



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

**AB1200 Public Disclosure
Collective Bargaining
Agreement for 2019-2020**
(Teachers Association of Norwalk-La Mirada)

January 27, 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

TABLE OF CONTENTS

	Page
Public Disclosure of Proposed Collective Bargaining Agreement.....	1
Cost Schedule of Proposed Collective Bargaining Agreement.....	2
Teachers Association of Norwalk-La Mirada (TANLA).....	3-5
SECTION:	
G. Impact of Proposed Agreement on Current Year Operating Budget..	6-11
H. Impact of Proposed Agreement on Subsequent Years.....	12-14
I. Impact of Proposed Agreement on Unrestricted Reserves.....	15-16
J. Comparison of Proposed Change in Total Compensation to Change In LCFF Funding for the Negotiated Period.....	17
K. Certification No. 1	18
Multi-year Financial Projections Assumptions.....	19-21
L. Certification No. 2	22
Tentative Agreements.....	23

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

Teachers Association of Norwalk-La Mirada (TANLA)	
Estimated Cost Component(s)	
Description	Amount
Salary: District will provide an on-going salary increase of 1.00% for TANLA approved salary schedules, effective July 1, 2019.	\$ 1,129,829
Subtotal:	\$ 1,129,829
Salary: District will provide an one-time salary bonus of 1.50% for TANLA members.	\$ 1,632,344
Subtotal:	\$ 1,632,344
Salary: District will provide two (2) additional student-free workdays for professional development to TANLA members.	\$ 989,759
Subtotal:	\$ 989,759

Cost Schedule Grand Total:

\$ 3,751,932

**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:	Teachers Association of Norwalk-La Mirada (TANLA)
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning:	July 1, 2019 (date)	and ending:	June 30, 2020 (date)
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The Governing Board will act upon this agreement on:	January 27, 2020 (date)
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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) 2019-20	Year 2 Increase/(Decrease) 2020-21	Year 3 Increase/(Decrease) 2021-22
1. Salary Schedule Including Step and Column	\$ 89,920,885	\$ 2,248,021	\$ 817,843		
		2.50%	0.89%	0.00%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 3,441,481	\$ 34,375			
		1.00%	0.00%	0.00%	
Description of Other Compensation					
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 19,659,902	\$ 479,777	\$ 171,916		
		2.44%	0.85%	0.00%	
4. Health/Welfare Plans	\$ 13,361,286				
		0.00%	0.00%	0.00%	
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 126,383,554	\$ 2,762,173	\$ 989,759	\$ -	
		2.19%	0.77%	0.00%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	978.90				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 129,108	\$ 2,822	\$ 1,011	\$ -	
		2.19%	0.77%	0.00%	

Norwalk-La Mirada Unified School District
Teachers Association of Norwalk-La Mirada (TANLA)

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 TANLA approved salary schedules retro-active to July 1, 2019; a 1.5% one-time salary bonus; and a two (2) additional student-free 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.)

No

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
Teachers Association of Norwalk-La Mirada (TANLA)

