

WPUSD

Board Packet

Part 2

3-16-21

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Additional Mutual Sunshine for Negotiations
Regarding the Collective Bargaining Agreement between
the Western Placer Unified School District (WPUSD)
and the Western Placer Teachers' Association (WPTA)

AGENDA ITEM AREA:

Action

REQUESTED BY:

Gabe Simon, Ed.D. *GS*
Assistant Superintendent of Personnel Services

ENCLOSURES:

Mutual Collective Bargaining Sunshine
Proposal for WPUSD and WPTA

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

N/A

MEETING DATE:

March 16, 2021

ROLL CALL REQUIRED:

No

BACKGROUND:

Pursuant to Government Code section 3547, all proposals of the recognized employee groups and the District must be presented at a public meeting of the District. This is commonly referred to as "Sunshining" the proposals. The Western Placer Teachers' Association and the Western Placer Unified School District are both proposing negotiations under the current 2018-2021 Collective Bargaining Agreement. The District and the Western Placer Teachers' Association's additional mutual proposal was presented for information/discussion at the March 2, 2021 Board meeting. This allowed the members of the public to become informed and will give them an opportunity to express themselves regarding the proposal.

RECOMMENDATION:

Administration recommends that the Board of Trustees approve the additional mutual sunshine proposal for negotiations.



**WESTERN PLACER
UNIFIED SCHOOL DISTRICT**

600 Sixth Street, Suite 400, Lincoln CA 95648
Ph: 916-645-6350

Board of Trustees:

Paul Long
Brian Haley
Paul Carras
Kris Wyatt
Damian Armitage

Superintendent: Scott Leaman

February 23, 2021

Barret Hess, Western Placer Teachers Association (WPTA) Negotiations Chair

**Re: WPUSD and WPTA's Mutual Additional Sunshine Proposal for Collective
Bargaining Negotiations for the 2020-2021 School Year**

Dear Barret,

Based on recent discussions with the Western Placer Teachers Association, the District and WPTA are mutually reopening the following additional articles and sections:

- Article IX: Class Size (specifically Special Education classes and supports: Speech Therapists)

We look forward to working together with the WPTA Bargaining Team throughout the negotiations process.

Sincerely,

Gabe Simon, Ed.D.
Assistant Superintendent of Personnel Services

Acknowledgement:

Gabe Simon, Ed.D., Assistant Superintendent
of Personnel Services

Date

2/25/21





Tim Allen, President

2/25/21

Date

CC: Scott Leaman, Superintendent (Via Email PDF)
Audrey Kilpatrick, Assistant Superintendent of Business Services (Via Email PDF)
Kerry Callahan, Deputy Superintendent of Educational Services (Via Email PDF)
Tim Allen, WPTA President

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Approval of Tentative Agreement and Adjustment to 2020-2021 and 2021-2022 Salary Schedules for the District's Certificated Employees to include Counselors, Nurses, Speech and Language Therapists

AGENDA ITEM AREA:

Discussion/Action

REQUESTED BY:

Gabe Simon, Ed.D. *GS*
Scott Leaman, Superintendent *SL*

ENCLOSURES:

Tentative Agreement, Revised 2020-2021 and 2021-2022 Salary Schedules for Certificated Employees to include Counselors, Nurses, Speech and Language Therapists, AB 1200 Disclosure Documents

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

March 16, 2021

ROLL CALL REQUIRED:

No

BACKGROUND:

Based on the Tentative Agreement with the Western Placer Teachers Association (WPTA) affecting salaries for certificated employees of the District, the District recommends an increase of \$2,500 to each cell be applied to the 2019-2020 WPTA salary schedules to create the 2020-2021 salary schedules, retroactive to July 1, 2020. The overall increase for the bargaining unit was equivalent to 2.98% for 2020-2021. The proposed revised schedules are included. The total estimated cost of the salary increases for this employee group is approximately \$969,784 to the unrestricted general fund for the 2020-2021 school year.

