

## **BOARD DISCUSSION/ACTION ITEM E1**

Board Meeting Date: May 24, 2021

Subject: PUBLIC HEARING: Public Disclosure for  
Classified/Certificated/Principals & Confidential Employees for  
2021-2022 Budget Year

From: Joan Potter, Superintendent

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### Explanation:

Assembly Bill (AB) 1200 requires local education agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement. Government Code (G.C.) Section 3547.5 states:

“Before a public employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer . . .”

The intention is to ensure that the public is aware of the known costs associated with a proposed collective bargaining agreement before it becomes binding on the district.

### Recommendation:

Conduct a Public Hearing

### Attachments

Public Disclosure for Classified/Certificated/Principals & Confidential Employees

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools and in accordance with the public disclosure requirements of AB 1200 (Statutes of 1991, Chapter 1213), as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25)

Name of Bargaining Unit: Administration (Principals)  
 Certificated, Classified, Other: Administration

The proposed agreement covers the period beginning: July 1, 2021 and ending: June 30, 2022  
 (date) (date)

The Governing Board will act upon this agreement on: May 24, 2021  
 (date)

**Copies of the board-approved budget revisions and board minutes must be submitted within 45 days.** If the board-approved revisions are different from the proposed budget adjustments in Column 3 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

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

### A. Proposed Change in Compensation

Compensation		Annual Cost Prior to Proposed Agreement 2021-22	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2021-2022	Year 2 Increase/(Decrease) FY 2022-23	Year 3 Increase/(Decrease) FY 2023-2024
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 209,793	\$ 6,294	\$ -	\$ -
			3.00%	0.00%	0.00%
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 1,500	\$ 1,500	\$ -	\$ -
			100.00%	0.00%	0.00%
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 35,497	\$ 1,441	\$ -	\$ -
			4.06%	0.00%	0.00%
4	Health/Welfare Plans	\$ 24,120	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 270,910	\$ 9,235	\$ -	\$ -
			3.41%	0.00%	0.00%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ -	\$ -
7	Total Number of Represented Employees (Use FTEs if appropriate)	2.00			
8	Total Compensation <u>Average</u> Cost per Employee	\$ 135,455	\$ 4,617	\$ -	\$ -
			3.41%	0.00%	0.00%
9	Cost of 1% after above compensation (salary and statutory benefits)	\$ -	\$ -	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!

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Name of Bargaining Unit: CSEA (fund 01, 12, 13)  
 Certificated, Classified, Other: Classified (all Funds 01, 12, 13)

The proposed agreement covers the period beginning: July 1, 2021 and ending: June 30, 2022  
 (date) (date)

The Governing Board will act upon this agreement on: May 24, 2021  
 (date)

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			Year 1 Increase/(Decrease) FY 2021-2022	Year 2 Increase/(Decrease) FY 2022-23	Year 3 Increase/(Decrease) FY 2023-2024
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 685,427	\$ 23,080	\$ -	\$ -
			3.37%	0.00%	0.00%
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.			\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 240,722	\$ 8,106	\$ -	\$ -
			3.37%	0.00%	0.00%
4	Health/Welfare Plans	\$ 195,486		\$ -	\$ -
			0.00%	0.00%	0.00%
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 1,121,635	\$ 31,186	\$ -	\$ -
			2.78%	0.00%	0.00%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ -	\$ -
7	Total Number of Represented Employees (Use FTEs if appropriate)	20.20			
8	Total Compensation Average Cost per Employee	\$ 55,526	\$ 1,544	\$ -	\$ -
			2.78%	0.00%	0.00%
9	Cost of 1% after above compensation (salary and statutory benefits)	\$ -	\$ -	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!

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Name of Bargaining Unit: Confidential (fund 01, 13)

Certificated, Classified, Other: Confidential

The proposed agreement covers the period beginning: July 1, 2021 and ending: June 30, 2022  
(date) (date)

The Governing Board will act upon this agreement on: May 24, 2021  
(date)

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### A. Proposed Change in Compensation

Compensation		Annual Cost Prior to Proposed Agreement 2021-22	Fiscal Impact of Proposed Agreement			
			Year 1 Increase/(Decrease) FY 2021-22		Year 2 Increase/(Decrease) FY 2022-23	
			Year 3 Increase/(Decrease) FY 2023-24			
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 226,082	\$ 6,782	\$ -	\$ -	
			3.00%	0.00%	0.00%	
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 500	\$ 500	\$ -	\$ -	
			100.00%	0.00%	0.00%	
	Description of other compensation					
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 79,400	\$ 2,382	\$ -	\$ -	
			3.00%	0.00%	0.00%	
4	Health/Welfare Plans	\$ 62,615		\$ -	\$ -	
			0.00%	0.00%	0.00%	
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 368,597	\$ 9,664	\$ -	\$ -	
			2.62%	0.00%	0.00%	
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ -	\$ -	
7	Total Number of Represented Employees (Use FTEs if appropriate)	4.50				
8	Total Compensation <u>Average</u> Cost per Employee	\$ 81,910	\$ 2,148	\$ -	\$ -	
			2.62%	0.00%	0.00%	
9	Cost of 1% after above compensation (salary and statutory benefits)	\$ -	\$ -	\$ -	\$ -	
			#DIV/0!	#DIV/0!	#DIV/0!	



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Name of Bargaining Unit: LVTA  
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2021 and ending: June 30, 2022  
 (date) (date)  
 The Governing Board will act upon this agreement on: May 24, 2021  
 (date)

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### A. Proposed Change in Compensation

Compensation		Annual Cost Prior to Proposed Agreement  2021-22	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2021-2022	Year 2 Increase/(Decrease) FY 2022-23	Year 3 Increase/(Decrease) FY 2023-2024
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 1,949,324	\$ 46,652	\$ -	\$ -
			2.39%	0.00%	0.00%
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 3,000	\$ 3,000	\$ -	\$ -
			100.00%	0.00%	0.00%
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 450,900	\$ 10,679	\$ -	\$ -
			2.37%	0.00%	0.00%
4	Health/Welfare Plans	\$ 251,319	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 2,654,543	\$ 60,331	\$ -	\$ -
			2.27%	0.00%	0.00%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ -	\$ -
7	Total Number of Represented Employees (Use FTEs if appropriate)	25.75			
8	Total Compensation Average Cost per Employee	\$ 103,089	\$ 2,343	\$ -	\$ -
			2.27%	0.00%	0.00%
9	Cost of 1% after above compensation (salary and statutory benefits)	\$ -	\$ -	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

A.  
*continued*

Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost.

CSEA-Proposed agreement for step/column raise on July 1, 2021. This will increase minimum wage and allow for minimal increases for every other employee. Proposal also includes compounding longevity instead of straight longevity. LVTA- Proposed agreement for 3% raise plus one time increased match in the 403B plan of up to \$1000 from \$500. Admin- (Principals) Proposed 3% raise plus one time increased match in the 403B plan of up to \$1000 from \$500. Admin. and LVTA raises to keep up with industry standard. Confidential- Proposed 3% raise plus one time increased match in the 403B plan of up to \$1000 from \$500. In keeping with LVTA.

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

Yes ☒ No ☐

If yes, please describe the cap amount.

CSEA Employees who had health benefits prior to 2002 pay 30% of increased premiums per year; newer employees if they are not full time pay a prorated portion of their premium; full time employees pay a max of 9.78% of salary towards their premiums. LVTA, Confidential and Admin. employees pay 25% of increased premiums per year.

B.

**Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.  
No other changes

C.

**What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations.

CSEA- 6 more FTE with furloughed and laid off persons coming back as well as new hires for custodial and Para positions. LVTA- 2 more FTE for intervention and credit recovery.

D.

**Is contingency or restoration language included in the proposed agreement?** If so, include specific areas identified.

E.

**Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year.**

General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

1. Current Year:

General Fund Revenues including Covid resources

2. How will the ongoing cost of the proposed agreement be funded in future years?

General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

General Fund Revenues will drive expenditures, and reductions will be based on funding.

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II

- E. 3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicate which  
continued General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

General Fund Revenues

4. What is the impact of this agreement on deficit spending in the current and/or future years:

No impact in current year. Deficit spending is a concern. When covid funds are spent there will be a need for reductions in staff based on available f

5. Is this agreement part of a multiyear contract? If so, what specific years are covered?

6. Does this agreement have reopeners? If so, in what areas?

7. Other Comments:

The MYP does not include all projected Covid funding. This will be budgeted in the 21/22 budget and voted on by the Board in June. We do not yet f

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit: <b>LVTA, CSEA, Conf., Admin. (funds 01, 12, 13)</b>				
	Column 1 Latest Board Approved Budget before settlement as of: <i>April 22, 2021</i>	Column 2 Adjustments as of Result of Settlement	Column 3 Other Revisions	Column 4 Total Impact on Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue Limit Source (8010-8099)	\$ 4,181,660	\$ -	\$ 89,078	\$ 4,270,738
Remaining Revenues (8100-8799)	\$ 1,969,822	\$ -	\$ (401,690)	\$ 1,568,132
<b>TOTAL REVENUES</b>	\$ 6,151,482	\$ -	\$ (312,612)	\$ 5,838,870
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 1,938,564	\$ 52,946	\$ 122,564	\$ 2,114,074
Classified Salaries (2000-2999)	\$ 987,893	\$ 29,862	\$ 64,200	\$ 1,081,955
Employee Benefits (3000-3999)	\$ 1,425,662	\$ 27,608	\$ 88,703	\$ 1,541,973
Books and Supplies (4000-4999)	\$ 706,296	\$ -	\$ (365,820)	\$ 340,476
Services, Other Operating Expenses (5000-5999)	\$ 747,482	\$ -	\$ (98,372)	\$ 649,110
Capital Outlay (6000-6599)	\$ 128,387	\$ -	\$ (128,387)	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (4,500)	\$ -	\$ 4,500	\$ -
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 5,929,784	\$ 110,416	\$ (312,612)	\$ 5,727,588
Operating Surplus (Deficit)	\$ 221,698	\$ (110,416)	\$ (0)	\$ 111,282
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ 78,218	\$ -	\$ (5,365)	\$ 72,853
Contributions (8980-8999) <i>should = 0</i>	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 143,480	<i>see below</i> \$ (110,416)	\$ 5,365	\$ 38,430
<b>BEGINNING BALANCE</b>	\$ 2,492,226	\$ 2,635,706	\$ 2,525,290	\$ 2,492,226
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 2,635,706	\$ 2,525,290	\$ 2,530,656	\$ 2,530,656
<b>COMPONENTS OF ENDING BALANCE:</b>				
Revolving Cash (9130)	\$ 5,000	\$ 5	\$ -	\$ 5,005
Restricted	\$ 159,580	\$ -	\$ -	\$ 159,580
Assigned	\$ 2,134,253	\$ -	\$ -	\$ 2,134,253
Reserve for Economic Uncertainties (9789)	\$ 240,320	\$ -	\$ (8,502)	\$ 231,818
Unappropriated Amount (9790)	\$ 96,553	\$ 2,525,285	\$ 2,539,158	\$ (0)
Fund 17	\$ -	\$ -	\$ -	\$ -

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e. increase was partially budgeted), explain the variance below:

Included LVTA, CSEA, Admin. and Confidential employees as well as funds 01, 12 and 13. Column 1 Projected year totals from second interim. Column 3 revisions made to match MYP (21/22) at 2nd Interim. Column 3 salaries budgeted to be paid for with a portion of one time Expanded Learning Grant dollars and ESSER II funds (448,030).