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

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

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

No changes

F. Source of Funding for Proposed Agreement:

1. Current Year

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

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

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

Norwalk-La Mirada Unified School District

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

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/16/19 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 184,286,771		\$ -	\$ 184,286,771
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 3,347,747		\$ -	\$ 3,347,747
Other Local Revenue 8600-8799	\$ 1,391,574		\$ -	\$ 1,391,574
TOTAL REVENUES	\$ 189,026,092		\$ -	\$ 189,026,092
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 80,176,507	\$ 1,708,196		\$ 81,884,703
Classified Salaries 2000-2999	\$ 26,885,744			\$ 26,885,744
Employee Benefits 3000-3999	\$ 40,361,228	\$ 359,073		\$ 40,720,301
Books and Supplies 4000-4999	\$ 4,088,829		\$ -	\$ 4,088,829
Services and Other Operating Expenditures 5000-5999	\$ 11,718,396		\$ -	\$ 11,718,396
Capital Outlay 6000-6999	\$ 207,019		\$ -	\$ 207,019
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 162,982		\$ -	\$ 162,982
Transfers of Indirect Costs 7300-7399	\$ (1,720,031)		\$ -	\$ (1,720,031)
TOTAL EXPENDITURES	\$ 161,880,674	\$ 2,067,269	\$ -	\$ 163,947,943
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 837,041	\$ -	\$ -	\$ 837,041
Transfers Out and Other Uses 7600-7699	\$ 1,192,265	\$ -	\$ -	\$ 1,192,265
Contributions 8980-8999	\$ (29,690,522)	\$ -	\$ (438,410)	\$ (30,128,932)
OPERATING SURPLUS (DEFICIT)*	\$ (2,900,328)	\$ (2,067,269)	\$ (438,410)	\$ (5,406,007)
BEGINNING FUND BALANCE				
9791	\$ 33,774,241			\$ 33,774,241
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 30,873,913	\$ (2,067,269)	\$ (438,410)	\$ 28,368,234
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 250,000	\$ -	\$ -	\$ 250,000
Restricted 9740				
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 492,611	\$ -	\$ -	\$ 492,611
Reserve for Economic Uncertainties 9789	\$ 6,964,916	\$ -	\$ 78,155	\$ 7,043,071
Unassigned/Unappropriated Amount 9790	\$ 23,166,386	\$ (2,067,269)	\$ (516,565)	\$ 20,582,552

*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: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/16/19 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 12,396,703		\$ -	\$ 12,396,703
Other State Revenue 8300-8599	\$ 25,070,645		\$ -	\$ 25,070,645
Other Local Revenue 8600-8799	\$ 892,814		\$ -	\$ 892,814
TOTAL REVENUES	\$ 38,360,162		\$ -	\$ 38,360,162
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 20,247,650	\$ 444,477	\$ -	\$ 20,692,127
Classified Salaries 2000-2999	\$ 12,789,344	\$ -	\$ -	\$ 12,789,344
Employee Benefits 3000-3999	\$ 21,164,348	\$ 93,434	\$ -	\$ 21,257,782
Books and Supplies 4000-4999	\$ 4,654,224		\$ -	\$ 4,654,224
Services and Other Operating Expenditures 5000-5999	\$ 7,018,201		\$ -	\$ 7,018,201
Capital Outlay 6000-6999	\$ 402,595		\$ -	\$ 402,595
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,217,320		\$ -	\$ 1,217,320
Transfers of Indirect Costs 7300-7399	\$ 1,097,240		\$ -	\$ 1,097,240
TOTAL EXPENDITURES	\$ 68,590,922	\$ 537,911	\$ -	\$ 69,128,833
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 500,000	\$ -	\$ -	\$ 500,000
Contributions 8980-8999	\$ 29,690,522	\$ -	\$ 438,410	\$ 30,128,932
OPERATING SURPLUS (DEFICIT)*	\$ (1,040,238)	\$ (537,911)	\$ 438,410	\$ (1,139,739)
BEGINNING FUND BALANCE				
9791	\$ 1,354,417			\$ 1,354,417
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 314,179	\$ (537,911)	\$ 438,410	\$ 214,678
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 314,179	\$ -	\$ (99,501)	\$ 214,678
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (537,911)	\$ 537,911	\$ (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:

Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/16/19 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 184,286,771		\$ -	\$ 184,286,771
Federal Revenue 8100-8299	\$ 12,396,703		\$ -	\$ 12,396,703
Other State Revenue 8300-8599	\$ 28,418,392		\$ -	\$ 28,418,392
Other Local Revenue 8600-8799	\$ 2,284,388		\$ -	\$ 2,284,388
TOTAL REVENUES	\$ 227,386,254		\$ -	\$ 227,386,254
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 100,424,157	\$ 2,152,673	\$ -	\$ 102,576,830
Classified Salaries 2000-2999	\$ 39,675,088	\$ -	\$ -	\$ 39,675,088
Employee Benefits 3000-3999	\$ 61,525,576	\$ 452,507	\$ -	\$ 61,978,083
Books and Supplies 4000-4999	\$ 8,743,053		\$ -	\$ 8,743,053
Services and Other Operating Expenditures 5000-5999	\$ 18,736,597		\$ -	\$ 18,736,597
Capital Outlay 6000-6999	\$ 609,614		\$ -	\$ 609,614
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,380,302		\$ -	\$ 1,380,302
Transfers of Indirect Costs 7300-7399	\$ (622,791)		\$ -	\$ (622,791)
TOTAL EXPENDITURES	\$ 230,471,596	\$ 2,605,180	\$ -	\$ 233,076,776
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 837,041	\$ -	\$ -	\$ 837,041
Transfers Out and Other Uses 7600-7699	\$ 1,692,265	\$ -	\$ -	\$ 1,692,265
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (3,940,566)	\$ (2,605,180)	\$ -	\$ (6,545,746)
BEGINNING FUND BALANCE 9791	\$ 35,128,658			\$ 35,128,658
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 31,188,092	\$ (2,605,180)	\$ -	\$ 28,582,912
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 250,000	\$ -	\$ -	\$ 250,000
Restricted 9740	\$ 314,179	\$ -	\$ (99,501)	\$ 214,678
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 492,611	\$ -	\$ -	\$ 492,611
Reserve for Economic Uncertainties 9789	\$ 6,964,916	\$ -	\$ 78,155	\$ 7,043,071
Unassigned/Unappropriated Amount 9790	\$ 23,166,386	\$ (2,605,180)	\$ 21,346	\$ 20,582,552

