

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION OF THE ELK GROVE UNIFIED SCHOOL DISTRICT, AUGUST 6, 2013

The meeting was called to order by Mr. Madison at 8:05 p.m. in the Board Room at the Education Center.

MEMBERS PRESENT:	Chet Madison, Sr., Priscilla S. Cox, Carmine Forcina, Steve Ly,	President Member Member Member
MEMBERS ABSENT:	Jeanette J. Amavisca, Anthony "Tony" Perez, Bobbie Singh-Allen,	Clerk Member Member
OTHERS PRESENT:	Steven M. Ladd,	Superintendent
	Mark Cerutti,	Associate Superintendent, Education Services
	Glen De Graw,	Associate Superintendent, Human Resources
	Rich Fagan,	Associate Superintendent, Finance And School Support
	Tina Penna,	Associate Superintendent, Secondary Education
	Robert Pierce,	Associate Superintendent, Facilities and Planning
	Fawzia Keval, Elizabeth Graswich, Steve Mate, Bob Roe,	Director, PreK-6 Education Director, Communications Director, Technology Services Director, PreK-6 Education
	Karen Rezendes, Shannon Stenroos,	Legal Counsel
	Roy Herburger Andres Ramos	Shannon Stenroos

PLEDGE OF ALLEGIANCE:

Mr. Forcina led the Pledge of Allegiance.

OVERVIEW OF THE DAY:

Dr. Ladd reviewed the "Overview of the Day."

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ACTION ITEMS:

Tentative Agreement between Elk Grove Unified School District and California School Employees Association (CSEA):

Motion No. 4, 2013-14

Motion by Mrs. Cox, seconded by Mr. Ly, and carried, that the Tentative Agreement, ratified by the California School Employees Association (CSEA) on July 17, 2013, regarding Health and Welfare Benefits be approved as follows on Pages 9396-A and 9396-B.

Declaration of Need for Fully Qualified Educators for 2013-14:

Motion No. 5, 2013-14

Mr. De Graw reported that the Board acted approved this item on the Consent Agenda in July; however, the State Department of Education asked that it be a regular action item. He noted that the large number of Special Education Teachers on Limited Term Assignments (225) is for teachers who do not have autism certification; classes were held this summer and will be held during the school year; the credential audit will be held this October; authority is needed for \$70 per teacher for the permit; training includes nine days at \$470; this plus the replacement of two school buses and the need to identify \$300,000 for anticipate student fee costs for an approximate cost of over \$1,100,000. The requirement is mandated but is not a funded mandate and a few teachers will need CLAD certification which is their responsibility.

Motion by Mrs. Cox, seconded by Mr. Forcina, and carried that the Declaration of Need for Fully Qualified Educators for 2012-13 as required by the California Commission on teacher Credentialing (CCTC) be adopted as follows:

Emergency Permits

CLAD permits	20
Resource Specialist	5
Teacher Librarian Services	2

Limited Assignment Permits

(Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based upon a baccalaureate degree and a professional preparation program including student teaching.)

Multiple Subject	5
Single Subject	25
Special Education	225

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CLOSED SESSION:

Mr. Madison announced that the Board would meet in closed session to consider Items No. 3 and 4 of the agenda and will then meet in regular session and report any action taken in closed session.

3. Public Employee Appointment/Employment: Elementary, Middle, and High School Vice Principals

4. Conference with Labor Negotiators

Agency designated representatives: Glen De Graw, Richard Fagan, Steven M. Ladd, Karen Rezendes

Employee Organization: All Elk Grove Unified School District Bargaining Units

OPEN MEETING:

Mr. Madison announced that in closed session the Board appointed the following administrators by unanimous votes:

Megan Drown-Jones – Vice Principal, Isabelle Jackson Elementary School

Omar Field-Ridley – Vice Principal, Irene B. West Elementary School

Sindy Trieu – Vice Principal, James Rutter Middle School

Charles Amey – Vice Principal, Monterey Trail High School

Victoria Siever – Vice Principal, Sheldon High School

BOARD/CABINET WORKSHOP:

Discussion of New Budget Planning

- Review of Local Control Accountability Plan and District Budget Timelines

Reviewed with the Board was the following information:

- An email from Brooks Allen representing organizations committed to strengthening our public school system and their support of the Local Control funding Formula (LCFF).
- The 2014-15 Fiscal Year Budget Development and Local Control Accountability Plan (LCAP) Timeline.
- The Local Control and Accountability Plans (LCAP)
 - Key points written into the draft of AB 97 as of June 14, 2013 and a copy of AB 97.

