

AGENDA
ELK GROVE UNIFIED SCHOOL DISTRICT
Special Meeting of the Board of Education
Board Room, Education Center
9510 Elk Grove-Florin Road
Elk Grove, CA 95624
August 6, 2013
8:00 a.m -5:00 p.m.

<u>Item</u>	<u>Time – Approximate</u>
<u>OPEN SESSION</u>	
Call the Meeting to Order	
Public Comment on Items on Agenda	

NOTICE

Members of the public will be provided an opportunity to directly address the governing board about the item described in this notice prior to consideration of the item. If you wish to address the Board, please do so when the item is called. Presentations will be limited to a maximum of three (3) minutes, with a total of thirty (30) minutes designated for public comment on an item. Time limitations are at the discretion of the President of the Board of Trustees. Individuals with questions or comments on general school district issues may address those issues at a regularly scheduled meeting.

<u>PLEDGE OF ALLEGIANCE</u>	8:00-8:05 a.m.
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<u>OVERVIEW OF THE DAY</u>	8:05-8:10 a.m.
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ACTION ITEMS

- | | |
|---|----------------|
| 1. Tentative Agreement between Elk Grove Unified School District and California School Employees Association (CSEA) | 8:10-8:15 a.m. |
| 2. Declaration of Need for Fully Qualified Educators for 2013-14 | 8:15-8:20 a.m. |

<u>CLOSED SESSION</u>	8:20-10:20 a.m.
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| 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

Announcement of Action Taken in Closed Session

<u>BREAK</u>	10:20-10:35 a.m.
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AGENDA
ELK GROVE UNIFIED SCHOOL DISTRICT
Special Meeting of the Board of Education
August 6, 2013

<u>Item</u>	<u>Time – Approximate</u>
<u>BOARD/CABINET WORKSHOP</u>	
5. Discussion of New Budget Planning	10:35 a.m.-12:30 p.m.
• Review of Local Control Accountability Plan and District Budget Timelines	
• Review of multi-year projections (2013-14, anticipated 45-day Revised Budget, 2014-15, 2015-16) including budget assumptions	
• Discussions of Board’s Town Hall Meeting (September 17) Agenda	
6. Working Lunch – Discussion surrounding the development of line item budget documents	12:30-1:15 p.m.
7. Discussions and Development of Board’s Budget Priorities	1:15-2:30 p.m.
<u>BREAK</u>	2:30-2:45 P.M.
<u>CLOSED SESSION</u>	
8. Conference with Labor Negotiators	2:45 p.m.-5:00
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

Announcement of Action Taken in Closed Session

ADJOURNMENT

AMERICAN WITH DISABILITIES COMPLIANCE NOTICE

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board Secretary, Arlene Hein, at (916) 686-7700. Notification of at least 24 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodation, auxiliary aids or services.

DOCUMENT AVAILABILITY

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in District office located at 9510 Elk Grove-Florin Road, Elk Grove, CA during normal business hours.

ELK GROVE UNIFIED SCHOOL DISTRICT

Agenda Item No: 1

Board Agenda Item

Supplement No. _____

Meeting Date: August 6, 2013

Subject:

Division: Human Resources

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

Action Requested:

The Board is asked to approve the attached Tentative Agreement, ratified by the California School Employees Association (CSEA) on July 17, 2013, regarding Health and Welfare Benefits.

Discussion:

On July 1, 2013, a communication was mailed to Labor Relations Representative, Nanci Eastman regarding the status of the tentative agreement, dated June 7, 2013 (attached for your review).

On July 17, 2013, CSEA Leadership held a "re-vote" of the tentative agreement, and it was successfully ratified.