*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:

Teachers Association of Norwalk-La Mirada (TANLA)

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 12/16/19 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Federal Revenue	8100-8299	\$ 416,090		\$ -	\$ 416,090
Other State Revenue	8300-8599	\$ 4,466,674		\$ -	\$ 4,466,674
Other Local Revenue	8600-8799	\$ 382,000		\$ -	\$ 382,000
TOTAL REVENUES		\$ 5,264,764		\$ -	\$ 5,264,764
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 1,995,877	\$ 38,271	\$ -	\$ 2,034,148
Classified Salaries	2000-2999	\$ 901,387	\$ -	\$ -	\$ 901,387
Employee Benefits	3000-3999	\$ 1,090,325	\$ 8,045	\$ -	\$ 1,098,370
Books and Supplies	4000-4999	\$ 283,229		\$ -	\$ 283,229
Services and Other Operating Expenditures	5000-5999	\$ 807,908		\$ -	\$ 807,908
Capital Outlay	6000-6999	\$ 2,085,589		\$ (46,316)	\$ 2,039,273
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 7,164,315	\$ 46,316	\$ (46,316)	\$ 7,164,315
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,899,551)	\$ (46,316)	\$ 46,316	\$ (1,899,551)
BEGINNING FUND BALANCE					
	9791	\$ 1,899,551			\$ 1,899,551
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 0	\$ (46,316)	\$ 46,316	\$ 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	\$ 0	\$ (46,316)	\$ 46,316	\$ 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:

Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/16/19 First Interim)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 10,019,613		\$ -	\$ 10,019,613
Other State Revenue 8300-8599	\$ 2,292,815		\$ -	\$ 2,292,815
Other Local Revenue 8600-8799	\$ 805,262		\$ -	\$ 805,262
TOTAL REVENUES	\$ 13,117,690		\$ -	\$ 13,117,690
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 4,327,375	\$ 91,452	\$ -	\$ 4,418,827
Classified Salaries 2000-2999	\$ 3,460,973	\$ -	\$ -	\$ 3,460,973
Employee Benefits 3000-3999	\$ 3,902,810	\$ 19,225	\$ -	\$ 3,922,035
Books and Supplies 4000-4999	\$ 650,767		\$ (40,000)	\$ 610,767
Services and Other Operating Expenditures 5000-5999	\$ 610,687		\$ (80,000)	\$ 530,687
Capital Outlay 6000-6999	\$ 1,764		\$ -	\$ 1,764
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 21,000		\$ -	\$ 21,000
Transfers of Indirect Costs 7300-7399	\$ 103,751		\$ -	\$ 103,751
TOTAL EXPENDITURES	\$ 13,079,127	\$ 110,677	\$ (120,000)	\$ 13,069,804
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 38,563	\$ (110,677)	\$ 120,000	\$ 47,886
BEGINNING FUND BALANCE 9791	\$ 86,316			\$ 86,316
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 124,879	\$ (110,677)	\$ 120,000	\$ 134,202
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 86,316	\$ -	\$ -	\$ 86,316
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 38,563	\$ -	\$ (38,563)	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (110,677)	\$ 158,563	\$ 47,886

*Net Increase (Decrease) in Fund Balance

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

Norwalk-La Mirada Unified School District
Teachers Association of Norwalk-La Mirada (TANLA)