**Multi-Year Projection  
General Fund 01**

Enter Bargaining Unit: **LVTA, CSEA, Conf., Admin. (funds 01, 12, 13)**

	Year 1	Year 2	Year 3
	2021-2022	2022-2023	2023-2024
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue Limit Sources (8010-8099)	\$ 4,270,738	\$ 4,160,464	\$ 4,160,464
Remaining Revenues (8100-8799)	\$ 1,568,132	\$ 1,581,011	\$ 1,120,102
<b>TOTAL REVENUES</b>	\$ 5,838,870	\$ 5,741,475	\$ 5,280,566
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 2,114,074	\$ 2,154,241	\$ 2,195,172
Classified Salaries (2000-2999)	\$ 1,081,955	\$ 1,114,414	\$ 1,147,846
Employee Benefits (3000-3999)	\$ 1,541,973	\$ 1,611,095	\$ 1,665,226
Books and Supplies (4000-4999)	\$ 340,476	\$ 176,350	\$ 181,641
Services, Other Operating Expenses (5000-5999)	\$ 649,110	\$ 537,098	\$ 553,211
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 5,727,588	\$ 5,593,198	\$ 5,743,095
Operating Surplus (Deficit)	\$ 111,282	\$ 148,277	\$ (462,529)
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ 72,853	\$ 79,485	\$ 81,870
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ -	\$ 68,792	\$ (544,399)
<b>BEGINNING BALANCE</b>	\$ 2,492,226	\$ 2,530,656	\$ 2,599,447
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 2,530,656	\$ 2,599,447	\$ 2,055,048
<b>COMPONENTS OF ENDING BALANCE:</b>			
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$ 164,585	\$ 13,445	\$ 5,000
Reserved for Economic Uncertainties (9770)	\$ 231,818	\$ 226,907.32	\$ 232,999
Board Designated Amounts - Assigned (9775-9780)	\$ 2,134,253	\$ 2,359,095	\$ 1,817,050
Unappropriated Amounts (9790)	\$ (0)		

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

### H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Minimum Reserve Calculation (including the cost of the proposed collective bargaining agreement).

	Year 1	Year 2	Year 3
a. Total Expenditures, Transfers Out, and other uses	\$ 5,800,441.00	\$ 5,672,683.00	\$ 5,824,965.00
b. State standard minimum reserve percentage for this district ( <i>use drop down list</i> )	4%	4%	4%
c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000; 1% ADA > 400,001	\$ 232,017.64	\$ 226,907.32	\$ 232,998.60

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

a. General Fund Combined Ending Balance	\$ 2,530,656.00	\$ 2,604,447.00	\$ 2,060,048.00
b. Special Reserve Fund (17) Ending Balance	\$ -	\$ -	\$ -
<b>COMPONENTS OF ENDING FUND BALANCE</b>			
c. Nonspendable (Revolving cash, prepaid, etc.)	\$ -		
d. Restricted	\$ 164,585.00	\$ 13,445.00	\$ 5,000.00
e. Committed			\$ -
f. Assigned	\$ 1,864,377.00	\$ 2,364,095.00	\$ 1,822,050.00
g. Reserve for Economic Uncertainty	\$ 231,818.00	\$ 226,907.00	\$ 232,999.00
h. Unassigned and Unappropriated	\$ 269,876.00		\$ -
Subtotal Assigned, Unassigned & Unappropriated	\$ -	\$ -	\$ -
Total Components of Ending Fund Balance	\$ 2,530,656.00	\$ 2,604,447.00	\$ 2,060,049.00
Assigned & Unassigned balances above the minimum reserve requirement	\$ 2,530,656.00	\$ 2,604,447.00	\$ 2,060,048.00

3. Do unrestricted reserves meet the state standard minimum reserve amount?  
Line 21 > Line 8 (will calculate)

Yes	No	Yes	No	Yes	No
X		X		X	

If "No", how do you plan to restore?

If "Yes" and reserves are higher than State required REU (line 8), please substantiate need to have higher reserves.

Due to ongoing deferrals, declining enrollment and the impact of Covid, higher reserves are required and are recommended by GFOA (17%).

**I. Certification**

To be signed by the district Superintendent and Chief Business Official upon submission to the governing board and by the Board President upon formal board action on the proposed agreement.

Signatures of the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.

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, AB 2756, and Government Code section 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of this agreement:

\_\_\_\_\_  
District Superintendent  
(Signature)

\_\_\_\_\_  
Date

\_\_\_\_\_  
District Chief Business Official  
(Signature)

\_\_\_\_\_  
Date

*After public disclosure of the major provisions contained in this document, the governing board, at the following meeting, took action to*

*approve the proposed Agreement with the \_\_\_\_\_ Bargaining Unit.*

*Date of Board meeting: \_\_\_\_\_ 24-May-21*

\_\_\_\_\_  
*President, Governing Board  
(Signature)*

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





## **BOARD DISCUSSION/ACTION ITEM E2**

Board Meeting Date: May 24, 2021

Subject: PUBLIC HEARING: Public Disclosure for LVTA 2020/2021  
Tentative Agreement

From: Joan Potter, Superintendent

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### Explanation:

Assembly Bill (AB) 1200 requires local education agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement. Government Code (G.C.) Section 3547.5 states:

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The intention is to ensure that the public is aware of the known costs associated with a proposed collective bargaining agreement before it becomes binding on the district.

### Recommendation:

Conduct Public Hearing

### Attachments:

Public Disclosure for LVTA 2020/2021 Tentative Agreement

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

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Name of Bargaining Unit: LVTA  
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2020 and ending: June 30, 2021  
 (date) (date)

The Governing Board will act upon this agreement on: May 24, 2021  
 (date)

**Copies of the board-approved budget revisions and board minutes must be submitted within 45 days.** If the board-approved revisions are different from the proposed budget adjustments in Column 3 of the "Financial Impact of Proposed Agreement on Current Year General Fund" form, please provide a detailed report upon approval by the district's governing board.

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

### A. Proposed Change in Compensation

Compensation		Annual Cost Prior to Proposed Agreement 2020-21	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2021-2022	Year 2 Increase/(Decrease) FY 2022-23	Year 3 Increase/(Decrease) FY 2023-2024
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)			\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ 23,000	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ -	\$ 5,265	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
4	Health/Welfare Plans	\$ -		\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ -	\$ 28,265	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ -	\$ -
7	Total Number of Represented Employees (Use FTEs if appropriate)	23.00			
8	Total Compensation <u>Average</u> Cost per Employee	\$ -	\$ 1,229	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!
9	Cost of 1% after above compensation (salary and statutory benefits)	\$ -	\$ -	\$ -	\$ -
			#DIV/0!	#DIV/0!	#DIV/0!

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. **Explanations II**

A.  
*continued*

Please include comments and explanations as necessary to explain Tab 1 Proposed Agreement, including any off-schedule stipends, bonuses or other payments. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected and total cost.

Proposed agreement for one time bonus of up to \$1,000 per FTE. This was proposed due to the additional work needed for the current hybrid model of distance learning and inclass learning.

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

Yes

X

No

If yes, please describe the cap amount.

LVTA employees pay 25% of any yearly premium increases.

B.

**Proposed Negotiated Changes in Noncompensation Items** (i.e., class size adjustments, staff development days, teacher prep time, furlough days, etc.) Include specifics such as amount saved, staff affected and total cost.  
No other changes

C.

**What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations.

D.

**Is contingency or restoration language included in the proposed agreement?** If so, include specific areas identified.

E.

**Source of funding for proposed agreement (both Unrestricted and restricted amounts) in the Current Year.**

General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

1. Current Year:

In Person Instruction Grant/ESSER I Funds.

2. How will the ongoing cost of the proposed agreement be funded in future years?

General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

General Fund Revenues- Covid funds

## **PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

**Please provide the following explanations with regard to the Proposed Agreement described on tab 1. If you need additional space, please use the "Other Comments" section on Tab 2b. Explanations II**

- E. 3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? Also indicate which  
*Continued* General Fund Revenues • Special Reserve • Expenditure Reductions • Other (please explain)

N/A

4. What is the impact of this agreement on deficit spending in the current and/or future years:

N/A

5. Is this agreement part of a multiyear contract? If so, what specific years are covered?

No

6. Does this agreement have reopeners? If so, in what areas?

No

7. Other Comments:

F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		LVTA		
	Column 1 Latest Board Approved Budget before settlement as of: <i>April 22, 2021</i>	Column 2 Adjustments as of Result of Settlement	Column 3 Other Revisions	Column 4 Total Impact on Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue Limit Source (8010-8099)	\$ 4,181,660	\$ -	\$ -	\$ 4,181,660
Remaining Revenues (8100-8799)	\$ 1,969,822	\$ -	\$ -	\$ 1,969,822
<b>TOTAL REVENUES</b>	\$ 6,151,482	\$ -	\$ -	\$ 6,151,482
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 1,938,564	\$ 23,000	\$ -	\$ 1,961,564
Classified Salaries (2000-2999)	\$ 987,893		\$ -	\$ 987,893
Employee Benefits (3000-3999)	\$ 1,425,662	\$ 5,265	\$ -	\$ 1,430,927
Books and Supplies (4000-4999)	\$ 706,296	\$ (28,265)	\$ -	\$ 678,031
Services, Other Operating Expenses (5000-5999)	\$ 747,482		\$ -	\$ 747,482
Capital Outlay (6000-6599)	\$ 128,387	\$ -	\$ -	\$ 128,387
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (4,500)	\$ -	\$ -	\$ (4,500)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 5,929,784	\$ -	\$ -	\$ 5,929,784
Operating Surplus (Deficit)	\$ 221,698	\$ -	\$ -	\$ 221,698
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ 78,218	\$ -	\$ -	\$ 78,218
Contributions (8980-8999) <i>should = 0</i>	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 143,480	<i>see below</i> \$ -	\$ -	\$ 143,480
<b>BEGINNING BALANCE</b>	\$ 2,492,226	\$ 2,635,706	\$ 2,635,706	\$ 2,492,226
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 2,635,706	\$ 2,635,706	\$ 2,635,706	\$ 2,635,706
<b>COMPONENTS OF ENDING BALANCE:</b>				
Revolving Cash (9130)	\$ 5,000	\$ -	\$ -	\$ 5,000
Restricted	\$ 159,580	\$ -	\$ -	\$ 159,580
Assigned	\$ 2,230,806	\$ -	\$ -	\$ 2,230,806
Reserve for Economic Uncertainties (9789)	\$ 240,320	\$ -	\$ -	\$ 240,320
Unappropriated Amount (9790)	\$ -	\$ 2,635,706	\$ 2,635,706	\$ -
Fund 17	\$ -	\$ -	\$ -	\$ -

If the total amount of the adjustment column above does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e. increase was partially budgeted), explain the variance below:

The proposed stipend has no impact on the current year budget. Money moved from Books and supplies (4000-4999) to Certificated Salaries (1000-1999) and Employee Benefits (3000-3999).

