



NORWALK - LA MIRADA UNIFIED SCHOOL DISTRICT
Every Student. Future Ready. Our Promise!

**AB1200 Public Disclosure
Collective Bargaining
Agreement for 2019-2020**
(Classified School Employees Association - CSEA)

May 26, 2020

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 1.00% for CSEA approved salary schedules, effective July 1, 2019.
- The District will provide a one-time salary bonus of 1.50% for CSEA members based on the unit member's current step and scale.
- The District will provide two (2) voluntary workdays for professional development to CSEA members.

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 1.00% for CSEA approved salary schedules, effective July 1, 2019.	\$ 476,532
Subtotal:	\$ 476,532
<u>Salary:</u> District will provide an one-time salary bonus of 1.50% for CSEA members.	\$ 658,965
Subtotal:	\$ 658,965
<u>Salary:</u> District will provide two (2) voluntary workdays for professional development to CSEA members.	\$ 70,620
Subtotal:	\$ 70,620

Cost Schedule Grand Total:

\$ 1,206,117

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

**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, 2019** and ending: **June 30, 2020**
(date) (date)

The Governing Board will act upon this agreement on: **May 26, 2020**
(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)
			2019-20	2020-21	2021-22
1. Salary Schedule Including Step and Column	\$ 36,730,558	\$ 907,508	\$ 54,356		
			2.47%	0.14%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 3,075,079	\$ 30,752			
			1.00%	0.00%	0.00%
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 10,722,581	\$ 197,237	\$ 16,264		
			1.84%	0.15%	0.00%
4. Health/Welfare Plans	\$ 9,255,333				
			0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 59,783,551	\$ 1,135,497	\$ 70,620	\$ -	
			1.90%	0.12%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	837.38				
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 71,394	\$ 1,356	\$ 84	\$ -	
			1.90%	0.12%	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"?

1.00% on-going for CSEA approved salary schedules retro-active to July 1, 2019; a 1.5% one-time salary bonus; and a two (2) voluntary workdays for professional development.

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.)

N/A

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.)

For 2019-20, two (2) regular instructional school days were replaced with two (2) minimum school days.

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.

Not to my knowledge

F. Source of Funding for Proposed Agreement:**1. Current Year**

General Fund (Unrestricted & Restricted), Adult Education Fund, Child Development Fund and Cafeteria 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, Adult Education Fund, Child Development Fund, and Cafeteria 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.)

N/A

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 Latest Board- Approved Budget Before Settlement (As of 5/6/20 Third Appropriation)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 184,539,375		\$ -	\$ 184,539,375
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 4,548,418		\$ -	\$ 4,548,418
Other Local Revenue	8600-8799	\$ 1,263,174		\$ -	\$ 1,263,174
TOTAL REVENUES		\$ 190,350,967		\$ -	\$ 190,350,967
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 80,364,771			\$ 80,364,771
Classified Salaries	2000-2999	\$ 25,831,901	\$ 529,819		\$ 26,361,720
Employee Benefits	3000-3999	\$ 41,144,678	\$ 111,376		\$ 41,256,054
Books and Supplies	4000-4999	\$ 3,292,972		\$ -	\$ 3,292,972
Services and Other Operating Expenditures	5000-5999	\$ 10,818,862		\$ -	\$ 10,818,862
Capital Outlay	6000-6999	\$ 276,825		\$ -	\$ 276,825
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 150,792		\$ -	\$ 150,792
Transfers of Indirect Costs	7300-7399	\$ (1,542,819)		\$ -	\$ (1,542,819)
TOTAL EXPENDITURES		\$ 160,337,982	\$ 641,195	\$ -	\$ 160,979,177
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 1,055,155	\$ -	\$ -	\$ 1,055,155
Transfers Out and Other Uses	7600-7699	\$ 793,760	\$ -	\$ -	\$ 793,760
Contributions	8980-8999	\$ (30,210,022)	\$ -	\$ -	\$ (30,210,022)
OPERATING SURPLUS (DEFICIT)*		\$ 64,358	\$ (641,195)	\$ -	\$ (576,837)
BEGINNING FUND BALANCE					
	9791	\$ 33,774,241			\$ 33,774,241
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 33,838,599	\$ (641,195)	\$ -	\$ 33,197,404
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 250,000	\$ -	\$ -	\$ 250,000
Restricted	9740				
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 431,888	\$ -	\$ -	\$ 431,888
Reserve for Economic Uncertainties	9789	\$ 6,842,422	\$ -	\$ -	\$ 6,842,422
Unassigned/Unappropriated Amount	9790	\$ 26,314,289	\$ (641,195)	\$ -	\$ 25,673,094