The District also recommends adjustments be made to the 2020-2021 salary schedule effective July 1, 2021 to cells F13-F24. \$1,275 has been added to each cell on the certificated and counselor salary schedules to create the 2021-2022 salary schedules effective July 1, 2021. The 2021-2022 Counselor and Nurse salary schedule reflects an increase in the number of work days for Nurses to 199 effective July 1, 2021. The 2021-2022 Speech Language Pathologist salary schedule reflects \$3,769.96 added to each cell effective July 1, 2021. Also included in the adjustments is a \$2,000 stipend for Special Education SDC

and RSP teachers. The overall increase for the bargaining unit was equivalent to 1.08% for 2021-2022. The total estimated cost of the salary increases and new stipends for these employee groups is approximately \$351,465 to the unrestricted general fund for the 2021-2022 school year.

A tentative agreement has been reached between the Western Placer Unified School District and the Western Placer Teachers Association. This agreement, AB 1200 disclosure documents, and corresponding proposed contract changes and appendices are included.

RECOMMENDATION:

Administration recommends that the Board of Trustees approve the revised 2020-2021 certificated salary schedules, retroactive to July 1, 2020. Administration also recommends that the Board of Trustees approve the revised 2021-2022 salary schedules effective July 1, 2021 and the tentative agreements and appendices between the Western Placer Unified School District and the Western Placer Teacher's Association.

TENTATIVE AGREEMENT
(RESULTING FROM 2020-2021 and 2021-2022 NEGOTIATIONS)
REGARDING
THE COLLECTIVE BARGAINING AGREEMENT
(July 1, 2018 to June 30, 2021)
BETWEEN
WESTERN PLACER UNIFIED SCHOOL DISTRICT
AND
THE WESTERN PLACER TEACHERS' ASSOCIATION

The Western Placer Unified School District ("District") and the Western Placer Teachers Association ("WPTA"), collectively referred to as the "Parties," enter into this agreement and agree as follows:

AGREEMENT

1. This agreement will be executed when it has been signed by both parties, approved by the District Board of Trustees, and ratified by unit members.
2. Article I: Agreement shall be revised as follows:
(....)
 - A. The term of this agreement is July 1, 2018 to June 30, ~~2021~~ 2022 (....)
 - C. The parties acknowledge that, if a successor agreement is not negotiated by June 30, ~~2021~~ 2022, (....)

3. Article IX: Class Size shall be revised as follows:
(....)
EXCEPTIONS (Special Education Classes and Supports)
(....)
4. Speech Therapist

60

Speech therapist caseload shall not exceed ~~55~~ 60. ~~At no time will any case load size exceed 55 with a 10% cap of 61. In the event a speech therapist case load exceeds 55, the speech therapist will receive \$1,750 per term (See Appendix G.)~~
(....)

If a speech caseload is comprised of predominantly or exclusively preschool aged students, the case load shall not exceed ~~forty-four (40)~~ 44. ~~At no time shall any preschool case load size exceed forty-four (44). In the event a preschool speech therapist case load exceeds forty (40), the preschool speech therapist will receive \$1,750 per term. (See Appendix G.)~~
(....)

4. Article XIII: Salaries shall be revised as follows:
(....)

A.1. ~~The District hereby adopts a single Salary Schedule, The provisions of which this~~

article shall apply to all personnel recognized in Article II of the Agreement with the Western Placer Unified School District. All salary schedules shall be based on training, experience, and years of service.

(....)

A.3. It is also our hope that these regulations will affect the realization of the following additional objectives: To attract and keep competent ~~teachers~~ **personnel**, and to encourage all ~~teachers~~ **personnel** to improve the quality of their teaching services as long as they remain ~~in the employ of~~ **employed by** the Western Placer Unified School District.

(....)

(.....)

C.1. If an ~~employee teacher~~ obtains fifteen (15) units beyond one classification ~~prior to placement in column F~~, he/she is placed on the next higher classification until fifteen (15) or more units have been obtained. **Beginning in the 2021-2022 school year, this only applies to certificated teachers on the 2021-2022 Teacher salary schedule.** (....)

C.5. A ~~bonus stipend~~ of 2.5 percent of F1 **on the Teacher Salary Schedule** will be added to the salary (....)

C.6. A stipend of \$2,000 will be added to the salary of an employee who serves as a Special Day Class or Resource Specialist Teacher.

(....)

F1.b. These hours of participation must ~~by~~ be outside of the regular hours of contract day or contracted duty year and for which there is no pay.

(....)