The following was noted:

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BOARD/CABINET WORKSHOP: (Continued)

Discussion of New Budget Planning (Continued)

- In addition to the LCFF, the Legislature has built in an academic accountability plan with some mandates.
- The formula is defined as local control; however the Legislature will define what they want. The funding formula includes base (funds for general education programs), supplemental (funds for low-income, English learners and foster youth students), and concentration grants (funds for low-income, English learners and foster youth students exceeding 55% of the District's student population) and categorical exceptions (Federal funds, grants and special education).
- The District is now at 59% for the purposes of estimating the number of concentration grant students.
- LCFF requires that supplemental and concentration funds be used for low-income, English learners, and foster youth students; not less can be spent on these students than what was spent in 2012-13; and regulations governing the expenditure of funds will be provided by the State Board of Education.
- Implementation will be the District to the 2007-08 funding level.
- The LCAP will include annual goals for all pupils and each subgroup of pupils and parental involvement is required. Plans will be created for giving people the opportunity to be involved and will be different in the various schools due to their configuration. The time necessary is a big consideration.
- Establishment of additional required parent committees will need to be decided – i.e. will current committees serve or do committees need to be established by the Board.

Dr. Ladd reiterated that regulations regarding LCCP and LCAP are being developed and plans will include the new information.

- The 2014-15 Fiscal Year Budget Development and Local Control Accountability Plan (LCAP) Timeline for Budget, LCAP, Board, Bargaining, and Committees includes the following:

July 2013 – Board Communication on Budget Development Timeline
 August 2013 – 2013-14 Unaudited Actuals State Report
 October 2013 – CBEDS Data Collection
 November 2013 – Budget Guidelines to Board for discussion
 January 2014 – Governor's January Budget Proposal

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BOARD/CABINET WORKSHOP: (Continued)

Discussion of New Budget Planning (Continued)

December 2013 – 1st Interim State Report, Public Hearing 2013-14 Annual Audit, and Budget Guidelines to Board for Approval

March 2014 – 2nd Interim State Report

April 2014 – Review of 2014-15 LCAP Site Plan and 1st Public Hearing on LCAP

May 2014 – Governor's May Revision to Budget Proposal; 3rd Interim State Report (if qualified)

June 2014 – Public Hearing on and Adoption of 2014-15 Budget

August 2014 – Approval of Budget and LCAP by County Office of Education and 45-day Revised Budget Update

- Review of multi-year projections (2013-14, anticipated 45-day Revised Budget, 2014-15, 2015-16) including budget assumptions
 - It was noted that at this time the District's low income, foster youth, and English learners count has increased from 54% to 59%, and information will be brought to the Board as changes occur; there is a deficit of about \$380,000 in the 2013-14 year, the change is not significant, and a 45-day revision is not anticipated; the County directed Districts to not include MAA in their budgets; a loss of 460,000 in ROP funds is expected;
- Discussion of Board's Town Hall Meeting (September 17) Agenda
 - A list of Board members, locations of the meetings, and staff member attending was submitted along with a timeline of the tasks to be performed and the person responsible.
 - Information presented will include a power point of District information overview, Local Control Funding Formula, Local Control Accountability Plan, multi-year budget, the budget process, the historical perspective of budget cuts, and other items submitted by Board members.
 - Communicate to participants the purpose of the meeting – provide an overview of the District; current budget, background information on the budget and reductions since 2007-08, the current budget, and the new State funding model; the current funding priorities and an opportunity to give input to assist the Board in the development of the budget funding priorities for the new budget; misconceptions regarding facilities funding and lottery; seek input from participants via a survey including comments and suggestion; and communicate that community meetings will be on-going – topics could include LCFF, LCAP; programs for children, data comparisons, safety, initiative for future funding.