**G. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Multi-Year Projection  
General Fund 01**

Enter Bargaining Unit:

**LVTA**

	Year 1	Year 2	Year 3
	2020-2021	2021-2022	2022-2023
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue Limit Sources (8010-8099)	\$ 4,181,660	\$ 4,270,738	\$ 4,160,464
Remaining Revenues (8100-8799)	\$ 1,969,822	\$ 1,568,132	\$ 1,581,011
<b>TOTAL REVENUES</b>	\$ 6,151,482	\$ 5,838,870	\$ 5,741,475
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 1,961,564	\$ 2,114,074	\$ 2,154,241
Classified Salaries (2000-2999)	\$ 987,893	\$ 1,081,955	\$ 1,114,414
Employee Benefits (3000-3999)	\$ 1,430,927	\$ 1,536,973	\$ 1,611,095
Books and Supplies (4000-4999)	\$ 678,031	\$ 340,476	\$ 176,350
Services, Other Operating Expenses (5000-5999)	\$ 747,482	\$ 649,110	\$ 537,098
Capital Outlay (6000-6999)	\$ 128,387	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (4,500)	\$ -	\$ -
Other Adjustments	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 5,929,784	\$ 5,722,588	\$ 5,593,198
Operating Surplus (Deficit)	\$ 221,698	\$ 116,282	\$ 148,277
Transfers In & Other Sources (8910-8979)	\$ -	\$ -	\$ -
Transfers Out & Other Uses (7610-7699)	\$ 78,218	\$ 72,853	\$ 79,485
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ -	\$ 43,429	\$ 68,792
<b>BEGINNING BALANCE</b>	\$ 2,492,226	\$ 2,635,706	\$ 2,679,135
Prior-Year Adjustments/Restatements (9793/9795)	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 2,635,706	\$ 2,679,135	\$ 2,747,927
<b>COMPONENTS OF ENDING BALANCE:</b>			
Non Spendable/Revolving Cash/Restricted (9711-9740)	\$ 164,580	\$ 164,585	\$ 53,670
Reserved for Economic Uncertainties (9770)	\$ 240,320	\$ 231,818.00	\$ 226,907
Board Designated Amounts - Assigned (9775-9780)	\$ 2,230,806	\$ 2,282,732	\$ 2,467,349
Unappropriated Amounts (9790)	\$ -	\$ -	\$ 0

## PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

### H. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Minimum Reserve Calculation (including the cost of the proposed collective bargaining agreement).

	Year 1	Year 2	Year 3
a. Total Expenditures, Transfers Out, and other uses	\$ 6,008,002.00	\$ 5,795,441.00	\$ 5,672,683.00
b. State standard minimum reserve percentage for this district ( <i>use drop down list</i> )	4%	4%	4%
c. State standard minimum reserve amount for this district (line 1 times line 2) or greater of 5% or \$65,000 ADA < 300; 4% or \$50,000 ADA = 301-1,000; 3% ADA = 1,001-30,000; 2% ADA 30,001-400,000; 1% ADA > 400,001	\$ 240,320.08	\$ 231,817.64	\$ 226,907.32

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

a. General Fund Combined Ending Balance	\$ 2,635,706.00	\$ 2,679,135.00	\$ 2,747,927.00
b. Special Reserve Fund (17) Ending Balance	\$ -	\$ -	\$ -
<b>COMPONENTS OF ENDING FUND BALANCE</b>			
c. Nonspendable (Revolving cash, prepaid, etc.)	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
d. Restricted	\$ 159,580.00	\$ 159,585.00	\$ 53,670.00
e. Committed	\$ 2,230,806.00		\$ -
f. Assigned		\$ 2,282,732.00	\$ 2,467,350.00
g. Reserve for Economic Uncertainty	\$ 240,320.00	\$ 231,818.00	\$ 226,907.00
h. Unassigned and Unappropriated	\$ -		
Subtotal Assigned, Unassigned & Unappropriated		\$ -	\$ -
Total Components of Ending Fund Balance	\$ 2,635,706.00	\$ 2,679,135.00	\$ 2,752,927.00
Assigned & Unassigned balances above the minimum reserve requirement	\$ 2,640,706.00	\$ 2,684,135.00	\$ 2,752,927.00

3. Do unrestricted reserves meet the state standard minimum reserve amount?  
Line 21 > Line 8 (*will calculate*)

Yes	No	Yes	No	Yes	No
X		X		X	

If "No", how do you plan to restore?

If "Yes" and reserves are higher than State required REU (line 8), please substantiate need to have higher reserves.

Due to ongoing deferrals, declining enrollment and the impact of Covid, higher reserves are required and recommended by GFOA (17%+).

**I. Certification**

To be signed by the district Superintendent and Chief Business Official upon submission to the governing board and by the Board President upon formal board action on the proposed agreement.

Signatures of the district Superintendent and the Chief Business Official must accompany the copy of the disclosure sent to the County Superintendent for review at least ten (10) days prior to the board meeting at which the agreement will be ratified.

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, AB 2756, and Government Code section 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of this agreement:

\_\_\_\_\_  
District Superintendent  
(Signature)

\_\_\_\_\_  
Date

\_\_\_\_\_  
District Chief Business Official  
(Signature)

\_\_\_\_\_  
Date

<i>After public disclosure of the major provisions contained in this document, the governing board, at the following meeting, took action to</i>	
<i>approve the proposed Agreement with the</i>	<i>Bargaining Unit.</i>
<i>Date of Board meeting:</i>	<u>24-May-21</u>
_____ <i>President, Governing Board (Signature)</i>	_____ <i>Date</i>



### **BOARD DISCUSSION/ACTION ITEM E3**

Board Meeting Date: May 24, 2021

Subject: PUBLIC HEARING: Memorandum of Understanding(s) and  
Tentative Agreements regarding LVTA 2020-2023 Contract

From: Joan Potter, Superintendent

---

Explanation:

Long Valley Teachers Association and Laytonville Unified School District agreed to the following pending analysis by the Mendocino County Office of Education:

Recommendation:

Conduct Public Hearing

Attachments:

Memorandum of Understanding(s) and Tentative Agreements regarding LVTA 2020-2023 Contract

## **Appendix B- Certificated Salary Schedule**

3% salary schedule increase for 2021-2022

## **Appendix E-Health and Welfare Benefits**

1. Increase vision prescription contribution from \$75-\$150
2. Increase dental contribution from \$1,200 to \$1,500 for the 2021-2022 school year. The \$1,500 contribution reverts back to \$1,200 for future years unless otherwise negotiated.

## **Appendix J-403 (b) matching contributions**

Increase 403B annual contribution from “up to a \$500 match” to “up to a \$1,000 match” into a 403b investment plan. The increase will apply to the 2021-2022 school year only and will revert back to the \$500 match for the 2022-2023 school year.

## **Automatic Reopener**

In November of 2021 both parties will meet to review the first interim budget and negotiate salary increases and/or one- time supplemental funds to be applied to the 2021-2022 school year.

## **LVTA-LUSD Negotiations: Tentative Agreement**

**April 23, 2021**

### **Reopening Stipend**

Long Valley Teachers Association and Laytonville Unified School District agreed to the following pending analysis by the Mendocino County Office of Education:

Unit members will receive a stipend to support the District's efforts to reopen school in person. The stipend is intended to compensate unit members for time outside of regular contract hours to prepare for the transition to hybrid instruction, including but not limited to preparing curriculum, preparing their classrooms, meeting with administrators, and/or attending trainings.

The stipend amount will be one thousand dollars (\$1,000) per 1.0 FTE, subject to the following:

The amount will be prorated based on hire date as described below:

- Unit members hired on or before the District transitions to hybrid instruction shall receive \$1,000
- Unit members hired on or after April 1, 2021 are not eligible for the stipend
- Unit members who are on paid or unpaid leave for the duration of the 2020-21 fiscal year are not eligible for the stipend.
- Employees working less than 1.0 FTE will have the stipend prorated in proportion to the percent FTE worked e.g. .50 FTE receives .5 of the stipend (\$500).

**Payment of the reopening stipend in this section is contingent on the District receiving at least \$75,000 in In Person Instruction funds.**

**Upon satisfaction of the conditions above, the stipend will be payable no later than June 30, 2021**



## **BOARD DISCUSSION/ACTION ITEM E4**

Board Meeting Date: May 24, 2021

Subject: Approval of Memorandum of Understanding(s) and Tentative Agreements regarding LVTA 2020-2023 Contract

From: Joan Potter, Superintendent

---

### Explanation:

We have conducted Public Hearing regarding the Public Disclosure and the contents of the agreements. The district has reviewed the budget and budget projections and feel that the agreements are well deserved and feasible.

### Recommendation:

As the public disclosure and our internal review of the budget document that we can maintain a sound budget I recommend approval of both agreements.

### Attachments



## **BOARD DISCUSSION/ACTION ITEM E5**

Board Meeting Date: May 24, 2021

Subject: PUBLIC HEARING: Ratification of Contract with CSEA Chapter 80 for 2021-2024

From: Joan Potter, Superintendent

---

### Explanation:

The district has been meeting with CSEA Chapter 80 in bargaining both changes and agreements for the 2021-2024 contract. See attached for changes.

### Recommendation:

As the public disclosure and our internal review of the budget document that we can maintain a sound budget I recommend approval of both agreements.

### Attachments

Changes to the 2021-2024 CSEA contract

CSEA Proposal  
Date: Time:  
Article I:

## ARTICLE I

### 1. Term of Agreement and Reopeners

a. Term of the Successor Master Agreement shall be July 1, 2021 through June 30, 2024.

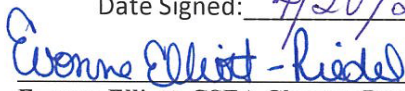
b. Reopeners:

i. Parties will reopen on salaries in March ~~2019, 2020, 2021-2022, 2023,~~ 2024

ii. Parties will reopen to review job descriptions in ~~Fall January of 2018~~ 2022.

c. There shall be allowed the right to reopen two issues annually, neither of which may involve unit salaries or insurance benefits. However, with the prior consent of both the Board and the Association, both parties may meet and negotiate any part of the Agreement, should extraordinary circumstances indicate a need to do so.

Date Signed: 4/20/2021

  
Evonne Elliott, CSEA Chapter President

  
Joan Potter, Superintendent

  
CSEA

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District

  
CSEA

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District

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CSEA

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District

\_\_\_\_\_  
Nicole McClain, CSEA LRR

\_\_\_\_\_  
District



#### 4.4 General Provisions

(3) ~~Job Steward~~ Chief Union Steward: Should the grievant request assistance from CSEA in the processing of the grievance, the CSEA Chief Union Steward ~~Job Steward~~ shall be granted reasonable amounts of release time, mutually agreed upon by the District and CSEA representatives, for processing the grievance. Any disputes over the reasonableness of release time taken or granted shall be processed through P.E.R.B.

(4) Authority: Chief Union Steward ~~Job Steward(s)~~ shall have the authority to file notice and take action on behalf of bargaining unit employees relative to grievance procedure, with the written consent of the bargaining unit employee.

Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



CSEA

District



CSEA

District

CSEA

District

Nicole McClain, CSEA LRR

District

5.11 Standby Time: Employees assigned to special trips or locations who are required to work/standby ~~remain on standby~~ for longer than their contracted hours the duration of the event shall be paid for an eight (8) hour day ~~all standby hours~~ at their regular rate of pay. Whenever any combination of work or standby hours in a day exceeds the eight-hour workday or forty-hour workweek, the excess hours shall be compensated at the appropriate overtime rate. Notwithstanding the preceding paragraph, if a special trip or location requires one or more overnight stays, the District shall be relieved of the obligation to pay salary for any hours between the time of 5 p.m. and 8 a.m., unless actual work is performed within this period.