*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 5/6/20 Third Appropriation)	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	\$ 10,760,727		\$ -	\$ 10,760,727
Other State Revenue	8300-8599	\$ 24,141,233		\$ -	\$ 24,141,233
Other Local Revenue	8600-8799	\$ 888,571		\$ -	\$ 888,571
TOTAL REVENUES		\$ 35,790,531		\$ -	\$ 35,790,531
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 20,111,034	\$ -	\$ -	\$ 20,111,034
Classified Salaries	2000-2999	\$ 11,873,456	\$ 236,332	\$ -	\$ 12,109,788
Employee Benefits	3000-3999	\$ 21,039,536	\$ 49,682	\$ -	\$ 21,089,218
Books and Supplies	4000-4999	\$ 3,186,035		\$ -	\$ 3,186,035
Services and Other Operating Expenditures	5000-5999	\$ 6,555,456		\$ -	\$ 6,555,456
Capital Outlay	6000-6999	\$ 211,477		\$ -	\$ 211,477
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,062,197		\$ -	\$ 1,062,197
Transfers of Indirect Costs	7300-7399	\$ 918,547		\$ -	\$ 918,547
TOTAL EXPENDITURES		\$ 64,957,738	\$ 286,014	\$ -	\$ 65,243,752
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 1,064,043	\$ -	\$ -	\$ 1,064,043
Contributions	8980-8999	\$ 30,210,022	\$ -	\$ -	\$ 30,210,022
OPERATING SURPLUS (DEFICIT)*		\$ (21,228)	\$ (286,014)	\$ -	\$ (307,242)
BEGINNING FUND BALANCE					
	9791	\$ 1,354,417			\$ 1,354,417
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 1,333,189	\$ (286,014)	\$ -	\$ 1,047,175
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 1,333,189		\$ (286,014)	\$ 1,047,175
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (286,014)	\$ 286,014	\$ -

*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 5/6/20 Third Appropriation)	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	\$ 184,539,375		\$ -	\$ 184,539,375
Federal Revenue 8100-8299	\$ 10,760,727		\$ -	\$ 10,760,727
Other State Revenue 8300-8599	\$ 28,689,651		\$ -	\$ 28,689,651
Other Local Revenue 8600-8799	\$ 2,151,745		\$ -	\$ 2,151,745
TOTAL REVENUES	\$ 226,141,498		\$ -	\$ 226,141,498
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 100,475,805	\$ -	\$ -	\$ 100,475,805
Classified Salaries 2000-2999	\$ 37,705,357	\$ 766,151	\$ -	\$ 38,471,508
Employee Benefits 3000-3999	\$ 62,184,214	\$ 161,058	\$ -	\$ 62,345,272
Books and Supplies 4000-4999	\$ 6,479,007		\$ -	\$ 6,479,007
Services and Other Operating Expenditures 5000-5999	\$ 17,374,318		\$ -	\$ 17,374,318
Capital Outlay 6000-6999	\$ 488,302		\$ -	\$ 488,302
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,212,989		\$ -	\$ 1,212,989
Transfers of Indirect Costs 7300-7399	\$ (624,272)		\$ -	\$ (624,272)
TOTAL EXPENDITURES	\$ 225,295,720	\$ 927,209	\$ -	\$ 226,222,929
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 1,055,155	\$ -	\$ -	\$ 1,055,155
Transfers Out and Other Uses 7600-7699	\$ 1,857,803	\$ -	\$ -	\$ 1,857,803
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 43,130	\$ (927,209)	\$ -	\$ (884,079)
BEGINNING FUND BALANCE				
9791	\$ 35,128,658			\$ 35,128,658
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 35,171,788	\$ (927,209)	\$ -	\$ 34,244,579
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 250,000	\$ -	\$ -	\$ 250,000
Restricted 9740	\$ 1,333,189	\$ -	\$ (286,014)	\$ 1,047,175
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 431,888	\$ -	\$ -	\$ 431,888
Reserve for Economic Uncertainties 9789	\$ 6,842,422	\$ -	\$ -	\$ 6,842,422
Unassigned/Unappropriated Amount 9790	\$ 26,314,289	\$ (927,209)	\$ 286,014	\$ 25,673,094

