assistants.

ARTICLE XII – HEALTH AND WELFARE BENEFITS

- I. Each Classified employee who retires...(et al)

4. The retiree shall remain enrolled in the medical plan which is currently being offered to district employees. The retiree may switch to another sponsored medical insurance plan during the open enrollment period of each year.

**NLMUSD & CSEA
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ARTICLE XIII – HOLIDAYS

E. When a holiday falls on a Saturday, the preceding workday not a holiday shall be deemed to be that holiday when a holiday falls on Sunday, the following workday not a holiday shall be deemed to be that holiday.

ARTICLE XVII – GRIEVANCE PROCEDURE

STEP 1 INFORMAL LEVEL

C. The immediate supervisor shall advise the employee of his/her decision within seven (7) working days following the conference.

STEP 2 FORMAL LEVEL A – APPEAL TO THE IMMEDIATE SUPERVISOR

F. The immediate supervisor shall schedule a conference with the Grievant within seven (7) working days after receiving the appeal.

G. Within seven (7) working days after the conference, the immediate supervisor shall summarize his/her decision in writing on approved Grievance Response Form and submit the response to the Grievant, the union Steward, and the Human Resources Office.

H. Failure by the immediate supervisor to reply to the Grievant, within seven (7) working days, shall terminate Step 2-Formal Level A and the Grievant may proceed to Step 3 Formal Level B.

STEP 3 FORMAL LEVEL B – APPEAL TO THE NEXT HIGHEST SUPERVISOR

C. Within seven (7) working days after receiving the appeal, the next highest supervisor to whom the appeal is being made shall schedule a conference with the Grievant, Union Steward and LRR.

D. Within seven (7) working days after the conference, a summarized statement of his/her findings and the decision shall be in writing on an approved Grievance Response Form and the response submitted to the Grievant, Union Steward, LRR, and the Human Resources Office.

STEP 5 FORMAL LEVEL D – REVIEW BY THE BOARD OF EDUCATION

B. If the arbitration is bypassed by mutual consent of both parties, the Grievant may appeal the decision of the prior level to the Board of Education within seven (7) working days after receipt by the Grievant of the prior level decision. The grievant and/or his/her representative may be permitted to make a statement to the Board of Education at the time it is considering the appeal. Within the next two (2) regularly scheduled meetings of the Board of Education following receipt of the grievance appeal, by the Board, the Board of Education shall render the final decision.

**NLMUSD & CSEA
Tentative Agreements
As of March 7, 2017**



ARTICLE XVIII – TRANSFERS AND PROMOTIONS

B. INVOLUNTARY TRANSFERS

1. An involuntary transfer shall be defined as a transfer within the same classification that occurs without the employee's permission or intention to request a change in his/her work location or work shift as determined by the District.

ARTICLE XIX – LAYOFF PROCEDURES

A. NOTICE OF LAYOFF

- e. When, as a result of a bona fide reduction or elimination of the service being performed by any department, classified employees shall be subject to layoff/reduction in hours not less than sixty (60) calendar days prior to the effective date of layoff/reduction in hours, and informed of their displacement rights, if any, and reemployment rights.

ARTICLE XXI – REPLACING OR REPAIRING PERSONAL PROPERTY

C. DAMAGES TO AUTOMOBILE

Damages to an employee's purchased and owner driven automobile due to vandalism shall be paid if the site administrator has reasonable cause to believe that the damage occurred within the scope and the course of employment in the District. Vandalism shall include, but not be limited to slashed tires, stolen batteries, broken windows. The district shall reimburse the individual for up to a maximum of six hundred fifty dollars (\$650.00) per each incident, limited to two (2) claims per year, providing a police report is filed and appropriate District forms are completed and submitted within ten (10) working days of the incident. All repairs must be made and claims for reimbursement submitted to the Business Office within twelve (12) calendar months following approval of claim.

D. UNIFORMS

1. The Board of Education requires the wearing of a distinctive uniform by members of the bargaining unit, as identified below. The uniform shall be supplied and repaired or replaced by the Board of Education at no cost to the employee on an as needed basis as determined by the District. Unless otherwise authorized by the supervisor, uniforms must be worn by such employees during the performance of job assignments and duties.

a. Maintenance and Operations staff, School Safety staff, Transportation and Mechanics shall be provided uniforms at no cost to the employee on an as needed basis as determined by the District. Warehouse staff, Plant Protection Officers, Security Assistants, Nutrition Services Drivers, Technology Services Technicians will be provided five (5) polo shirts or t-shirts, and Health Care Support Providers and Health Care Support Providers II will be provided five (5) smocks annually, at no cost to the employee.