Date Signed: 4/20/2021

Evonne Elliott-Riedel  
Evonne Elliott, CSEA Chapter President

Joan Potter  
Joan Potter, Superintendent

[Signature]  
CSEA

\_\_\_\_\_  
District

May K [Signature]  
CSEA

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District

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CSEA

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District

Nicole McClain, CSEA LRR

\_\_\_\_\_  
District

CSEA Proposal  
Date: 3.24.2021 Time: 2:15  
Article V: Hours and Overtime

5.6 Rest Periods: Employees shall be granted rest periods which shall be at the rate of fifteen (15) minutes per four (4) hours worked. Two fifteen-minute breaks may not be combined. Rest periods will be determined with the employee and supervisor's input prior to the first day of instruction.

Date Signed: 4/20/2021

Evonne Elliott-Riedel  
Evonne Elliott, CSEA Chapter President

Joan Potter  
Joan Potter, Superintendent

[Signature]  
CSEA

\_\_\_\_\_  
District

May K [Signature]  
CSEA

\_\_\_\_\_  
District

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CSEA

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District

Nicole McClain, CSEA LRR

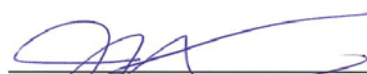
\_\_\_\_\_  
District

5.12 Recess Work Assignments: The District shall give all less-than-twelve-month employees written notice to apply for short-term recess work opportunities. Employees who wish to work during the recess shall inform the District in writing before the start of the recess. A list of interested employees will be prepared each May and September. Employees are responsible for giving the District written notice of their desire to be placed on the list. Employees are also responsible for informing the District in writing of their qualifications for work that comes available.

b. Recess hours worked by academic year employees in their regular job class(es) shall be treated as regular hours worked for all purposes. Work performed in regular class(es) but not the job class of the employee doing the work, will be paid at Step 1 of the appropriate range. Employees working in other class(es) accrue vacation, holiday pay and sick leave, and may use paid leaves during the assignment. Employees performing short-term work that doesn't fit an existing job class receive their current rate of pay or their current step on the range worked in, whichever is higher. **only an hourly wage for the work.** Leaves, holiday pay and vacation are neither accrued nor available for use during the assignment.

Date Signed: 4/20/2021

  
Evonne Elliott, CSEA Chapter President

  
Joan Potter, Superintendent

  
CSEA

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District

  
CSEA

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District

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CSEA

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District

\_\_\_\_\_  
Nicole McLain, CSEA LRR

\_\_\_\_\_  
District

5.13 Additional Work: Classified Part-time employees who wish to work additional hours will be given preference over day-to-day substitute employees for weekday and weekend work opportunities when the following conditions are met:

Date Signed: 4/20/2021

  
Evonne Elliott, CSEA Chapter President

  
Joan Potter, Superintendent

  
CSEA

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District

  
CSEA

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District

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CSEA

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District

\_\_\_\_\_  
Nicole McLain, CSEA LRR

\_\_\_\_\_  
District

6.6 Out-of-Class Pay: Any bargaining unit employee who temporarily works for any absent employee in a higher class, who temporarily is assigned all or a portion of the duties of a higher class, shall be compensated for all working days of such duties performed at their rate of pay or the highest step, whichever is greater.

Date Signed: 4/20/2021

Evonne Elliott Reedel  
Evonne Elliott, CSEA Chapter President

Joan Potter  
Joan Potter, Superintendent

CSEA

District

Mary K CSEA  
CSEA

District

CSEA

District

Nicole McClain, CSEA LRR

District

CSEA Proposal  
Date: \_\_\_\_\_ Time: \_\_\_\_\_  
Article VI: Pay and Allowances

6.13 Inclement Weather: School closures due to inclement weather or act of God shall not result in deductions from employees' regular paychecks. Employees compensated on an hour worked basis shall be required to serve any extended school days added to the end of the academic year to compensate for closure. Eleven (11) and Twelve (12) month employees will have a late start of 10:00am. The district will notify all 11 and 12 month employees if it is determined that it is still unsafe to come work. If it is determined that all 11 and 12 month employees stay home due to safety this shall not result in deduction from employee's regular paychecks and will not affect personal/discretionary leave days.

Date Signed: 4/20/2021

Evonne Elliott Reedel  
Evonne Elliott, CSEA Chapter President

Joan Potter  
Joan Potter, Superintendent

CSEA

District

Mary K CSEA  
CSEA

District

CSEA

District

Nicole McClain, CSEA LRR

District


6.14 Longevity: Employees shall receive longevity increments in addition to base pay in accordance with the following schedule:

District Service Salary Increase


10 - 14 years	1% above <del>base</del> current wages range and step
15 - 19 years	2% " " " current wages
20 - 24 years	3% " " " current wages
25 - 29 years	4% " " " current wages
30+ years	5% " " " current wages

Longevity increments shall be applied as a percentage increase for in eligible employees' ~~base pay~~, with payment beginning during the month immediately following the month in which the anniversary date of employment occurs. The longevity percentage will be based on the employee's current wages range and step. The ~~employee is responsible for notifying the~~ Business Manager will track when a longevity eligibility date is about to occur, to ensure timely receipt of the indicated salary increase.

Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



CSEA

District



CSEA

District

CSEA

District

Nicole McClain, CSEA LRR

District



~~6.17 Employee Property required as a Condition of Employment: Upon ratification of this contract, the Board shall set in motion a process to modify Board Policy 4256.3: Reimbursement, Uniforms and Allowances to provide \$3,000 in casualty loss insurance for tools provided on the job by employees who are required as a condition of employment to provide their own tools. (Ca. Ed. Code 35213~~

The Board of Trustees does not authorize payment for the reimbursement of employee personal property which may be stolen or intentionally destroyed or damaged while being used for work-related purposes.

The Board of Trustees shall provide \$3,000 in casualty liability insurance for tools provided on the job by employees who are required as a condition of employment to provide their own tools. Those employees classified as District Maintenance Worker or District Diesel Bus Mechanic meet this qualification. The District insurance will pay reasonable claims for loss based on theft (as reported to law enforcement). Damage to personal property (other than "normal" wear and tear") incurred in the course of employment will be covered as determined by the District.

Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



CSEA

District



CSEA

District

CSEA


District

Nicole McClain, CSEA LRR

District

6.19 Bus Driver Trainer: That employee qualified to perform and assigned to perform the duties of bus driver trainer shall be compensated at his/her rate of pay unless the time falls after contracted hours and then pay will be at time and a half. ~~the rate of twenty five (25) eighteen (18) dollars per hour for all necessary work performed in accordance with that assignment.~~

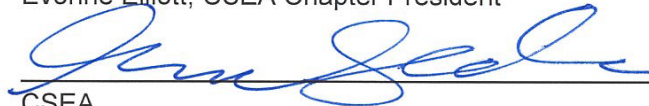
Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



CSEA

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Nicole McClain, CSEA LRR

District

7.1 Stay Well Medical Insurance Program

~~\_\_\_\_\_ a. Effective July 1, 2002 and thereafter, all new employees and all eligible employees who did not participate in the medical plan on June 30, 2002 are subject to the following eligibility system.~~

~~Full-time (8 hour-per-day, 40 hour-per-week, 12 month-per-year employees who are in paid status for 2,080 total compensated hours per year) will be provided full coverage including vision and, for themselves and their eligible dependents by the District. Employees who work fewer than 2,80 hours, but who work 1,040 or more total compensated hours per year, are entitled to receive full coverage, including vision on a prorated basis as reflected in the figures below, so long as the employee pays the balance of the premium costs. Total compensated hours per year include all regularly assigned working hours, holiday hours and earned vacation. There are eight bands of total compensated hours for employees eligible to receive prorated premium payments from the District:  
Total compensated hours: District premium payment:~~

~~1040 — 1169 50%  
1170 — 1299 56.25%  
1300 — 1429 62.5%  
1430 — 1559 68.75%  
1560 — 1689 75%  
1690 — 1819 81.25%  
1820 — 1949 87.5%  
1950 — 2079 93.7%~~

~~Participation in the medical plan is mandatory for all employees serving 1,768 or more total compensated hours per year (.85 FTE). Participation is voluntary for eligible employees serving fewer than 1768 hours per year. 19~~

~~b. All 12 month, eight hour employees hired after June 30, 2002 are required to pay 25% of the annual health benefits cost increases through the Staywell Plan for the life of the contract. All employees hired prior to June 30, 2002 who were eligible for health benefits the share of costs remains at 30% share of increases.~~

~~\_\_\_\_\_ c. For eligible employees who were participating in the medical plan prior to June 30, 2002, the following provisions apply:~~

~~\_\_\_\_\_ 1) All employees receiving health coverage prior to 2002 will contribute 30% of increased costs as increases occur. All increases will be above the 2011/2012 costs. Health benefits also include dental and vision coverage.~~

7.1 Stay Well Medical Insurance Program

a. Effective July 1, 2002 and thereafter, all new employees and all eligible employees who did not participate in the medical plan on June 30, 2002 are subject to the following eligibility system.

Full-time (8 hour-per-day, 40 hour-per-week, 12 month-per-year employees who are in paid status for 2080 total compensated hours per year) will be provided full coverage including dental and vision, for themselves and their eligible dependents by the District. Employees who work fewer than 2080 hours, but who work 1040 or more total compensated hours per year, are entitled to receive full coverage, including vision and dental on a prorated basis of



percent FTE. ~~as reflected in the figures below~~, so long as the employee pays the balance of the premium costs. Total compensated hours per year include all regularly-assigned

working hours, holiday hours and earned vacation. ~~There are eight bands of total compensated hours for employees eligible to receive prorated premium payments from the District:~~

Total compensated hours:	District premium payment:
<del>1040 – 1169</del>	<del>50%</del>
<del>1170 – 1299</del>	<del>56.25%</del>
<del>1300 – 1429</del>	<del>62.5%</del>
<del>1430 – 1559</del>	<del>68.75%</del>
<del>1560 – 1689</del>	<del>75%</del>
<del>1690 – 1819</del>	<del>81.25%</del>
<del>1820 – 1949</del>	<del>87.5%</del>
<del>1950 – 2079</del>	<del>93.7%</del>

Participation in the medical plan is mandatory for all employees serving 1768 or more total compensated hours per year (.85 FTE). Participation is voluntary for eligible employees serving fewer than 1768 hours per year.

- b. All 12 month, eight hour employees hired after June 30, 2002 are required to pay 25% of the annual health benefits cost increases through the Staywell Plan for the life of the contract. All employees hired prior to June 30, 2002 who were eligible for health benefits the share of costs remains at 30% share of increases.
- c. For eligible employees who were participating in the medical plan prior to June 30, 2002, the following provisions apply:
  - 1) All employees receiving health coverage prior to 2002 will contribute 30% of increased costs as increases occur. All increases will be above the 2011/2012 costs. Health benefits also include dental and vision coverage.