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BOARD/CABINET WORKSHOP: (Continued)

- Discussion of Board's Town Hall Meeting (September 17) Agenda (Continued)
 - If ultimately agree upon, an on-line survey might include open-ended questions sub as (1) what do you expect from public education; (2) what do you want from your respective schools – what is your expectation; (3) are you a community member, parent; (4) what do you see as successful in your school and what are your concerns about what is and is not happening; (5) what are your top three priorities.
 - After the discussion, a survey was agreed upon to be used at the meetings.
 - For planning purposes, following is the timeline:
 - The Board's agendas are delivered ten days in advance of meetings.
 - Information compiled and submitted to the Board.
 - Survey and make this information available; if the numbers are manageable, report to the Board at the first meeting in October, schedule a Board workshop between the first and second Board meetings in October; and submit at the second meeting in October for review.
- Discussion surrounding the development of line item budget documents
 - In response to Mr. Forcina's request for all 2012-13 and 2013-14 budgets to include line item budgeted and actual expenditure amounts, Mr. Fagan and Ms. Stenroos stated this can be included and actual expenditures for 2012-13 would be available in September. As a result of the discussion regarding the development of line item budgets, Dr. Ladd reported that if the Board directs, staff can provide documents with line items for all funds and expenditures at the time the books are closed and will ascertain the time value involved and that meetings can be set up with Mr. Fagan and Ms. Stenroos with Board members who have questions. If the Board adopts budget priorities, they will represent the direction to the Superintendent and the team; staff will then report to the Board indicating implications, costs, timelines, etc.
 - Staff can prepare a report in approximately a week to complete one of the fund's line item information and document how it is prepared – approximately 20 hours.
- Discussion and Development of Board's Budget Priorities

Submitted were the Lens and Previous Identified Board Interests as follows:

- What Are Our Lens?
 - Reduce Things Before People

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BOARD/CABINET WORKSHOP: (Continued)

- Safety and Security
 - Cleanliness
 - Protect Academic Program
- Previous Board Identified Interests
 - Develop and Implement Multi-Year Budget
 - Maintain Fiscal Viability
 - Explore New & Expand Existing Revenue Streams
 - Unfunded Liabilities – EGBERT, Vacation Balances
 - Re-examine Prior Budget Cuts
 - Safety & Regulatory Requirements
- Discussion surrounding Board priority considerations
 - Protect Academic Programs for the Success of All Students
 - Treat Technology Capital Expenditures Like a Utility
 - Health Care Cost Increases
 - Negotiations with Bargaining Groups
- Board Discussion/Comments Regarding Budget Priorities – Include for consideration.
 - Success for all students includes athletics, preschool, academy models and these programs may or may not be affected in light of the new funding model.
 - Look at restoring some of the cuts made during negotiations.
 - Youth development (see athletics as a part of this), special programs such as GATE, access (students or parents to school), library techs, bilingual aides at school sites.
 - Professional development
 - Attention to academic programs, especially for non-college bound students
 - Music, arts and sports
 - Salary and benefit enhancements for employees
 - Restoration of facility and grounds personnel – especially cutting lawns
 - Technology – equipping students with notebooks – pursue through grants or other funding sources such as Common Core. It was noted that funds for Common Core will require a public hearing.
 - The use of decentralized budget process rather the centralized process used in this District would require more research. Discussion was held regarding the current process and examples of centralized purchases were presented.

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CLOSED SESSION: (Afternoon)

- District Athletic Director and Facility Usage Coordinator for Sports Related Activities

Discussion was held regarding possibility of athletic directors' responsibilities being performed by the person in schools (i.e. athletic directors) and the many other functions performed which would require staff other than athletic directors to perform.

Mr. Madison announced that the Board would meet in closed session regarding

8. Conference with Labor Negotiators

Agency designated representatives: Glen De Graw, Richard Fagan,
Steven M. Ladd, Karen Rezendes

Employee Organization: All Elk Grove Unified School District
Bargaining Units

OPEN MEETING:

Mr. Madison announced that in closed session and no action was taken.

ADJOURNMENT:

There being no further business, the meeting was adjourned at 5:00 p.m.