*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:

Classified School Employees Association (CSEA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 5/6/20 Third Appropriation)	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	\$ 416,090		\$ -	\$ 416,090
Other State Revenue 8300-8599	\$ 4,539,359		\$ -	\$ 4,539,359
Other Local Revenue 8600-8799	\$ 253,097		\$ -	\$ 253,097
TOTAL REVENUES	\$ 5,208,546		\$ -	\$ 5,208,546
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 1,945,931	\$ -	\$ -	\$ 1,945,931
Classified Salaries 2000-2999	\$ 791,782	\$ 18,393	\$ -	\$ 810,175
Employee Benefits 3000-3999	\$ 1,039,631	\$ 3,868	\$ -	\$ 1,043,499
Books and Supplies 4000-4999	\$ 209,263		\$ -	\$ 209,263
Services and Other Operating Expenditures 5000-5999	\$ 795,542		\$ -	\$ 795,542
Capital Outlay 6000-6999	\$ 2,303,687		\$ -	\$ 2,303,687
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 7,085,836	\$ 22,261	\$ -	\$ 7,108,097
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (1,877,290)	\$ (22,261)	\$ -	\$ (1,899,551)
BEGINNING FUND BALANCE 9791	\$ 1,899,551			\$ 1,899,551
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 22,261	\$ (22,261)	\$ -	\$ 0
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 0	\$ -	\$ -	\$ 0
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 22,261	\$ (22,261)	\$ -	\$ 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**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 5/6/20 Third Appropriation)	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	\$ 10,551,789		\$ -	\$ 10,551,789
Other State Revenue 8300-8599	\$ 2,376,815		\$ -	\$ 2,376,815
Other Local Revenue 8600-8799	\$ 644,440		\$ -	\$ 644,440
TOTAL REVENUES	\$ 13,573,044		\$ -	\$ 13,573,044
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 4,410,023	\$ -	\$ -	\$ 4,410,023
Classified Salaries 2000-2999	\$ 3,370,346	\$ 70,793	\$ -	\$ 3,441,139
Employee Benefits 3000-3999	\$ 3,836,509	\$ 14,880	\$ -	\$ 3,851,389
Books and Supplies 4000-4999	\$ 664,959		\$ -	\$ 664,959
Services and Other Operating Expenditures 5000-5999	\$ 640,079		\$ -	\$ 640,079
Capital Outlay 6000-6999	\$ 531,286		\$ -	\$ 531,286
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 34,284		\$ -	\$ 34,284
Transfers of Indirect Costs 7300-7399	\$ 102,161		\$ -	\$ 102,161
TOTAL EXPENDITURES	\$ 13,589,647	\$ 85,673	\$ -	\$ 13,675,320
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 130,000	\$ -	\$ -	\$ 130,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 113,397	\$ (85,673)	\$ -	\$ 27,724
BEGINNING FUND BALANCE 9791	\$ 86,316			\$ 86,316
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 199,713	\$ (85,673)	\$ -	\$ 114,040
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 199,713	\$ (85,673)	\$ -	\$ 114,040
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**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 5/6/20 Third Appropriation)	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	\$ 8,287,788		\$ -	\$ 8,287,788
Other State Revenue 8300-8599	\$ 659,101		\$ -	\$ 659,101
Other Local Revenue 8600-8799	\$ 1,541,298		\$ -	\$ 1,541,298
TOTAL REVENUES	\$ 10,488,187		\$ -	\$ 10,488,187
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 4,048,106	\$ 82,923	\$ -	\$ 4,131,029
Employee Benefits 3000-3999	\$ 1,924,257	\$ 17,431	\$ -	\$ 1,941,688
Books and Supplies 4000-4999	\$ 4,972,546		\$ -	\$ 4,972,546
Services and Other Operating Expenditures 5000-5999	\$ 505,855		\$ -	\$ 505,855
Capital Outlay 6000-6999	\$ 595,000		\$ -	\$ 595,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 522,111		\$ -	\$ 522,111
TOTAL EXPENDITURES	\$ 12,567,875	\$ 100,354	\$ -	\$ 12,668,229
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,079,688)	\$ (100,354)	\$ -	\$ (2,180,042)
BEGINNING FUND BALANCE				
9791	\$ 5,225,112			\$ 5,225,112
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 3,145,424	\$ (100,354)	\$ -	\$ 3,045,070
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 133,835	\$ -	\$ -	\$ 133,835
Restricted 9740	\$ 3,011,589	\$ (100,354)	\$ -	\$ 2,911,235
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
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	\$ -	
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:

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	2019-20	2020-21	2021-22
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 184,539,375	\$ 184,785,456	\$ 185,890,417
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 4,548,418	\$ 3,197,841	\$ 3,119,505
Other Local Revenue 8600-8799	\$ 1,263,174	\$ 1,244,366	\$ 1,159,386
TOTAL REVENUES	\$ 190,350,967	\$ 189,227,663	\$ 190,169,308
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 80,364,771	\$ 79,896,941	\$ 80,076,357
Classified Salaries 2000-2999	\$ 26,361,720	\$ 26,486,892	\$ 26,613,316
Employee Benefits 3000-3999	\$ 41,256,054	\$ 43,557,876	\$ 44,555,433
Books and Supplies 4000-4999	\$ 3,292,972	\$ 3,292,972	\$ 3,292,972
Services and Other Operating Expenditures 5000-5999	\$ 10,818,862	\$ 11,107,793	\$ 10,991,233
Capital Outlay 6000-6999	\$ 276,825	\$ 276,825	\$ 276,825
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 150,792	\$ 150,792	\$ 150,792
Transfers of Indirect Costs 7300-7399	\$ (1,542,819)	\$ (1,496,085)	\$ (1,496,085)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 160,979,177	\$ 163,274,006	\$ 164,460,843
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,055,155	\$ 970,771	\$ 970,771
Transfers Out and Other Uses 7600-7699	\$ 793,760	\$ 793,760	\$ 793,760
Contributions 8980-8999	\$ (30,210,022)	\$ (30,175,388)	\$ (30,289,816)
OPERATING SURPLUS (DEFICIT)*	\$ (576,837)	\$ (4,044,720)	\$ (4,404,340)
BEGINNING FUND BALANCE 9791	\$ 33,774,241	\$ 33,197,404	\$ 29,152,684
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 33,197,404	\$ 29,152,684	\$ 24,748,344
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 250,000	\$ 250,000	\$ 250,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 431,888	\$ 431,888	\$ 431,888
Reserve for Economic Uncertainties 9789	\$ 6,842,422	\$ 6,879,565	\$ 6,921,220
Unassigned/Unappropriated Amount 9790	\$ 25,673,094	\$ 21,591,231	\$ 17,145,236