## 7.2 Laytonville Unified School District Dental and Vision Plans

Dental: The district will pay a maximum of \$1200/covered member and their dependents. For the 2021-2022 school year only the district will pay a maximum of \$1,500/covered member and their

CSEA Proposal

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Article VII: Medical, Dental, and Vision

dependents. CSEA and the District will meet to determine if the maximum will revert back the \$1,200/member and their dependents for the 2022-2023 school year.

Vision:

Benefit Coverage	Frequency	Plan Pays
Eye Examination	1 per benefit year	Up to \$117.50
Prescription Contact Lenses	Every 12 months	Up to \$150
Prescription Lenses Includes single, bifocal and trifocal, etc.	Every 12 months	Up to \$75-\$150
Frames	Every 24 months	Up to \$75

Details of the plans will be provided to unit members at the beginning of each school year.

~~A. For new employees who work at least thirty (30) hours per week on a regular assignment basis, who participate in the Staywell Medical Insurance program, the District will provide coverage under the Laytonville Unified School District Dental Plan for themselves and their eligible dependents.~~

~~B. The provisions of subsections b apply to those eligible employees who were participating in the dental plan on June 30, 2002. Effective July 1, 2002 and thereafter, all new employees and all eligible employees who did not participate in the dental plan on June 30, 2002 are subject to this new eligibility system outlined above under Staywell Medical~~

~~Participation in the dental plan is mandatory for all employees serving 1,768 or more total compensated hours per year (.85 FTE). Participation is voluntary for eligible employees serving fewer than 1768 hours per year.~~

7.3 State Disability Insurance

The District agrees to contract with the State for a program of disability insurance for all bargaining unit employees, such program to be funded by the employees through payroll deduction.

7.4 Retention of Benefits

Unit members and/or their dependents who qualify under the provisions of C.O.B.R.A. and who lose benefit coverage under this Article shall be entitled to purchase the same programs as are available to other employees for the period prescribed in the Consolidated Omnibus Budget Reconciliation Act (C.O.B.R.A.). The cost to individuals exercising this right shall be no more than 102% of the premium. The District shall be responsible for notifying all affected individuals of their rights under this Section and the C.O.B.R.A. amendments to the Public Health and Safety Code.

CSEA Proposal

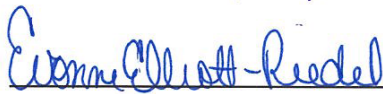
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Article VII: Medical, Dental, and Vision

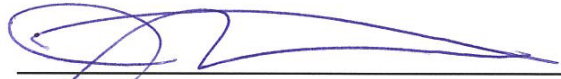
7.5 Enrollment Period: The enrollment period for Medical, Vision and Dental benefits will be the first thirty-one (31) days from the initial date of hire for new employees. Employees who were hired in subsequent years will have thirty-one (31) days from the beginning of each employment year to enroll. In all situations, employees must stay enrolled in the program for the entire school year.

New employees that meet eligibility guidelines to qualify for Staywell benefits will have a 30-day waiting period to qualify for said benefits. Benefits will become effective on the first day of the month following the required 30-day waiting period (Amended 1/22/2021)

Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



CSEA

District



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CSEA

District

Nicole McClain, CSEA LRR

District

11.5 Maternity Leave:

a. Any employee may utilize earned sick leave for illness or injury absences necessitated by pregnancy, miscarriage, childbirth and recovery there from.

b. ~~An employee may elect in writing with the Superintendent to take up to six (6) months of unpaid maternity leave. An additional six (6) months of unpaid maternity leave may be granted upon request at the option of the District.~~ Maternity leave will follow the Pregnancy Disability Leave and California Family Rights Act guidelines.

Date Signed: 4/20/2021

Evonne Elliott-Riedel  
Evonne Elliott, CSEA Chapter President

[Signature]  
Joan Potter, Superintendent

[Signature]  
CSEA

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District

Mary K [Signature]  
CSEA

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Nicole McClain, CSEA LRR

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District

District Proposal  
Date: \_\_\_\_\_ Time: \_\_\_\_\_  
Article X1: Leaves

11.11 Catastrophic Leave: The purpose of this leave is to provide relief to a bargaining unit member who has exhausted all available paid leaves of absence, vacation and compensatory time off, and who is absent from work due either to a lengthy incapacitating illness or injury, or to an incapacitating illness or injury of a family member which requires the bargaining unit member to take an extended period of time off work to care for the family member. ~~In addition, the bargaining unit member must demonstrate that this absence will cause him/her a significant financial hardship. A bargaining unit member who satisfies these conditions may contact CSEA or the District Personnel Office and request that this provision be activated. The District has the right to require medical verification of the necessity for the absence, or the necessity for personal care giving to a family member. If CSEA and the District are satisfied that the qualifying conditions have been met, CSEA will solicit donations of sick leave, vacation and compensatory time off for use by the requesting bargaining unit member, subject to the following conditions.~~

a. Donations of sick leave, vacation and compensatory time off to an employee become the property of that employee, even if they are not all used during the qualifying absence. Any donated credits remaining on the books at the end

34

~~\_\_\_\_\_ of the qualifying absence are available to be used by the receiving employee as if he or she had earned them.~~

~~\_\_\_\_\_ b. Employees who respond to CSEA's solicitation for donations may donate some of their accumulated sick leave, vacation and/or compensatory time off, in any combination of at least one full day or multiple full days (based on the donating employee's number of regular working hours per day), but no more than five (5) total days of credit may be donated by an employee in response to one request. An employee may not donate sick leave unless he or she will have twenty (20) or more days remaining on the books after the amount donated has been deducted.~~

~~\_\_\_\_\_ c. Sick leave, vacation and compensatory time are donated in day increments and received in hour increments. Donated days, broken down into hours, are deducted from the donating employee's accounts, and the same number of hours are added to the receiving employee's accounts. Thus a day donated may be more or less than a day for the employee receiving the donation.~~

~~\_\_\_\_\_ d. CSEA will circulate a standard donation form with each donation solicitation. Any employee who wishes to donate credit(s) to an eligible requesting employee must fill out the form and return it to the District Office for processing. A copy of the processed form will be returned to the donating employee, confirming the donation. The District will notify CSEA of the total amount of sick leave vacation and/or compensatory time donated in response to each solicitation.~~

### **Donations to Catastrophic Leave Program**

An employee who chooses to donate accrued vacation and/or sick leave credits to the district's catastrophic leave program shall provide written notice to the Superintendent or designee of the amount and type of leave he/she wishes to donate. The Superintendent or designee shall review the donor's available leave and transfer the leave credits to a district pool of leave credits designated for this purpose.

Donations shall be at a minimum of eight hours, and in hour increments thereafter. (Education Code 44043.5)

All transfers of eligible leave credit shall be irrevocable. (Education Code 44043.5)

### **Requests for Catastrophic Leave**

A full-time or part-time employee may apply to the Superintendent or designee to use paid leave from the catastrophic leave program if he/she earns paid time off but has exhausted all his/her accrued paid leave and needs to take time off from work for an extended period of time due to his/her or a family member's catastrophic illness or injury. If the employee is incapacitated, a family member or caretaker may apply on his/her behalf.

*(cf. 4161/4261/4361 - Leaves)*

*(cf. 4161.1/4361.1 - Personal Illness/Injury Leave)*

*(cf. 4161.8/4261.8/4361.8 - Family Care and Medical Leave)*

*(cf. 4261.1 - Personal Illness/Injury Leave)*

The employee shall provide verification of the illness or injury. (Education Code 44043.5)

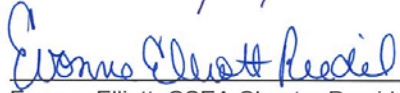
Verification shall be made by means of a letter, dated and signed by the individual's health care provider, indicating the incapacitating nature and probable duration of the illness or injury.

District Proposal  
Date: \_\_\_\_\_ Time: \_\_\_\_\_  
Article X1: Leaves

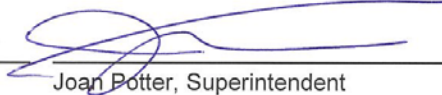
An employee who is the recipient of donated leave credits shall use those credits within 12 consecutive months. (Education Code 44043.5)

An employee who receives catastrophic leave shall use any leave credits that he/she continues to accrue on a monthly basis before receiving paid leave pursuant to this program. (Education Code 44043.5)

Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



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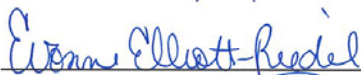
Nicole McClain, CSEA LRR

District

District Proposal  
Date: \_\_\_\_\_ Time: \_\_\_\_\_  
Article XIX: CLASSIFIED EMPLOYEES PROFESSIONAL DEVELOPMENT PLAN

19.5 Job Descriptions: During the 2021-2022 fiscal year, the District and CSEA shall conduct a job description study of all bargaining unit positions. The study shall be initiated by January 1, 2022 for those positions which do not accurately reflect what duties are currently being performed, the parties agree to renegotiate the job description(s) and the hourly rate of pay for positions being revised through negotiations. There shall be no regressive hourly rate of pay for any position.

Date Signed: 4/20/2021



Evonne Elliott, CSEA Chapter President



Joan Potter, Superintendent



CSEA

District



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Nicole McClain, CSEA LRR

District



LAYTONVILLE UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2021

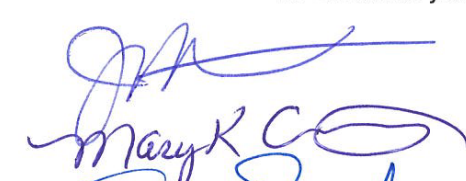


Classified Salary Schedule with compounding longevity

	Step> Range	A	B	C	D	E	F	G	H	I	J	L1 1%	L2 2%	L3 3%	L4 4%	L5 5%
Café Helper	1	15.00	15.05	15.10	15.15	15.20	15.25	15.30	15.35	15.40	15.61	15.76	16.08	16.56	17.23	18.09
Paraeducator	2	15.05	15.10	15.15	15.20	15.25	15.30	15.35	15.40	15.45	15.79	15.95	16.27	16.76	17.43	18.30
SPED, Yd, Prs As	3	15.10	15.15	15.20	15.25	15.30	15.35	15.40	15.45	15.50	16.19	16.35	16.68	17.18	17.87	18.76
Pre Assoc	4	15.15	15.20	15.25	15.30	15.35	15.40	15.45	15.50	15.92	16.88	17.05	17.39	17.91	18.63	19.56
Cook	5	15.20	15.25	15.30	15.35	15.40	15.45	15.50	15.70	16.04	17.01	17.18	17.52	18.04	18.77	19.70
Voc Tech	6	15.25	15.30	15.35	15.40	15.45	15.50	15.70	15.93	16.73	17.74	17.92	18.28	18.82	19.58	20.56
	7	15.30	15.35	15.40	15.45	15.50	15.70	15.82	16.05	16.85	17.87	18.05	18.41	18.96	19.72	20.71
	8	15.35	15.40	15.45	15.50	15.55	15.84	15.92	16.16	16.97	17.99	18.17	18.54	19.09	19.86	20.85
Comp/Lib/10cust/ASES	9	15.40	15.45	15.50	15.70	15.82	16.05	16.44	17.03	17.71	18.77	18.96	19.34	19.92	20.71	21.75
Cust/Grnd/Lib2/PreT/hth tec/sec	10	15.45	15.50	15.70	15.81	16.21	16.61	16.86	17.28	18.14	19.24	19.43	19.82	20.41	21.23	22.29
Maint/Van Drvr/ASES D/P	11	15.50	15.70	15.81	16.21	16.61	17.03	17.28	17.72	18.59	19.72	19.92	20.31	20.92	21.76	22.85
ASES Asst Coord/Cust 12	12	15.71	15.81	16.05	16.44	16.86	17.28	17.72	18.16	19.06	20.22	20.42	20.83	21.45	22.31	23.43
Dist grnds-maint/mechanic	13	15.96	16.53	16.94	17.52	18.14	18.78	19.43	20.11	20.82	21.76	21.98	22.42	23.09	24.01	25.21
Bus driver/Pay/Site Admin	14	16.53	16.94	17.52	18.14	18.78	19.43	20.11	20.82	21.54	22.52	22.75	23.20	23.90	24.86	26.10
	15	17.11	17.52	18.14	18.78	19.43	20.31	20.82	21.54	22.30	23.31	23.54	24.01	24.73	25.72	27.01
ASES Coord/Pre Dir/Lead dr	16	17.70	18.32	18.78	19.43	20.11	21.02	21.76	22.30	23.08	24.13	24.37	24.85	25.60	26.62	27.95