G.1. ~~See the following attachments~~ **Appendix A in Appendix A** for the ~~2019-2020 2020-2021 and 2021-2022~~ salary schedules:

Appendix A: 2020-2021 Certificated Salary Schedule (Hourly Rate effective 3/17/21)

Appendix A: 2020-2021 Counselor Salary Schedule (Hourly Rate effective 3/17/21)

Appendix A: 2021-2022 Teacher Salary Schedule

Appendix A: 2021-2022 Speech Language Pathologist (SLP) Salary Schedule

Appendix A: 2021-2022 Counselor and Nurse Salary Schedule

Adjustments to ~~this~~ **these** salary schedules will be available on the Western Placer Unified School District website.

G.2. **The Counselors' and Nurse salary schedule shall be an additional ten percent (10%) above normal placement on the certificated salary schedule (Appendix A).**

G.3. WPTA members serving as school nurses will **be placed on the Counselor and Nurse** ~~start at no less than Column F Step 1 on the certificated salary schedule.~~ School

nurses will also be required to work an additional 15 days outside of the normal 183 day work year which shall be paid at their per diem rate. 199 days.

(....)

~~H.4. Counselors, Speech Language Pathologists, and Nurses will be placed at no less than Column F Step 1 on the Counselor and Nurse or Speech Language Pathologist certificated salary schedule based on years of service credit. For a counselor to be placed on steps F11-F24, he or she must meet Column F unit requirements.~~

*Except as otherwise provided in this letter of agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

*This agreement establishes no past practice or precedence and shall be in effect upon ratification by the District and WPTA.

*In the event any term of this agreement shall, to any extent, be found to be invalid or unenforceable, the remainder of this agreement shall remain valid and enforceable.

*This agreement shall be governed by and controlled in accordance with the laws of the State of California.

*Both parties agree that Article XIII: Salaries has been settled for the 2020-2021 and 2021-2022 school years.

TENTATIVE AGREEMENT

Between the

WESTERN PLACER UNIFIED SCHOOL DISTRICT

And the

WESTERN PLACER TEACHERS' ASSOCIATION

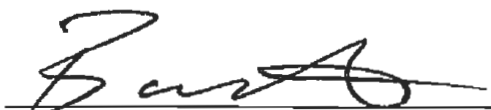
February 26, 2021

Tentative agreement has been reached between the Western Placer Unified School District and the Western Placer Teacher's Association on Article XIII: Salaries

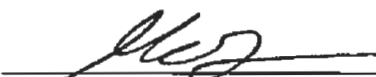
Salary Increase for Bargaining Unit Members:

The District and the Western Placer Teachers' Association agree to the salary schedule changes noted in Appendix A for the 2020-2021 and 2021-2022 school years. The 2020-2021 salary agreement will be retroactive to July 1, 2020.

This agreement regarding salary will close out negotiations for salary for the 2020-2021 and 2021-2022 school years.



WPTA Designee



WPUSD Designee

2/26/21
Date

2/26/21
Date

3/15/21
Date Ratified by
WPTA Members

3/16/21
Date Adopted by
Board of Trustees

Appendix A:

20/21 Certificated Salary Schedule

20/21 Counselor Salary Schedule

21/22 Teacher Salary Schedule

21/22 Counselor and Nurse Salary Schedule

21/22 SLP Salary Schedule

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
2020/2021 CERTIFICATED SALARY SCHEDULE**

STEP	A AB + 0	B AB + 15	C Credential OR AB + 30	D AB + 45 MA + 0	E AB + 60 MA + 15	F AB + 75 MA + 30	STEP
1	40,582	43,838	49,981	50,878	53,732	56,085	1
2			51,642	52,692	55,654	58,228	2
3			53,363	54,574	57,647	60,456	3
4			55,143	56,527	59,716	62,776	4
5				58,553	61,860	65,186	5
6				60,655	64,087	67,693	6
7				52,835	66,396	70,301	7
8				65,098	68,793	73,014	8
9					71,278	75,834	9
10					73,858	78,766	10
11						81,818	11
12						84,991	12
13						86,045	13
14						87,099	14
15						88,299	15
16						89,499	16
17						90,699	17
18						91,899	18
19						93,099	19
20						94,299	20
21						95,499	21
22						96,699	22
23						97,899	23
24						99,099	24

**MASTER STIPEND IS 2.5% OF F-1 - CERTIFICATED SALARY SCHEDULE
ASSIGNMENT - HOURLY**

\$ 1,402

F-1 Placement - Certificated Salary Schedule Daily Rate = \$304.81

\$304.81 daily rate divided by 7.5 hours = \$40.64 hourly rate.