*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			
	2019-20	2020-21	2021-22
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 10,760,727	\$ 10,760,727	\$ 10,760,727
Other State Revenue 8300-8599	\$ 24,141,233	\$ 24,141,233	\$ 24,141,233
Other Local Revenue 8600-8799	\$ 888,571	\$ 888,571	\$ 888,571
TOTAL REVENUES	\$ 35,790,531	\$ 35,790,531	\$ 35,790,531
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 20,111,034	\$ 19,845,135	\$ 19,845,135
Classified Salaries 2000-2999	\$ 12,109,788	\$ 12,109,788	\$ 12,109,788
Employee Benefits 3000-3999	\$ 21,089,218	\$ 21,235,062	\$ 21,436,706
Books and Supplies 4000-4999	\$ 3,186,035	\$ 2,699,425	\$ 2,699,425
Services and Other Operating Expenditures 5000-5999	\$ 6,555,456	\$ 6,152,140	\$ 6,152,140
Capital Outlay 6000-6999	\$ 211,477	\$ 211,477	\$ 211,477
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,062,197	\$ 1,062,197	\$ 1,062,197
Transfers of Indirect Costs 7300-7399	\$ 918,547	\$ 871,813	\$ 871,813
Other Adjustments			
TOTAL EXPENDITURES	\$ 65,243,752	\$ 64,187,037	\$ 64,388,681
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,064,043	\$ 1,064,043	\$ 1,064,043
Contributions 8980-8999	\$ 30,210,022	\$ 30,175,388	\$ 30,289,816
OPERATING SURPLUS (DEFICIT)*	\$ (307,242)	\$ 714,839	\$ 627,623
BEGINNING FUND BALANCE 9791	\$ 1,354,417	\$ 1,047,175	\$ 1,762,014
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 1,047,175	\$ 1,762,014	\$ 2,389,637
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,047,175	\$ 1,762,014	\$ 2,389,637
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 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	2019-20	2020-21	2021-22
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 184,539,375	\$ 184,785,456	\$ 185,890,417
Federal Revenue 8100-8299	\$ 10,760,727	\$ 10,760,727	\$ 10,760,727
Other State Revenue 8300-8599	\$ 28,689,651	\$ 27,339,074	\$ 27,260,738
Other Local Revenue 8600-8799	\$ 2,151,745	\$ 2,132,937	\$ 2,047,957
TOTAL REVENUES	\$ 226,141,498	\$ 225,018,194	\$ 225,959,839
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 100,475,805	\$ 99,742,076	\$ 99,921,492
Classified Salaries 2000-2999	\$ 38,471,508	\$ 38,596,680	\$ 38,723,104
Employee Benefits 3000-3999	\$ 62,345,272	\$ 64,792,938	\$ 65,992,139
Books and Supplies 4000-4999	\$ 6,479,007	\$ 5,992,397	\$ 5,992,397
Services and Other Operating Expenditures 5000-5999	\$ 17,374,318	\$ 17,259,933	\$ 17,143,373
Capital Outlay 6000-6999	\$ 488,302	\$ 488,302	\$ 488,302
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 1,212,989	\$ 1,212,989	\$ 1,212,989
Transfers of Indirect Costs 7300-7399	\$ (624,272)	\$ (624,272)	\$ (624,272)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 226,222,929	\$ 227,461,043	\$ 228,849,524
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,055,155	\$ 970,771	\$ 970,771
Transfers Out and Other Uses 7600-7699	\$ 1,857,803	\$ 1,857,803	\$ 1,857,803
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (884,079)	\$ (3,329,881)	\$ (3,776,717)
BEGINNING FUND BALANCE 9791	\$ 35,128,658	\$ 34,244,579	\$ 30,914,698
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 34,244,579	\$ 30,914,698	\$ 27,137,981
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 250,000	\$ 250,000	\$ 250,000
Restricted 9740	\$ 1,047,175	\$ 1,762,014	\$ 2,389,637
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 431,888	\$ 431,888	\$ 431,888
Reserve for Economic Uncertainties 9789	\$ 6,842,422	\$ 6,879,565	\$ 6,921,220
Unassigned/Unappropriated Amount 9790	\$ 25,673,094	\$ 21,591,231	\$ 17,145,236

*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

		2019-20	2020-21	2021-22
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 228,080,732	\$ 229,318,846	\$ 230,707,327
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 228,080,732	\$ 229,318,846	\$ 230,707,327
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)	\$ 6,842,422	\$ 6,879,565	\$ 6,921,220

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 6,842,422	\$ 6,879,565	\$ 6,921,220
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 25,673,094	\$ 21,591,231	\$ 17,145,236
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	\$ 32,515,516	\$ 28,470,796	\$ 24,066,456
f.	Reserve for Economic Uncertainties Percentage	14.26%	12.42%	10.43%

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

2019-20

Yes

☒

No

☐

2020-21

Yes

☒

No

☐

2021-22

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	\$ 1,135,497
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (927,209)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (22,261)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (85,673)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (100,354)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,135,497)

Variance \$ -

Variance Explanation:

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.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ 43,130	0.0%	ADA decline, STRS/PERS increases
Current FY Surplus/(Deficit) after settlement(s)?	\$ (884,079)	(0.4%)	Negotiations, ADA decline, STRS/PERS
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (3,329,881)	(1.5%)	Negotiations, ADA decline, STRS/PERS
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (3,776,717)	(1.6%)	Negotiations, ADA decline, STRS/PERS

Deficit Reduction Plan (as necessary):

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.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

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	2019-20	2020-21	2021-22
a. LCFF Funding per ADA	10,611.00	11,018.00	11,319.00	11,688.00
b. Amount Change from Prior Year Funding per ADA		407.00	301.00	369.00
c. Percentage Change from Prior Year Funding per ADA		3.84%	2.73%	3.26%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		1,135,497.00	70,620.00	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		1.90%	0.12%	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, 2019 to June 30, 2020.