Position	Range	Position	Range
Cafeteria helper	1	State Preschool Teacher	10
Paraeducator	2	Van/District vehicle driver	11
Paradeucator Sp Ed	3	ASES Driver/Para	11
Preschool Assistant	3	ASES Asst Coord	12
Yard/Cafeteria supervisor	3	Custodian (12 month)	12
Preschool Associate Teacher	4	Distirt Grounds/Maint.	13
Pre-K/Kndrgtrn After School Assoc Teachr	4	Mechanic	13
Cook	5	Bus Driver	14
Vocational Tech	6	Payroll-Accounts Payable	14
ASES Paraeducator	9	Site Administrative Assistant	14
Comp Lab Asst	9	Technology Specialist	15
Custodian (10 month)	9	ASES Coordinator	16
Library Tech I	9	Head District Maint./Grounds	16
Health Tech	10	Lead Bus Driver/Fleet Maint.	16
Health Tech/Secretary Registrar	10	Preschool Site Director/Teacher	16
Secretary/Registrar	10		
Library Tech II	10		

Longevity:

L1= J+1% 10-14 years of service  
 L2= L1+2% 15-19 years of service  
 L3= L2+3% 20-24 years of service  
 L4= L3+4% 25-29 years of service  
 L5= L4+5% 30+ years of service

 4/20/2021  
 4/20/2021  
 4/20/2021

Range	Step A 2.5%	Step A 5%	Step A 7.5%	Step A 10%	Step A 12.5%	Step A 15%	Range	Step B 2.5%	Step B 5%	Step B 7.5%	Step B 10%	Step B 12.5%	Step B 15%
	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth		Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	15.38	15.75	16.13	16.50	16.88	17.25	1	15.43	15.80	16.18	16.56	16.93	17.31
2	15.43	15.80	16.18	16.56	16.93	17.31	2	15.48	15.86	16.23	16.61	16.99	17.37
3	15.48	15.86	16.23	16.61	16.99	17.37	3	15.53	15.91	16.29	16.67	17.04	17.42
4	15.53	15.91	16.29	16.67	17.04	17.42	4	15.58	15.96	16.34	16.72	17.10	17.48
5	15.58	15.96	16.34	16.72	17.10	17.48	5	15.63	16.01	16.39	16.78	17.16	17.54
6	15.63	16.01	16.39	16.78	17.16	17.54	6	15.68	16.07	16.45	16.83	17.21	17.60
7	15.68	16.07	16.45	16.83	17.21	17.60	7	15.73	16.12	16.50	16.89	17.27	17.65
8	15.73	16.12	16.50	16.89	17.27	17.65	8	15.79	16.17	16.56	16.94	17.33	17.71
9	15.79	16.17	16.56	16.94	17.33	17.71	9	15.84	16.22	16.61	17.00	17.38	17.77
10	15.84	16.22	16.61	17.00	17.38	17.77	10	15.89	16.28	16.66	17.05	17.44	17.83
11	15.89	16.28	16.66	17.05	17.44	17.83	11	16.09	16.49	16.88	17.27	17.66	18.06
12	16.10	16.50	16.89	17.28	17.67	18.07	12	16.21	16.60	17.00	17.39	17.79	18.18
13	16.36	16.76	17.16	17.56	17.96	18.35	13	16.94	17.36	17.77	18.18	18.60	19.01
14	16.94	17.36	17.77	18.18	18.60	19.01	14	17.36	17.79	18.21	18.63	19.06	19.48
15	17.54	17.97	18.39	18.82	19.25	19.68	15	17.96	18.40	18.83	19.27	19.71	20.15
16	18.14	18.59	19.03	19.47	19.91	20.36	16	18.78	19.24	19.69	20.15	20.61	21.07

Range	Step C 2.5%	Step C 5%	Step C 7.5%	Step C 10%	Step C 12.5%	Step C 15%	Range	Step D 2.5%	Step D 5%	Step D 7.5%	Step D 10%	Step D 12.5%	Step D 15%
	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth		Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	15.48	15.86	16.23	16.61	16.99	17.37	1	15.53	15.91	16.29	16.67	17.04	17.42
2	15.53	15.91	16.29	16.67	17.04	17.42	2	15.58	15.96	16.34	16.72	17.10	17.48
3	15.58	15.96	16.34	16.72	17.10	17.48	3	15.63	16.01	16.39	16.78	17.16	17.54
4	15.63	16.01	16.39	16.78	17.16	17.54	4	15.68	16.07	16.45	16.83	17.21	17.60
5	15.68	16.07	16.45	16.83	17.21	17.60	5	15.73	16.12	16.50	16.89	17.27	17.65
6	15.73	16.12	16.50	16.89	17.27	17.65	6	15.79	16.17	16.56	16.94	17.33	17.71
7	15.79	16.17	16.56	16.94	17.33	17.71	7	15.84	16.22	16.61	17.00	17.38	17.77
8	15.84	16.22	16.61	17.00	17.38	17.77	8	15.89	16.28	16.66	17.05	17.44	17.83
9	15.89	16.28	16.66	17.05	17.44	17.83	9	16.09	16.49	16.88	17.27	17.66	18.06
10	16.09	16.49	16.88	17.27	17.66	18.06	10	16.21	16.60	17.00	17.39	17.79	18.18
11	16.21	16.60	17.00	17.39	17.79	18.18	11	16.62	17.02	17.43	17.83	18.24	18.64
12	16.45	16.85	17.25	17.68	18.06	18.46	12	16.85	17.26	17.67	18.08	18.50	18.91
13	17.36	17.79	18.21	18.63	19.06	19.48	13	17.96	18.40	18.83	19.27	19.71	20.15
14	17.96	18.40	18.83	19.27	19.71	20.15	14	18.59	19.05	19.50	19.95	20.41	20.86
15	18.59	19.05	19.50	19.95	20.41	20.86	15	19.25	19.72	20.19	20.66	21.13	21.60
16	19.25	19.72	20.19	20.66	21.13	21.60	16	19.92	20.40	20.89	21.37	21.86	22.34



## Laytonville Unified School District

## Salary Schedule 21/22 Effective: 07/01/2021

## Professional Growth

Range	Step E 2.5%	Step E 5%	Step E 7.5%	Step E 10%	Step E 12.5%	Step E 15%	Range	Step F 2.5%	Step F 5%	Step F 7.5%	Step F 10%	Step F 12.5%	Step F 15%
	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth		Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	15.58	15.96	16.34	16.72	17.10	17.48	1	15.63	16.01	16.39	16.78	17.16	17.54
2	15.63	16.01	16.39	16.78	17.16	17.54	2	15.68	16.07	16.45	16.83	17.21	17.60
3	15.68	16.07	16.45	16.83	17.21	17.60	3	15.73	16.12	16.50	16.89	17.27	17.65
4	15.73	16.12	16.50	16.89	17.27	17.65	4	15.79	16.17	16.56	16.94	17.33	17.71
5	15.79	16.17	16.56	16.94	17.33	17.71	5	15.84	16.22	16.61	17.00	17.38	17.77
6	15.84	16.22	16.61	17.00	17.38	17.77	6	15.89	16.28	16.66	17.05	17.44	17.83
7	15.89	16.28	16.66	17.05	17.44	17.83	7	16.09	16.49	16.88	17.27	17.66	18.06
8	15.94	16.33	16.72	17.11	17.49	17.88	8	16.24	16.63	17.03	17.42	17.82	18.22
9	16.22	16.61	17.01	17.40	17.80	18.19	9	16.45	16.85	17.25	17.66	18.06	18.46
10	16.62	17.02	17.43	17.83	18.24	18.64	10	17.03	17.44	17.86	18.27	18.69	19.10
11	17.03	17.44	17.86	18.27	18.69	19.10	11	17.46	17.88	18.31	18.73	19.16	19.58
12	17.28	17.70	18.12	18.55	18.97	19.39	12	17.71	18.14	18.58	19.01	19.44	19.87
13	18.59	19.05	19.50	19.95	20.41	20.86	13	19.25	19.72	20.19	20.66	21.13	21.60
14	19.25	19.72	20.19	20.66	21.13	21.60	14	19.92	20.40	20.89	21.37	21.86	22.34
15	19.92	20.40	20.89	21.37	21.86	22.34	15	20.82	21.33	21.83	22.34	22.85	23.36
16	20.61	21.12	21.62	22.12	22.62	23.13	16	21.55	22.07	22.60	23.12	23.65	24.17

Range	Step G 2.5%	Step G 5%	Step G 7.5%	Step G 10%	Step G 12.5%	Step G 15%	Range	Step H 2.5%	Step H 5%	Step H 7.5%	Step H 10%	Step H 12.5%	Step H 15%
	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth		Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	15.68	16.07	16.45	16.83	17.21	17.60	1	15.73	16.12	16.50	16.89	17.27	17.65
2	15.73	16.12	16.50	16.89	17.27	17.65	2	15.79	16.17	16.56	16.94	17.33	17.71
3	15.79	16.17	16.56	16.94	17.33	17.71	3	15.84	16.22	16.61	17.00	17.38	17.77
4	15.84	16.22	16.61	17.00	17.38	17.77	4	15.89	16.28	16.66	17.05	17.44	17.83
5	15.89	16.28	16.66	17.05	17.44	17.83	5	16.09	16.49	16.88	17.27	17.66	18.06
6	16.09	16.49	16.88	17.27	17.66	18.06	6	16.33	16.73	17.12	17.52	17.92	18.32
7	16.22	16.61	17.01	17.40	17.80	18.19	7	16.45	16.85	17.25	17.66	18.06	18.46
8	16.32	16.72	17.11	17.51	17.91	18.31	8	16.56	16.97	17.37	17.78	18.18	18.58
9	16.85	17.26	17.67	18.08	18.50	18.91	9	17.46	17.88	18.31	18.73	19.16	19.58
10	17.28	17.70	18.12	18.55	18.97	19.39	10	17.71	18.14	18.58	19.01	19.44	19.87
11	17.71	18.14	18.58	19.01	19.44	19.87	11	18.16	18.61	19.05	19.49	19.94	20.38
12	18.16	18.61	19.05	19.49	19.94	20.38	12	18.61	19.07	19.52	19.98	20.43	20.88
13	19.92	20.40	20.89	21.37	21.86	22.34	13	20.61	21.12	21.62	22.12	22.62	23.13
14	20.61	21.12	21.62	22.12	22.62	23.13	14	21.34	21.86	22.38	22.90	23.42	23.94
15	21.34	21.86	22.38	22.90	23.42	23.94	15	22.08	22.62	23.16	23.69	24.23	24.77
16	22.30	22.85	23.39	23.94	24.48	25.02	16	22.86	23.42	23.97	24.53	25.09	25.65