***2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016**

***2017-18 Salary Schedule reflects an adjustment to cells F13 through F24 equal to .53% and a 1% Increase on the Salary Schedule effective July 1, 2017**

***2018-19 Salary Schedule reflects .50% increase with retro back to January 1, 2019**

***2019-20 Salary Schedule reflects Steps F13 & F14 Increase by \$1,054, F15 to F24 Increase by \$1,200 at each step effective July 1, 2019**

***2020-21 Salary Schedule reflects increase of \$2,500 in each cell effective July 1, 2020.**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
2020/2021 COUNSELOR SALARY SCHEDULE**

<u>STEP</u>	<u>A</u> AB + 0	<u>B</u> AB + 15	<u>C</u> Credential OR AB + 30	<u>D</u> AB + 45 MA + 0	<u>E</u> AB + 60 MA + 15	<u>F</u> AB + 75 MA + 30	<u>STEP</u>
1	44,640	48,222	54,979	55,966	59,105	61,694	1
2			56,806	57,961	61,219	64,051	2
3			58,699	60,031	63,412	66,502	3
4			60,657	62,180	65,688	69,054	4
5				64,408	68,046	71,705	5
6				66,721	70,496	74,462	6
7				58,119	73,036	77,331	7
8				71,608	75,672	80,315	8
9					78,406	83,417	9
10					81,244	86,643	10
11						90,000	11
12						93,490	12
13						94,650	13
14						95,809	14
15						97,129	15
16						98,449	16
17						99,769	17
18						101,089	18
19						102,409	19
20						103,729	20
21						105,049	21
22						106,369	22
23						107,689	23
24						109,009	24

Counselors will be placed at no less than Column F Step 1 on the certificated salary schedule based on years of service credit.

For a counselor to be placed on steps F11-F24 he or she must meet Column F unit requirements

MASTER STIPEND IS 2.5% OF F-1 - CERTIFICATED SALARY SCHEDULE

\$ 1,402

ASSIGNMENT - HOURLY

F-1 Placement - Certificated Salary Schedule Daily Rate = \$304.81

\$304.81 daily rate divided by 7.5 hours = \$40.64 hourly rate.

***2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016**

***2017-18 Salary Schedule reflects an adjustment to cells F13 through F24 equal to .53% and a 1% increase on the Salary Schedule effective July 1, 2017**

***2018-19 Salary Schedule reflects .50% Increase with retro back to January 1, 2019**

***2019-20 Salary Schedule reflects Steps F13 & F14 Increase by \$1,054, F15 to F24 Increase by \$1,200 at each step effective July 1, 2019**

***2020-21 Salary Schedule reflects increase of \$2,500 in each cell effective July 1, 2020.**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
2021/2022 TEACHER SALARY SCHEDULE**

STEP	A AB + 0	B AB + 15	C Credential OR AB + 30	D AB + 45 MA + 0	E AB + 60 MA + 15	F AB + 75 MA + 30	STEP
1	40,582	43,838	49,981	50,878	53,732	56,085	1
2			51,642	52,692	55,654	58,228	2
3			53,363	54,574	57,647	60,456	3
4			55,143	56,527	59,716	62,776	4
5				58,553	61,860	65,186	5
6				60,655	64,087	67,693	6
7				62,835	66,396	70,301	7
8				65,098	68,793	73,014	8
9					71,278	75,834	9
10					73,858	78,766	10
11						81,818	11
12						84,991	12
13						86,266	13
14						87,541	14
15						88,816	15
16						90,091	16
17						91,366	17
18						92,641	18
19						93,916	19
20						95,191	20
21						96,466	21
22						97,741	22
23						99,016	23
24						100,291	24

MASTER STIPEND IS 2.5% OF F-1 - TEACHER SALARY SCHEDULE

\$ 1,402

Special Education Stipend (SDC, RSP) \$ 2,000

ASSIGNMENT - HOURLY

F-1 Placement - Teacher Salary Schedule Daily Rate = \$304.81

\$304.81 daily rate divided by 7.5 hours = \$40.64 hourly rate.