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)

\$	-
\$	1,135,497
\$	(1,135,497)

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
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 #20-21)

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

Staff has communicated with the Board of Education and stakeholders about the need for a budget contingency plan, and has previously taken initial steps last year and incorporated those changes in the 2019-20 Adopted Budget. However, additional contingencies are needed to offset the forecasts of low revenue growth in the future, declining enrollment, and increases to pension contributions.

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

Assumptions for 2020-21

The **2020-2021** projections are the same as **2019-2020** with the following significant changes:

<u>Revenue Changes:</u>	<u>Amount</u>
Cost-of-Living & GAP Adjustment for LCFF (2.29% & 100.00%)	\$4,226,299
Growth Funding (Declining Enrollment 420)	(\$3,980,218)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	~~\$0~~
Special Education ADA Transfers	\$0
Net Change in Local Control Funding	\$246,081
Contribution To: Growth Funding (Declining Enrollment 420)	\$0
Interest Income (Declining Rates)	(\$18,808)
Supplemental Hourly Programs 0.00% COLA)	\$0
Incremental Lottery Income (ADA Decline & Rate Changes)	(\$80,172)
Suspension of Class Size Reduction (Reversion of Penalties-Extended)	\$0
Contribution To: Special Education program costs	(\$114,428)
<u>One-Time Revenues (Included in 2019-20)</u>	
Contribution for restricted programs for negotiations	\$149,062
Special Education Preschool Grant	(\$1,270,405)
SEROP Dissolution	(\$84,384)
<u>Other Revenues</u>	
	\$0
Total Anticipated Change in Revenues	<u>(\$1,173,054)</u>

<u>Expenditure Changes:</u>	<u>Amount</u>
<u>Employee Salaries & Benefits</u>	
Step, Scale and Longevity Cost	\$1,030,968
Negotiations: TANLA two (2) additional student-free workdays for PD	\$733,298
Negotiations: CSEA two (2) voluntary workdays for PD	\$70,620
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)	\$461,003
Negotiations: CSEA On-going H&W Contribution (\$1.0mil)	\$214,560
Increase in PERS Contribution Rates (from 19.721% to 22.80%)	\$764,829
Increase in STRS Contribution Rates (from 17.10% to 18.40%)	\$1,003,928
<u>Discretionary Spending (Supplies/Other Services/Equipment)</u>	
Elections	\$200,000
Increase in Utilities & Fuel	\$55,869
Liability Insurance	\$33,062
<u>Other Reductions/Adjustments</u>	
Budget Contingency Plan	\$0
LCAP Supplemental & Concentration Grant Proportionality	\$0
<u>One-Time Expenditure Changes in 2019-20 (Remove from 2020-21)</u>	
Indirect from Carryover	\$46,734
Negotiations: TANLA one-time 1.5% COLA	(\$1,226,820)
Negotiations: CSEA one-time 1.5% COLA	(\$374,222)
Total Anticipated Changes in Expenditures	<u>\$2,294,829</u>

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

Assumptions for 2021-22

The **2021-2022** projections are the same as **2020-2021** with the following significant changes:

<u>Revenue Changes:</u>	<u>Amount</u>
Cost-of-Living & ~~GAP Adjustment~~ for LCFF (2.70% & ~~100.00%~~)	\$5,008,096
Growth Funding (Declining Enrollment 408)	(\$3,903,135)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	\$0
Special Education ADA Transfers	\$0
Net Change in Local Control Funding	\$1,104,961
Contribution To: Growth Funding (Declining Enrollment 408)	\$0
Interest Income (Declining Rates)	(\$84,980)
Supplemental Hourly Programs 0.00% COLA)	\$0
Incremental Lottery Income (ADA Decline & Rate Changes)	(\$78,336)
Suspension of Class Size Reduction (Reversion of Penalties- <i>Extended</i>)	\$0
Contribution To: Special Education program costs	(\$114,428)
<u>One-Time Revenues (Included in 2020-21)</u>	