## Laytonville Unified School District

## Salary Schedule 21/22 Effective: 07/01/2021

## Professional Growth

	Step I 2.5%	Step I 5%	Step I 7.5%	Step I 10%	Step I 12.5%	Step I 15%		Step J 2.5%	Step J 5%	Step J 7.5%	Step J 10%	Step J 12.5%	Step J 15%
Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	15.79	16.17	16.56	16.94	17.33	17.71	1	16.00	16.39	16.78	17.17	17.56	17.95
2	15.84	16.22	16.61	17.00	17.38	17.77	2	16.18	16.58	16.97	17.37	17.76	18.16
3	15.89	16.28	16.66	17.05	17.44	17.83	3	16.59	17.00	17.40	17.81	18.21	18.62
4	16.32	16.72	17.11	17.51	17.91	18.31	4	17.30	17.72	18.15	18.57	18.99	19.41
5	16.44	16.84	17.24	17.64	18.05	18.45	5	17.44	17.86	18.29	18.71	19.14	19.56
6	17.15	17.57	17.98	18.40	18.82	19.24	6	18.18	18.63	19.07	19.51	19.96	20.40
7	17.27	17.69	18.11	18.54	18.96	19.38	7	18.32	18.76	19.21	19.66	20.10	20.55
8	17.39	17.82	18.24	18.67	19.09	19.52	8	18.44	18.89	19.34	19.79	20.24	20.69
9	18.15	18.60	19.04	19.48	19.92	20.37	9	19.24	19.71	20.18	20.65	21.12	21.59
10	18.59	19.05	19.50	19.95	20.41	20.86	10	19.72	20.20	20.68	21.16	21.65	22.13
11	19.05	19.52	19.98	20.45	20.91	21.38	11	20.21	20.71	21.20	21.69	22.19	22.68
12	19.54	20.01	20.49	20.97	21.44	21.92	12	20.73	21.23	21.74	22.24	22.75	23.25
13	21.34	21.86	22.38	22.90	23.42	23.94	13	22.30	22.85	23.39	23.94	24.48	25.02
14	22.08	22.62	23.16	23.69	24.23	24.77	14	23.08	23.65	24.21	24.77	25.34	25.90
15	22.86	23.42	23.97	24.53	25.09	25.65	15	23.89	24.48	25.06	25.64	26.22	26.81
16	23.66	24.23	24.81	25.39	25.97	26.54	16	24.73	25.34	25.94	26.54	27.15	27.75

	Step L1 2.5%	Step L1 5%	Step L1 7.5%	Step L1 10%	Step L1 12.5%	Step L1 15%		Step L2 2.5%	Step L2 5%	Step L2 7.5%	Step L2 10%	Step L2 12.5%	Step L2 15%
Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	16.15	16.55	16.94	17.34	17.73	18.12	1	16.48	16.88	17.28	17.68	18.08	18.49
2	16.35	16.75	17.14	17.54	17.94	18.34	2	16.67	17.08	17.49	17.89	18.30	18.71
3	16.76	17.17	17.58	17.99	18.40	18.80	3	17.10	17.51	17.93	18.35	18.76	19.18
4	17.48	17.90	18.33	18.75	19.18	19.61	4	17.82	18.26	18.69	19.13	19.56	20.00
5	17.61	18.04	18.47	18.90	19.33	19.76	5	17.96	18.40	18.84	19.28	19.71	20.15
6	18.37	18.81	19.26	19.71	20.16	20.61	6	18.73	19.19	19.65	20.10	20.56	21.02
7	18.50	18.95	19.40	19.85	20.30	20.76	7	18.87	19.33	19.79	20.25	20.71	21.17
8	18.62	19.08	19.53	19.99	20.44	20.90	8	19.00	19.47	19.93	20.39	20.86	21.32
9	19.43	19.91	20.38	20.85	21.33	21.80	9	19.82	20.30	20.79	21.27	21.75	22.24
10	19.92	20.40	21.31	21.38	21.86	22.35	10	20.32	20.81	21.31	21.80	22.30	22.79
11	20.42	20.91	21.41	21.91	22.41	22.90	11	20.82	21.33	21.83	22.34	22.85	23.36
12	20.93	21.44	21.95	22.46	22.97	23.49	12	21.35	21.87	22.39	22.91	23.43	23.96
13	22.53	23.08	23.63	24.18	24.72	25.27	13	22.98	23.54	24.10	24.66	25.22	25.78
14	23.31	23.88	24.45	25.02	25.59	26.16	14	23.78	24.36	24.94	25.52	26.10	26.68
15	24.13	24.72	25.31	25.90	26.49	27.07	15	24.61	25.21	25.82	26.42	27.02	27.62
16	24.98	25.59	26.20	26.81	27.42	28.03	16	25.47	26.09	26.71	27.34	27.96	28.58

## Laytonville Unified School District

## Salary Schedule 21/22 Effective 07/01/2021

## Professional Growth

		Step L3 2.5%	Step L3 5%	Step L3 7.5%	Step L3 10%	Step L3 12.5%	Step L3 15%			Step L4 2.5%	Step L4 5%	Step L4 7.5%	Step L4 10%	Step L4 12.5%	Step L4 15%
Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	16.97	17.39	17.80	18.21	18.63	19.04		1	17.66	18.09	18.52	18.95	19.38	19.81	
2	17.18	17.60	18.02	18.44	18.86	19.27		2	17.87	18.30	18.74	19.17	19.61	20.04	
3	17.61	18.04	18.47	18.90	19.33	19.76		3	18.31	18.76	19.21	19.65	20.10	20.55	
4	18.36	18.81	19.25	19.70	20.15	20.60		4	19.09	19.56	20.03	20.49	20.96	21.42	
5	18.49	18.94	19.39	19.84	20.30	20.75		5	19.24	19.71	20.18	20.65	21.12	21.59	
6	19.29	19.77	20.24	20.71	21.18	21.65		6	20.07	20.56	21.05	21.53	22.02	22.51	
7	19.44	19.91	20.38	20.86	21.33	21.81		7	20.21	20.71	21.20	21.69	22.19	22.68	
8	19.57	20.04	20.52	21.00	21.48	21.95		8	20.36	20.85	21.35	21.85	22.34	22.84	
9	20.41	20.91	21.41	21.91	22.41	22.90		9	21.23	21.75	22.27	22.79	23.30	23.82	
10	20.92	21.43	21.94	22.45	22.96	23.47		10	21.76	22.29	22.82	23.35	23.88	24.41	
11	21.44	21.97	22.49	23.01	23.53	24.06		11	22.30	22.84	23.39	23.93	24.48	25.02	
12	21.99	22.52	23.06	23.60	24.13	24.67		12	22.87	23.42	23.98	24.54	25.10	25.65	
13	23.67	24.24	24.82	25.40	25.98	26.55		13	24.61	25.21	25.81	26.41	27.01	27.62	
14	24.49	25.09	25.69	26.29	26.88	27.48		14	25.48	26.10	26.72	27.35	27.97	28.59	
15	25.35	25.97	26.59	27.21	27.83	28.44		15	26.37	27.01	27.65	28.30	28.94	29.58	
16	26.24	26.88	27.52	28.16	28.79	29.43		16	27.28	27.95	28.62	29.28	29.95	30.61	

		Step L5 2.5%	Step L5 5%	Step L5 7.5%	Step L5 10%	Step L5 12.5%	Step L5 15%
Range	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth	Pro Growth
1	18.54	19.00	19.45	19.90	20.35	20.81	
2	18.76	19.22	19.67	20.13	20.59	21.05	
3	19.23	19.70	20.17	20.64	21.10	21.57	
4	20.05	20.54	21.03	21.52	22.00	22.49	
5	20.19	20.69	21.18	21.67	22.16	22.66	
6	21.07	21.58	22.10	22.61	23.13	23.64	
7	21.22	21.74	22.26	22.78	23.29	23.81	
8	21.37	21.90	22.42	22.94	23.46	23.98	
9	22.29	22.84	23.38	23.92	24.47	25.01	
10	22.84	23.40	23.96	24.52	25.07	25.63	
11	23.42	23.99	24.56	25.14	25.71	26.28	
12	24.02	24.60	25.19	25.77	26.36	26.94	
13	25.84	26.47	27.10	27.74	28.37	29.00	
14	26.76	27.41	28.06	28.71	29.37	30.02	
15	27.69	28.36	29.04	29.71	30.39	31.06	
16	28.65	29.35	30.05	30.75	31.44	32.14	

**LONGEVITY TIED TO POSITION NOT DISTRICT**

4/20/2021



## **BOARD DISCUSSION/ACTION ITEM E6**

Board Meeting Date: May 24, 2021

Subject: Approval of Ratification of Contract with CSEA Chapter 80 for 2021-2024

From: Joan Potter, Superintendent

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### Explanation:

We have conducted Public Hearings regarding the Public Disclosure and the contents of the agreements. The district has reviewed the budget and budget projections and feels that the agreements are well deserved and feasible.

### Recommendation:

Approve the ratification of contract with CSEA Chapter 80 for 2021-2024

### Attachments



## **BOARD DISCUSSION/ACTION ITEM E7**

Board Meeting Date: May 24, 2021

Subject: PUBLIC HEARING: Salary Schedule for Principals

From: Joan Potter, Superintendent

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Explanation:

It is customary to increase the principal's salary schedule to reflect the same percentage as the agreed upon increase for certificated employees.

Recommendation:

Conduct a Public Hearing

Attachments

Proposed Salary Schedule for Principals

**21/22 Projected 3% Increase**

Administrative Salary Schedule

Principal

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
88,426	91,079	93,811	96,625	99,524	101,016	102,532	104,069	<b>105,631</b>	107,216	108,824	<b>110,456</b>	112,113	113,795	115,502

210 days per year

3% steps 1-5; 1.5% steps 6-15

May 5,2021

Pending Board Approval



## **BOARD DISCUSSION/ACTION ITEM E8**

Board Meeting Date: May 24, 2021

Subject: Approval of Salary Schedule for Principals

From: Joan Potter, Superintendent

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### Explanation:

We have conducted Public Hearings regarding the Public Disclosure and the contents of the salary schedule. The district has reviewed the budget and budget projections and feel that the agreements are well deserved and feasible.

### Recommendation:

Approve the proposed salary schedule for Principals

### Attachments



## **BOARD DISCUSSION/ACTION ITEM E9**

Board Meeting Date: May 24, 2021

Subject: PUBLIC HEARING: Salary Schedule for Confidential Employees

From: Joan Potter, Superintendent

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Explanation:

It is customary to increase the confidential employee's salary schedule to reflect the same percentage as the agreed upon increase for certificated employees.