Financial Summary:

Prepared By: Evelyn Laluan 

Division Approval: Glen De Graw 

Prepared By: _____

Superintendent Approval: 

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

Olson DeGron
Karen Deslandes
Lynne Egan
Rich Z
Gumigu Amelas

Dated: _____

6/7/13

California School Employees Association

Mary Dentsch
Kate Irman
Sharon Young
John A. R. I.
Therese Lucas
Constantine S. McKinis
Cheryl Jacobs

Dated: _____

6/7/13



Members of the Board:

Jeanette J. Amavisca
Priscilla S. Cox
Carmine S. Forcina
Steve Ly
Chet Madison, Sr.
Anthony "Tony" Perez
Bobbie Singh-Allen

9510 Elk Grove-Florin Road, Elk Grove, California 95624
(916) 686-7795 FAX (916) 686-8174

Glen De Graw
Associate Superintendent, Human Resources
gdegrow@egusd.net

Vacant
Director, Certificated Personnel

Evelyn Laluan
Director, Classified Personnel
elaluan@egusd.net

July 1, 2013

Nanci Eastman
Labor Relations Representative
California School Employees Association
8217 Auburn Boulevard
Citrus Heights, CA 95610

RE: Status of Tentative Agreement, dated June 7, 2013

Dear Nanci,

This letter is to confirm our telephone conversation of June 25, 2013 regarding the ratification status of the Tentative Agreement (TA), dated June 7, 2013, between the California School Employees Association (CSEA) and Elk Grove Unified School District (District).

We understand that CSEA members voted on Friday, June 21, 2013 to ratify the TA, with a passing vote of 20 in favor and 17 not in favor. However, the results were challenged by a CSEA member. Due to this challenge, State-level CSEA leadership has directed the Elk Grove CSEA Chapter to conduct a re-vote of the TA which will not occur until July 17, 2013 and has determined that the CSEA ratification vote on June 21st is void.

Without ratification by both the District and CSEA, the current benefit premium contributions remain status quo at the beginning of the school year with an 80/20 split. This means that CSEA unit members will start the school year by contributing 20% of the medical premium cost of the Kaiser 2013-14 low cost plan plus any buy-up costs.

If CSEA ratifies the agreement on July 17, 2013 and the District Board of Trustees ratifies the agreement on August 20, 2013, then the District will recalculate the remaining number of payroll periods in the 2013-14 school year, and will split the value of the 5% wellness rebate over the remaining payroll periods in order to offset the employees' share of premium costs. All other terms of the TA would still take effect after ratification by both parties.

If CSEA does not agree with the "after ratification" implementation process information contained in this letter, please let us know as far in advance as possible prior to CSEA's next ratification vote. We can then schedule an additional negotiations meeting to address any issue that may arise due to ratification after the beginning of the 2013-14 school year.

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RE: Status of Tentative Agreement, dated June 7, 2013
July 1, 2013

Please let me know if you have any questions or concerns.

Sincerely,

A handwritten signature in cursive script, appearing to read "Evelyn Laluan".

Evelyn Laluan
Director, Classified Personnel
Human Resources

c: Glen De Graw, Associate Superintendent, Human Resources

2013-14 MONTHLY REBATE - MATRIX OF COSTS
CSEA SEPTEMBER 2013 IMPLEMENTATION OF MONTHLY REBATE - DRAFT

LOW COST PLAN - KAISER PERMANENTE (w/ Standard Plan for D/V)		
	EMPLOYEE ONLY	EMPLOYEE + 1 EMPLOYEE + 2 PLUS
20% Monthly Employee Share-->	\$101.77	\$203.54 \$288.00
20% Monthly x 12 months - Annual Employee Share	\$1,221.24	\$2,442.48 \$3,456.00
One Time Annual Rebate	\$305.30	\$610.61 \$864.01
Adjusted 15% Annual Employee Share	\$915.94	\$1,831.87 \$2,591.99
MONTHLY REBATE & COMPLETED WELLNESS CERTIFICATION FORM BY 12/2/13		
Monthly @ 20% For July - August pay warrants	\$101.77	\$203.54 \$288.00
Monthly @ 15% FOR September - June pay warrants	\$71.24	\$142.48 \$201.60
Total = Adjusted 15% Annual Employee Share	\$915.94	\$1,831.87 \$2,591.99
MONTHLY REBATE & INCOMPLETE WELLNESS CERTIFICATION FORM BY 12/2/13		
Monthly @ 20% For July - August pay warrants	\$101.77	\$203.54 \$288.00
Monthly @ 15% FOR September - December pay warrants	\$71.24	\$142.48 \$201.60
Monthly @ 20% + Repay 4 mos. (Sept - Dec) of Rebate - January - June pay warrants	\$122.12	\$244.25 \$345.60
Total = Adjusted 20% Annual Employee Share	\$1,221.24	\$2,442.48 \$3,456.00