- 1) All shirts and smocks are to be distributed by August.

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b. District and Campus security personnel shall be provided one (1) windbreaker jacket with liner and lettering identifying the wearer as security personnel. Windbreaker jacket will be replaced as needed through normal wear and tear or damage sustained while performing job duties.

2. Alternate uniforms for School Safety Officers consisting of four (4) polo shirts will be provided at no cost to the employee and should not be worn during the regular student school session calendar days.

b. During the times School Safety personnel are allowed to wear their alternate attire, they shall keep a regular uniform in their locker and available to be worn at the direction of the Chief of School Safety.

ARTICLE XXII – PROFESSIONAL GROWTH

A. Professional Growth Committee is hereby established to be composed of three (3) members appointed by the District and three (3) members appointed by the CSEA President. The Professional Growth Committee shall meet to review and vote on employee requests under this Article at least one time every two months or as needed. The District shall contribute accordingly to cover all expenditures awarded by the Professional Growth Committee to bargaining unit members.

ARTICLE XXIV – SUCCESSOR AGREEMENT

A. CSEA agrees that it shall submit its initial proposal for the successor Agreement to the District no later than a regularly scheduled Board Meeting in May of 2019.

B. The District and CSEA shall initiate, meeting and negotiate sessions on a successor Agreement no later than May 31, 2019.

POSITION OF CLASSIFICATION TO RANGE, (APPENDIX A) 2016/2017

ACCOUNTING GROUP

280	Benefits Technician
280	Lead Accounting Technician
280	Lead Payroll/Retirement Technician
265	Fiscal Control Technician/Secretary
265	Head Start Lead Accounting Technician
257	Account Clerk, Senior
257	Payroll Clerk III
244	Medical Account Clerk, Intermediate

ADULT EDUCATION PARAPROFESSIONAL GROUP

219	Paraeducator Individual Learning Center Aide - Adult
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NUTRITION SERVICES GROUP

- 224 Nutrition Services Cafeteria Lead I
- 222 Nutrition Services Assistant Cafeteria Lead III
- 234 Nutrition Services Cafeteria Lead II
- 243 Nutrition Services Cafeteria Lead III
- 240 Nutrition Services Driver
- 219 Nutrition Services Clerk
- 218 Nutrition Services Worker III
- 215 Nutrition Services Worker II
- 204 Nutrition Services Worker I

CLERICAL GROUP

- 237 District Textbook Clerk
- 222 Clerk Typist, Workability

INTEGRATED TECHNOLOGY SERVICES GROUP

- 280 System/Network Analyst
- 273 State Reporting Data Analyst

PARAEDUCATOR GROUP

- 219 Para-educator Physical Education

SCHOOL AGED CHILD CARE GROUP

- 240 Child Care Teacher III
- 218 Child Care Teacher II
- 207 Child Care Teacher I
- 200 Child Care Assistant

SECRETARY GROUP

- 251 Integrated Technology Services Secretary
- 251 Nutrition Services Secretary

SPECIAL EDUCATION GROUP

- 226 Para-educator Special Education – Visually Impaired

TRANSPORTATION GROUP

- 283 Automotive Foreperson
- 268 Bus Driver/Instructor

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Tentative Agreements
As of March 7, 2017**

The California School Employees Association Chapter 404 of the Norwalk-La Mirada Unified School District hereinafter referred to as CSEA and the Norwalk-La Mirada Unified School District hereinafter referred to as District, enter into the attached Tentative Agreement on March 7, 2017 to settle all matters related to Negotiations for the 2016-2017 Fiscal Year.

 3-7-17
John M. Lopez Date
Assistant Superintendent, Human Resources
Norwalk-La Mirada Unified School District

Sandra Sanchez 3/22/17
Sandra Sanchez Date
Negotiations Co-Chair
CSEA Chapter 404

Christian Macias
Negotiations Co-Chair
CSEA Chapter 404

Brian Lawler 3/15/17