Other Revenues

Total Anticipated Change in Revenues

\$827,217

<u>Expenditure Changes:</u>	<u>Amount</u>
<u>Employee Salaries & Benefits</u>	
Step, Scale and Longevity Cost	\$1,018,152
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)	\$461,003
Negotiations: CSEA On-going H&W Contribution (\$1.0mil)	\$214,560
Increase in PERS Contribution Rates (from 22.800% to 24.900%)	\$536,287
Increase in STRS Contribution Rates (from 18.40% to 18.10%)	(\$207,605)

Discretionary Spending (Supplies/Other Services/Equipment)

Elections	(\$200,000)
Increase in Utilities & Fuel	\$50,378
Liability Insurance	\$33,062

Other Reductions/Adjustments

LCAP Supplemental & Concentration Grant Proportionality	\$0
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One-Time Expenditure Changes in 2020-21 (Remove from 2021-22)

Total Anticipated Changes in Expenditures

\$1,186,837

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) 210-2028

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 26, 2020, took action to approve the proposed agreement with the Classified School Employees Association Bargaining Unit.

**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.

**Norwalk-La Mirada Unified School District
and the
California School Employees Association - Chapter 404
2019-2020 School Year | Tentative Agreement**

Increase to Wages for All Bargaining Unit Members	
On-Schedule/Ongoing For the 2019-2020 school year, retroactive to July 1, 2019, the District shall increase all bargaining unit employees' Classified Monthly and Hourly Salary Schedules by 1.0% for employees in paid status from July 1, 2019 to March 30, 2020, including retirees.	1.0% (Retroactive to July 1, 2019)
Off-Schedule/One-Time Bonus For the 2019-2020 school year, the District shall provide a one-time bonus in the amount of 1.5% to CSEA bargaining unit employees. This one-time bonus will be based on the unit member's revised 1.0% salary step and column as of July 1, 2019. In addition, this one-time bonus is for employees in paid status as of July 1, 2019 through December 31, 2019. Employees who began working after December 31, 2019 will not be eligible for this one-time bonus.	1.5% (Retroactive to July 1, 2019)
Voluntary Professional Development Day(s) for CSEA Employees	
Two (2) Voluntary Workdays of Extra Pay for Professional Development	1. Effective July 1, 2020, there will be an opportunity for one (1) voluntary workday of extra pay tentatively scheduled on October 12, 2020 (student-free workday) for Professional Development. This Professional Development workday may be conducted via an online platform. 2. If unit members complete their voluntary Professional Development workday, they will receive extra pay at their hourly rate of pay for the same number of hours they work per their daily regular shift. 3. The extra pay for Professional Development is only provided to the following classifications of employees who have been identified by the District to work directly with students to support the social/emotional and behavioral needs of students (TK-12th grade): Behavior Specialist, Direct Intense Behavior Support Paraeducator, Elementary Student Support Specialist, Health Care Support Provider, Paraeducator Bilingual, Paraeducator Deaf & Hard of Hearing, Paraeducator Reading/Math Tutor, Paraeducator Regular Classroom, Paraeducator Special Education, Paraeducator Visually Impaired, and Security Assistants 4. The second voluntary Professional Development workday of extra pay will be selected by the District in consultation with CSEA. This Professional Development workday may be conducted via an online platform.

Master Agreement articles(s) language items as denoted in subsequent pages.
This tentative agreement concludes all negotiation items inclusive of Health & Welfare Benefits for the 2019-2020 school year.
This tentative agreement is pending the following processes: CSEA Field Labor Office approval (CSEA Policy 610), Chapter 404 ratification, and Board of Education approval. Should this tentative agreement not be approved at any aforementioned step, the parties agree to reconvene negotiations.

 4.28.2020

Martha Jauregui
President
CSEA Chapter 404

Date


Sandra B. Gallagher
Negotiations Co-Chair
CSEA Chapter 404