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	\$ (438,410)	Additional contribution to cover restricted program settlement costs

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ 438,410	Additional contribution to cover restricted program settlement costs

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (46,316)	Program expenditure re-allocations to cover settlement costs
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (120,000)	Program expenditure re-allocations to cover settlement costs
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: Teachers Association of Norwalk-La Mirada (TANLA)

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	\$ 184,286,771	\$ 185,550,966	\$ 186,572,695
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 3,347,747	\$ 3,267,575	\$ 3,189,239
Other Local Revenue 8600-8799	\$ 1,391,574	\$ 1,372,766	\$ 1,287,786
TOTAL REVENUES	\$ 189,026,092	\$ 190,191,307	\$ 191,049,720
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 81,884,703	\$ 81,671,736	\$ 81,851,152
Classified Salaries 2000-2999	\$ 26,885,744	\$ 27,010,916	\$ 27,137,340
Employee Benefits 3000-3999	\$ 40,720,301	\$ 43,118,708	\$ 44,078,304
Books and Supplies 4000-4999	\$ 4,088,829	\$ 4,088,829	\$ 4,088,829
Services and Other Operating Expenditures 5000-5999	\$ 11,718,396	\$ 12,007,327	\$ 11,890,767
Capital Outlay 6000-6999	\$ 207,019	\$ 207,019	\$ 207,019
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 162,982	\$ 162,982	\$ 162,982
Transfers of Indirect Costs 7300-7399	\$ (1,720,031)	\$ (1,673,297)	\$ (1,673,297)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 163,947,943	\$ 166,594,220	\$ 167,743,096
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 837,041	\$ 837,041	\$ 837,041
Transfers Out and Other Uses 7600-7699	\$ 1,192,265	\$ 1,192,265	\$ 1,192,265
Contributions 8980-8999	\$ (30,128,932)	\$ (30,094,298)	\$ (30,208,726)
OPERATING SURPLUS (DEFICIT)*	\$ (5,406,007)	\$ (6,852,435)	\$ (7,257,326)
BEGINNING FUND BALANCE 9791	\$ 33,774,241	\$ 28,368,234	\$ 21,515,799
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 28,368,234	\$ 21,515,799	\$ 14,258,473
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 250,000	\$ 250,000	\$ 250,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 492,611	\$ 492,611	\$ 492,611
Reserve for Economic Uncertainties 9789	\$ 7,043,071	\$ 7,090,758	\$ 7,127,524
Unassigned/Unappropriated Amount 9790	\$ 20,582,552	\$ 13,682,430	\$ 6,388,338

*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: Teachers Association of Norwalk-La Mirada (TANLA)

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	\$ 12,396,703	\$ 12,396,703	\$ 12,396,703
Other State Revenue 8300-8599	\$ 25,070,645	\$ 25,070,645	\$ 25,070,645
Other Local Revenue 8600-8799	\$ 892,814	\$ 892,814	\$ 892,814
TOTAL REVENUES	\$ 38,360,162	\$ 38,360,162	\$ 38,360,162
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 20,692,127	\$ 20,426,228	\$ 20,426,228
Classified Salaries 2000-2999	\$ 12,789,344	\$ 12,789,344	\$ 12,789,344
Employee Benefits 3000-3999	\$ 21,257,782	\$ 21,403,516	\$ 21,605,160
Books and Supplies 4000-4999	\$ 4,654,224	\$ 4,087,614	\$ 4,037,614
Services and Other Operating Expenditures 5000-5999	\$ 7,018,201	\$ 6,694,995	\$ 6,619,995
Capital Outlay 6000-6999	\$ 402,595	\$ 402,595	\$ 402,595
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,217,320	\$ 1,217,320	\$ 1,217,320
Transfers of Indirect Costs 7300-7399	\$ 1,097,240	\$ 1,050,506	\$ 1,050,506
Other Adjustments			
TOTAL EXPENDITURES	\$ 69,128,833	\$ 68,072,118	\$ 68,148,762
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 500,000	\$ 500,000	\$ 500,000
Contributions 8980-8999	\$ 30,128,932	\$ 30,094,298	\$ 30,208,726
OPERATING SURPLUS (DEFICIT)*	\$ (1,139,739)	\$ (117,658)	\$ (79,874)
BEGINNING FUND BALANCE 9791	\$ 1,354,417	\$ 214,678	\$ 97,020
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 214,678	\$ 97,020	\$ 17,146
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 214,678	\$ 97,020	\$ 17,146
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District