Recommendation:

Conduct a Public Hearing

Attachments

Proposed salary schedule for Confidential Employees

Laytonville Unified School District

Confidential Employees Salary Schedule						Projected 3% increase 21/22									
Classification	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	step 9	step 10	step 11	step 12	step 13	step 14	step 15
Site Admin Asst.*	36,630	37,711	38,828	39,976	41,159	42,379	43,636	<b>44,928</b>	46,261	47,632	49,046	50,501	52,002	53,544	55,135
A	36,996	38,089	39,216	40,376	41,570	42,803	44,072	45,377	46,724	48,109	49,536	51,006	52,522	54,079	55,686
B	37,362	38,466	39,604	40,776	41,982	43,227	44,509	45,826	47,187	48,585	50,026	51,511	53,042	54,614	56,238
C	37,729	38,843	39,993	41,176	42,394	43,651	44,945	46,275	47,649	49,061	50,517	52,016	53,562	55,150	56,789
D	38,095	39,220	40,381	41,575	42,805	44,075	45,381	46,725	48,112	49,538	51,007	52,521	54,082	55,685	57,340
E	38,461	39,597	40,769	41,975	43,217	44,498	45,818	47,174	48,574	50,014	51,498	53,026	54,602	56,221	57,892
District Admin Asst*	41,358	42,583	43,845	45,145	46,483	47,861	49,281	50,744	52,251	53,802	55,401	57,047	58,742	60,489	62,289
A	41,771	43,009	44,283	45,596	46,948	48,340	49,774	51,251	52,773	54,340	55,955	57,617	59,329	61,094	62,912
B	42,185	43,435	44,722	46,048	47,413	48,818	50,267	51,759	53,296	54,878	56,509	58,187	59,917	61,699	63,535
C	42,598	43,861	45,160	46,499	47,877	49,297	50,760	52,266	53,818	55,416	57,063	58,758	60,504	62,303	64,158
D	43,012	44,287	45,599	46,951	48,342	49,775	51,253	52,774	54,341	55,954	57,617	59,328	61,092	62,908	64,781
E	43,425	44,712	46,037	47,402	48,807	50,254	51,745	53,281	54,863	56,492	58,171	59,899	61,679	63,513	65,404
District Admin Asst **	44,761	45,631	47,454	48,862	50,311	51,806	<b>53,344</b>	54,929	56,561	58,242	59,974	61,757	63,594	65,486	67,435
A	45,208	46,087	47,929	49,351	50,814	52,324	53,877	55,478	57,127	58,825	60,574	62,374	64,230	66,141	68,109
B	45,656	46,544	48,403	49,839	51,318	52,842	54,411	56,027	57,693	59,407	61,173	62,992	64,866	66,796	68,784
C	46,104	47,000	48,878	50,328	51,821	53,360	54,944	56,577	58,258	59,990	61,773	63,609	65,502	67,451	69,458
D	46,551	47,456	49,352	50,817	52,324	53,878	55,477	57,126	58,824	60,572	62,373	64,227	66,138	68,106	70,133
E	46,999	47,913	49,827	51,305	52,827	54,396	56,011	57,675	59,389	61,154	62,973	64,845	66,774	68,761	70,807
Cafeteria Director*	17.62	18.15	18.68	19.23	<b>19.80</b>	20.39	20.99	21.61	22.26	22.91	23.60	24.29	25.01	25.76	26.52
A	17.80	18.33	18.87	19.42	19.99	20.60	21.20	21.83	22.48	23.14	23.83	24.53	25.26	26.02	26.79
B	17.98	18.51	19.06	19.61	20.19	20.80	21.41	22.04	22.70	23.37	24.07	24.77	25.51	26.28	27.05
C	18.15	18.69	19.24	19.81	20.39	21.01	21.62	22.26	22.93	23.59	24.31	25.02	25.76	26.53	27.32
D	18.33	18.87	19.43	20.00	20.59	21.21	21.83	22.47	23.15	23.82	24.54	25.26	26.01	26.79	27.58
E	18.50	19.06	19.62	20.19	20.79	21.41	22.04	22.69	23.37	24.05	24.78	25.50	26.26	27.05	27.85
Business Manager**	65,507	67,456	<b>69,464</b>	71,531	73,661	75,082	76,810	82,725	85,191	87,729	90,010	92,334	94,707	97,127	99,595
A	66,162	68,130	70,159	72,247	74,398	75,833	79,599	83,553	86,043	88,607	90,910	93,258	95,655	98,098	100,591
B	66,817	68,805	70,854	72,962	75,135	76,583	80,387	84,380	86,895	89,484	91,810	94,181	96,602	99,069	101,587
C	67,472	69,479	71,548	73,677	75,871	77,334	81,175	85,207	87,747	90,361	92,710	95,104	97,549	100,041	102,583
D	68,127	70,154	72,243	74,393	76,608	78,085	81,963	86,034	88,599	91,238	93,610	96,028	98,496	101,012	103,579
E	68,782	70,829	72,937	75,108	77,345	78,836	82,751	86,862	89,451	92,116	94,510	96,951	99,443	101,983	104,575

Classification		step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	step 9	step 10	step 11	step 12	step 13	step 14	step 15
Healthy Start		45,851	47,211	48,612	50,054	51,540	53,071	54,647	56,270	57,944	59,666	61,440	63,267	65,149	67,088	69,085
Coordinator	A	46,310	47,683	49,098	50,554	52,056	53,601	55,193	56,833	58,523	60,262	62,054	63,899	65,800	67,759	69,776
	B	46,769	48,155	49,584	51,055	52,571	54,132	55,740	57,395	59,103	60,859	62,668	64,532	66,452	68,430	70,467
	C	47,227	48,627	50,070	51,555	53,086	54,663	56,286	57,958	59,682	61,456	63,283	65,165	67,103	69,101	71,158
	D	47,686	49,100	50,556	52,056	53,602	55,194	56,833	58,521	60,261	62,052	63,897	65,797	67,754	69,772	71,849
	E	48,144	49,572	51,042	52,557	54,117	55,724	57,379	59,083	60,841	62,649	64,511	66,430	68,406	70,442	72,539

**Longevity:**

A 10th year + 1%

B 15th year + 2%

C 20th year + 3%

D 25th year+ 4%

E 30th year + 5%

\* 11 Month Employee

\*\* 12 Month Employee

Board approval pending

5/5/2021



**BOARD DISCUSSION/ACTION ITEM E10**

Board Meeting Date: May 24, 2021

Subject: Approval of Salary Schedule for Confidential Employees

From: Joan Potter, Superintendent

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Explanation:

We have conducted Public Hearings regarding the Public Disclosure and the contents of the salary schedule. The district has reviewed the budget and budget projections and feel that the agreements are well deserved and feasible.

Recommendation:

Approve the proposed salary schedule for Confidential Employees





## **BOARD DISCUSSION/ACTION ITEM E11**

Board Meeting Date: May 24, 2021

Subject: Approval of Expanded Learning Opportunities Grant

From: Joan Potter, Superintendent

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### Explanation:

The Expanded Learning Opportunities Grant requires LEA's to develop a plan for providing supplemental instruction and support to students, including those identified as needing academic, social-emotional, and other supports, including the provision of meals and snacks. The plan explains how our district will use the funds it receives through the Expanded Learning Opportunities (ELO) Grant to implement a learning recovery program for at least the students included in one or more of the following groups: low-income students, English learners, foster youth, homeless students, students with disabilities, students at risk of abuse, neglect, or exploitation, disengaged students, and students who are below grade level, including, but not limited to, those who did not enroll in kindergarten in the 2020–21 school year, credit-deficient students, high school students at risk of not graduating, and other students identified by certificated staff.

### Recommendation

Approve the Extended Learning Grant Plan

### Attachments

Extended Learning Grant Plan



## **BOARD DISCUSSION/ACTION ITEM E12**

Board Meeting Date: May 24, 2021

Subject: 2021-2024 Triennial Plan for Expelled Pupils

From: Joan Potter, Superintendent

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### Explanation:

AB 922 (EC 48660) was enacted in 1995 and provided for several changes in the placement process for expelled students. A major revision was that districts henceforth would retain responsibility for the student's placement; the prior regulations provided for severing all legal responsibilities between the district and the student. The other revisions include county plans with placement options and a triennial update. EC 48660 also provides for Community Day Schools at the district and county level; the Plan coordinates services among the county LEA's.

The attached Mendocino County Plan for Expelled Youth is an update of the previous three year plan. It was revised in consultation with all county districts. Changes to the plan may be seen beginning on page 17 of the plan. The strategies for Laytonville remain the same.

### Recommendation:

Approve the Triennial Plan for Expelled Pupils for 2021-2024

### Attachments:

Triennial Plan for Expelled Pupils for 2021-2024



## **BOARD DISCUSSION/ACTION ITEM E13**

Board Meeting Date: May 24, 2021

Subject: Request for Substitution of Subcontractor

From: Joan Potter, Superintendent

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### Explanation:

At the bid opening, American Drywall was the drywall subcontractor for Carr's Construction on the Laytonville ES Classroom "D" project. This company is no longer able to do the project. Carr's Construction is requesting Northern Pacific Drywall to replace American Drywall as the subcontractor.

### Recommendation:

### Attachments:

Letter from American Drywall  
Letter from Chris Carr of Carr's Construction  
Letter to Robert Becerra of American Drywall

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## AMERICAN DRYWALL INC.

Americandrywall@sbcglobal.net  
5058 Morocco Ave. Santa Rosa Ca.95409  
(707) 537-8100  
www.americandrywall.org

Laytonville project:

Dear Chris,

We are unable to do the project for you at Laytonville ES Classroom D. Hopefully you are able to find another contractor that can take on the job. We look forward to working with you again in the future.

Robert Becerra  
American Drywall

May 14, 2021

Donald Alameida  
Alameida Architecture  
555 S. Main Street, Suite 2  
Sebastopol, CA 95472

Re: Laytonville Drywall Subcontractor

Donald,

Please see the attached letter from American Drywall stating that they can't do the project for me at Laytonville ES Classroom Building D. We are proposing to use Northern Pacific Drywall for the project. They have done projects for us for over 15 years and work on school and prevailing wage projects all over the area. Their CSLB number is 883065 and their DIR number is 1000011150.

Chris Carr



## *Laytonville Unified School District*

*Joan Viada Potter, Superintendent*

*P.O. Box 868*

*Laytonville, CA 95454*

*jvpotter@mcn.org*

*(707) 984-6414 (707) 984-8223 fax*

May 17, 2021

Robert Becerra  
American Drywall Inc.  
5058 Morocco Avenue  
Santa Rosa, CA 95409

**Sent via Certified Mail and Email**

Re: Laytonville Elementary School Construction Project  
Request for Substitution of Subcontractor

Dear Robert:

The Laytonville Unified School District (District) has received a request from Carr's Construction Service, Inc. to substitute the currently listed subcontractor, American Drywall, Inc, pursuant to Public Contract Code § 4107, based on its refusal to perform its subcontract with Carr's Construction Service, Inc. You have five (5) working days from receipt of this letter to submit any written objection to the District concerning this substitution request. If you file a written objection with the District, you will be entitled to a hearing whereby you will be able to present evidence as to why the District should not approve the substitution request.

If the District does not receive a written objection from you, it will move forward with Carr's Construction Service, Inc., substitution request.

Please direct all questions and correspondence concerning this letter to Joan Viada Potter, District Superintendent, at [jvpotter@mcn.org](mailto:jvpotter@mcn.org).

Sincerely,



Joan Viada Potter  
Superintendent

Cc: Carr's Construction Service Inc.