Submitted by:
Steven M. Ladd, Ed.D., Superintendent

Approve by: _____
Jeanette J. Amavisca, Clerk

Tentative Agreement
Between
Elk Grove Unified School District
and
California School Employees Association
(Effects Negotiations regarding Implementation of Current [2012] Collective Bargaining Agreement)
June 7, 2013

This Tentative Agreement is between Elk Grove Unified School District (District) and the California School Employees Association, Elk Grove Chapter #831 (CSEA). Except as provided below in this agreement, the parties agree that this Tentative Agreement resolves negotiations for the 2013-14 school year regarding health and welfare benefits and the effects of implementing the current collective bargaining agreement provisions regarding health and welfare benefits.

1. Health and Welfare Benefits

Sections (a) and (c) below quote health and welfare benefits sections of the current collective bargaining agreement between the parties with no proposed changes to these provisions. Sections (b) and (d) below describe the effects of implementing sections (a) and (c) with no proposed changes to the parties' collective bargaining agreement.

- a. (14.3) "At least two (2) carriers of medical programs will be available."
- b. Effective July 1, 2013, the following two carriers of medical plans will be available to members:
 - Kaiser
 - Western Health Advantage (WHA)
- c. (14.8) "All carriers shall be negotiated unless a change in carrier does not substantially change the level of benefits provided."
- d. The Kaiser and WHA medical plans/carriers have not substantially changed the level of benefits provided from 2012-13 to 2013-14.
- e. Delete (14.32.e.) Joint Health Care Committee.
- f. "Voluntary Plan" (50% Dental/Vision with reduced Dental/Vision coverage). Unit members may voluntarily elect, to participate in a reduced premium dental and vision coverage with 50% premium reduction resulting in a lower total premium cost than the District's low cost Health and Welfare Benefit plan consistent with the parties' past practice.

Medical Carriers/2013-2014 Plans available to employees:

Kaiser (Low Cost Plan)

	2013-2014 Kaiser Premiums Low Cost Plan Monthly	District Contribution 80% Monthly	Employee Contribution 20% Monthly	Employee Wellness Rebate Compensation Annual
Single Subscriber	508.84	407.07	101.77	305.30
2 Party Subscriber	1,017.68	814.14	203.54	610.61
Family	1,440.02	1,152.02	288.00	864.01

Western Health Advantage (Buy-Up Plan)

	2013-2014 Western Health Advantage Premiums Monthly	District Contribution 80% Monthly	Employee Contribution 20% Monthly	Employee Wellness Rebate Compensation Annual
Single Subscriber	548.36	407.07	141.29	305.30
2 Party Subscriber	1,093.47	814.14	279.33	610.61
Family	1,545.91	1,152.02	393.89	864.01

2. Miscellaneous Health and Welfare Benefits

- a. Wellness Rebate: Each unit member who submits to the District an approved wellness certification that verifies that the unit member has completed all of the wellness requirements referenced in the EGUSD/CSEA collective bargaining agreement Article 14 shall receive a wellness rebate equal to five percent (5%) of the medical premium cost of the (Kaiser 2013-14) Low Cost plan.
- b. The annual Wellness assessment and certification requirements necessary to receive the annual Wellness Rebate, described in the District's and CSEA's 2012 agreement, include an annual wellness physician visit, completion of an online Health Risk Assessment, a comprehensive metabolic panel (CMP), a body mass index (BMI) test, and other age appropriate screenings.
- c. Monthly Wellness Rebate Allocation

Unit members shall have the 2013-2014 annual lump sum Wellness Rebate and subsequent year Wellness Rebates divided over the payroll periods in the 2013-2014 school year and subsequent schools years. The Wellness Rebate shall be allocated each month to help offset the bargaining unit members' share of premium costs. If the unit member fails to meet the December 2nd deadline for submission of the Wellness Certification, the District shall recoup the value of the annual Wellness Rebate from the unit member over the subsequent payroll periods beginning with the January payroll warrant. If the unit member later completes the Wellness Certification by May 15th, the District shall ensure that the unit member receives no more or no less than the applicable annual value of the Wellness Rebate for the plan option and subscriber level applicable to the unit member.

Elk Grove Unified School District

Glen DeGraw
Haven Desjardes
Lulyn Lujan
Rich Z
Gungu Amelas

Dated: 6/7/13

California School Employees Association

May Deutsch
Kate Triman
Sharon Young
John A. Hill
Therese Lucas
Constantine S. Mordukhai
Chaya Saechis

Dated: 6/7/13