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

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

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	\$ 184,286,771	\$ 185,550,966	\$ 186,572,695
Federal Revenue 8100-8299	\$ 12,396,703	\$ 12,396,703	\$ 12,396,703
Other State Revenue 8300-8599	\$ 28,418,392	\$ 28,338,220	\$ 28,259,884
Other Local Revenue 8600-8799	\$ 2,284,388	\$ 2,265,580	\$ 2,180,600
TOTAL REVENUES	\$ 227,386,254	\$ 228,551,469	\$ 229,409,882
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 102,576,830	\$ 102,097,964	\$ 102,277,380
Classified Salaries 2000-2999	\$ 39,675,088	\$ 39,800,260	\$ 39,926,684
Employee Benefits 3000-3999	\$ 61,978,083	\$ 64,522,224	\$ 65,683,464
Books and Supplies 4000-4999	\$ 8,743,053	\$ 8,176,443	\$ 8,126,443
Services and Other Operating Expenditures 5000-5999	\$ 18,736,597	\$ 18,702,322	\$ 18,510,762
Capital Outlay 6000-6999	\$ 609,614	\$ 609,614	\$ 609,614
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 1,380,302	\$ 1,380,302	\$ 1,380,302
Transfers of Indirect Costs 7300-7399	\$ (622,791)	\$ (622,791)	\$ (622,791)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 233,076,776	\$ 234,666,338	\$ 235,891,858
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 837,041	\$ 837,041	\$ 837,041
Transfers Out and Other Uses 7600-7699	\$ 1,692,265	\$ 1,692,265	\$ 1,692,265
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (6,545,746)	\$ (6,970,093)	\$ (7,337,200)
BEGINNING FUND BALANCE 9791	\$ 35,128,658	\$ 28,582,912	\$ 21,612,819
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 28,582,912	\$ 21,612,819	\$ 14,275,619
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 250,000	\$ 250,000	\$ 250,000
Restricted 9740	\$ 214,678	\$ 97,020	\$ 17,146
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 492,611	\$ 492,611	\$ 492,611
Reserve for Economic Uncertainties 9789	\$ 7,043,071	\$ 7,090,758	\$ 7,127,524
Unassigned/Unappropriated Amount 9790	\$ 20,582,552	\$ 13,682,430	\$ 6,388,338

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District
Teachers Association of Norwalk-La Mirada (TANLA)

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)	\$ 234,769,041	\$ 236,358,603	\$ 237,584,123
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 234,769,041	\$ 236,358,603	\$ 237,584,123
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)	\$ 7,043,071	\$ 7,090,758	\$ 7,127,524

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 7,043,071	\$ 7,090,758	\$ 7,127,524
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 20,582,552	\$ 13,682,430	\$ 6,388,338
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	\$ 27,625,623	\$ 20,773,188	\$ 13,515,862
f.	Reserve for Economic Uncertainties Percentage	11.77%	8.79%	5.69%

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
Teachers Association of Norwalk-La Mirada (TANLA)

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	\$ 2,762,173
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (2,605,180)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (46,316)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (110,677)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
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)	\$ (2,762,173)

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.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (3,940,566)	(1.7%)	ADA decline, STRS/PERS increases
Current FY Surplus/(Deficit) after settlement(s)?	\$ (6,545,746)	(2.8%)	Negotiations, ADA decline, STRS/PERS
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (6,970,093)	(2.9%)	Negotiations, ADA decline, STRS/PERS
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (7,337,200)	(3.1%)	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.