WESTERN HEALTH ADVANTAGE (w/ Standard Plan for D/V)		
	EMPLOYEE ONLY	EMPLOYEE + 1 EMPLOYEE + 2 PLUS
20% Monthly Employee Share-->	\$141.29	\$279.33 \$393.89
20% Monthly x 12 months - Annual Employee Share	\$1,695.48	\$3,351.96 \$4,726.68
One Time Annual Rebate	\$305.30	\$610.61 \$864.01
Adjusted 15% Annual Employee Share	\$1,390.18	\$2,741.35 \$3,862.67
MONTHLY REBATE & COMPLETED WELLNESS CERTIFICATION FORM BY 12/2/13		
Monthly @ 20% For July - August pay warrants	\$141.29	\$279.33 \$393.89
Monthly @ 15% FOR September - June pay warrants	\$110.76	\$218.27 \$307.49
Total = Adjusted 15% Annual Employee Share	\$1,390.18	\$2,741.35 \$3,862.67
MONTHLY REBATE & INCOMPLETE WELLNESS CERTIFICATION FORM BY 12/2/13		
Monthly @ 20% For July - August pay warrants	\$141.29	\$279.33 \$393.89
Monthly @ 15% FOR September - December pay warrants	\$110.76	\$218.27 \$307.49
Monthly @ 20% + Repay 4 mos. (Sept - Dec) of Rebate - January - June pay warrants	\$161.64	\$320.04 \$451.49
Total = Adjusted 20% Annual Employee Share	\$1,695.48	\$3,351.96 \$4,726.68

Board Agenda Item

Subject:

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS FOR 2013-14

Action Requested:

The Board is requested to adopt and approve the *Declaration of Need for Fully Qualified Educators* for 2013-14 as required by the California Commission on Teacher Credentialing (CCTC).

Discussion:

Four years ago, the Sacramento County Office of Education (SCOE) audited EGUSD teacher credentials and identified those teachers who did not possess the certification required to work with English Learners. While these teachers were properly credentialed in their subject matter areas, they lacked EL certification. At that time the District implemented an incentive/training program to assist teachers to become EL Authorized. We now have less than 20 teachers working to be EL compliant. The teachers who must still complete their CLAD/BCLAD authorizations are required by law to hold an Emergency CLAD Permit.

Due to recent changes in Special Education certification, those teachers who hold a Mild/Moderate or Learning Handicapped credentials and who have students with Autism in their classes or on their case load must obtain the Added Authorization in Special Education for Autism Spectrum Disorders. The District is implementing a plan to assist these teachers with the coursework required to obtain this authorization. In the interim, teachers who hold these credentials and have not yet obtained the Autism authorization are required to hold a Special Education Limited Assignment Permit, Moderate/Severe. We have approximately 200 teachers who will need to earn the authorization.

The remainder of the requests for Emergency/Limited Assignment Permits are to address particular needs that may occur periodically throughout the 2013-2014 school year. Therefore, our *Declaration of Need for Fully Qualified Educators for 2013-14* includes the following request:

Emergency Permits

CLAD	20
Resource Specialist	5
Teacher Librarian Services	2


Limited Assignment Permits

(Limited Assignment Permits may only be issued to applicant 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

As we make progress toward the certification goals, the Board will be updated accordingly.

Financial Summary: \$477,100 cost for multi-year Autism Spectrum Disorder certificate training program and CTC permits.

Prepared By: Dr. Bindy Grewal Division Approval: Glen De Graw 
 Prepared By: B. Grewal Superintendent Approval: Steven M. Ladd, Ed.D. 