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

Teachers Association of Norwalk-La Mirada (TANLA)

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	10,610.00	11,004.00	11,364.00	11,720.00
b. Amount Change from Prior Year Funding per ADA		394.00	360.00	356.00
c. Percentage Change from Prior Year Funding per ADA		3.71%	3.27%	3.13%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		2,762,173.00	989,759.00	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		2.19%	0.77%	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)

\$	-
\$	2,595,857
\$	(2,595,857)

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

Teachers Association of Norwalk-La Mirada (TANLA)

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 (3.00% & ~~100.00%~~)	\$5,528,603
Growth Funding (Declining Enrollment 420)	(\$4,264,408)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	\$0
Special Education ADA Transfers	\$0
Net Change in Local Control Funding	\$1,264,195
Contribution To: Growth Funding (Declining Enrollment 340)	\$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- <i>Extended</i>)	\$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
<u>Other Revenues</u>	
	\$0
Total Anticipated Change in Revenues	\$1,199,849

<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
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 22.70%)	\$752,782
Increase in STRS Contribution Rates (from 17.10% to 18.40%)	\$1,063,821
<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)
Total Anticipated Changes in Expenditures	\$2,646,277

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 (2.80% & ~~100.00%~~)	\$5,195,427
Growth Funding (Declining Enrollment 408)	(\$4,173,698)
~~Other Adjustments (PERS Reduction CAP, SUI, etc.)~~	\$0
Special Education ADA Transfers	\$0
Net Change in Local Control Funding	\$1,021,729
Contribution To: Growth Funding (Declining Enrollment 340)	\$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

\$743,985

<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 22.700% to 24.600%)	\$495,570
Increase in STRS Contribution Rates (from 18.40% to 18.10%)	(\$204,849)
<u>Discretionary Spending (Supplies/Other Services/Equipment)</u>	
Elections	(\$200,000)
Increase in Utilities & Fuel	\$50,378
Liability Insurance	\$33,062
<u>Other Reductions/Adjustments</u>	
LCAP Supplemental & Concentration Grant Proportionality	\$0
<u>One-Time Expenditure Changes in 2020-21 (Remove from 2021-22)</u>	

Total Anticipated Changes in Expenditures

\$1,148,876

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 January 27, 2020, took action to approve the proposed agreement with the Teachers Association of Norwalk - La Mirada Bargaining Unit.

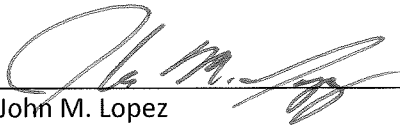
**President (or Clerk), Governing Board
(Signature)**

Date

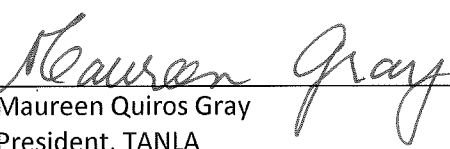
Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**Norwalk-La Mirada Unified School District
and the
Teachers Association of the Norwalk La Mirada Area
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 Norwalk-La Mirada Unified School District and the Teachers Association of the Norwalk La Mirada Area (TANLA) agree to an increase in the amount of 1.0% to all compensation areas, including salaries, rates, and stipends (Article XXII: Wages and Appendices A-K).	1.0% (Retroactive to July 1, 2019)
Off-Schedule/One-Time Bonus The District shall provide a one-time bonus in the fiscal year 2019-2020 to TANLA bargaining unit employees in a total amount of 1.5% based on the unit member's current salary step and column.	1.5% (Retroactive to July 1, 2019)
Extension of Work-Year for Professional Development	
On-Schedule/Ongoing Two (2) Additional Workdays for Professional Development	- Effective July 1, 2020, two additional student-free workdays will be added to the work-year represented by NLMUSD certificated salary schedules as Professional Development Days. One day will be added prior to the Teacher Preparation Day and the second day will be selected by the District in consultation with TANLA. - Payment to unit members for each day shall be at their per diem rate. - These two (2) additional Professional Development workdays are only provided to: - TK-12th Grade Teachers and Elementary and Middle School Counselors modifying their work-year from 183 workdays to 185 workdays; and - High School Counselors modifying their work-year from 192 workdays to 194 workdays. - The second Professional Development workday is contingent upon Los Angeles County Office of Education's approval of our Local Control Accountability Plan. - If the Local Control Funding Formula changes or the District's budget determines a need to eliminate the implementation of these Professional Development Days, the District and the exclusive bargaining unit representative will negotiate, to the extent allowable under applicable law, the effects of the elimination.
Master Agreement 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.	


 John M. Lopez
 Assistant Superintendent, Human Resources
 NLMUSD

12-18-19
 Date


 Maureen Quiros Gray
 President, TANLA
 Negotiations Chair, TANLA

12-18-19
 Date