***2017-18 Salary Schedule reflects an adjustment to cells F13 through F24 equal to .53% and a 1% increase on the Salary Schedule effective July 1, 2017**

***2018-19 Salary Schedule reflects .50% increase with retro back to January 1, 2019**

***2019-20 Salary Schedule reflects Steps F13 & F14 increase by \$1,054, F15 to F24 increase by \$1,200 at each step effective July 1, 2019**

***2020-21 Salary Schedule reflects increase of \$2,500 in each cell effective July 1, 2020.**

***2021-22 Salary Schedule reflects Steps 13 through 24 increased by \$1,275 at each step effective July 1, 2021.**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
2021/2022 COUNSELOR AND NURSE SALARY SCHEDULE**

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>STEP</u>
1						61,694	1
2						64,051	2
3						66,502	3
4						69,054	4
5						71,705	5
6						74,462	6
7						77,331	7
8						80,315	8
9						83,417	9
10						86,643	10
11						90,000	11
12						93,490	12
13						94,893	13
14						96,295	14
15						97,698	15
16						99,100	16
17						100,503	17
18						101,905	18
19						103,308	19
20						104,710	20
21						106,113	21
22						107,515	22
23						108,918	23
24						110,320	24

MASTER STIPEND IS 2.5% OF F-1 - TEACHER SALARY SCHEDULE

\$ 1,402

ASSIGNMENT - HOURLY

Work Days

F-1 Placement - Teacher Salary Schedule Daily Rate = \$304.81

Counselor 201

\$304.81 daily rate divided by 7.5 hours = \$40.64 hourly rate.

Nurses 199

***2017-18 Salary Schedule reflects an adjustment to cells F13 through F24 equal to .53% and a 1% increase on the Salary Schedule effective July 1, 2017**

***2018-19 Salary Schedule reflects .50% increase with retro back to January 1, 2019**

***2019-20 Salary Schedule reflects Steps F13 & F14 Increase by \$1,054, F15 to F24 increase by \$1,200 at each step effective July 1, 2019**

***2020-21 Salary Schedule reflects increase of \$2,500 in each cell effective July 1, 2020.**

***2021-22 Salary Schedule reflects Steps 13 through 24 increased by \$1,275 at each step effective July 1, 2021.**

Nurses added to Counselor Salary Schedule with 199 work days effective July 1, 2021.

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
2021/2022 SPEECH LANGUAGE PATHOLOGIST (SLP) SALARY SCHEDULE**

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>STEP</u>
1						59,855	1
2						61,998	2
3						64,226	3
4						66,546	4
5						68,956	5
6						71,463	6
7						74,071	7
8						76,784	8
9						79,604	9
10						82,536	10
11						85,588	11
12						88,761	12
13						90,036	13
14						91,311	14
15						92,586	15
16						93,861	16
17						95,136	17
18						96,411	18
19						97,686	19
20						98,961	20
21						100,236	21
22						101,511	22
23						102,786	23
24						104,061	24

MASTER STIPEND IS 2.5% OF F-1 - TEACHER SALARY SCHEDULE

\$ 1,402

ASSIGNMENT - HOURLY

F-1 Placement - Teacher Salary Schedule Daily Rate = \$304.81

\$304.81 daily rate divided by 7.5 hours = \$40.64 hourly rate.

***2021-22 Salary Schedule created for SLP and reflects \$3,769.96 added to each step effective July 1, 2021.**

This document is intended to assist the Governing Board in determining that the district can meet the costs incurred under the tentative bargaining agreement referenced below in the current and subsequent fiscal years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. Absence of one or both signatures should serve as "red flag" to the Governing Board; however, it does not prevent them from taking action on the agreement.

Certification No. 1

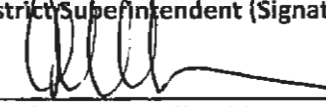
In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of WESTERN PLACER UNIFIED SCHOOL DISTRICT, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Western Placer Teachers Association Bargaining Unit, during the term of the agreement from 7/1/2020 to 6/30/2022.

- ☒ The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 7 & 8 of this document. If the district does not adopt all budget revisions needed in the current year to meet the costs of the agreement, the County Superintendent of Schools is required to issue a qualified or negative certification at the next interim reporting period.
- ☐ N/A - No budget revisions necessary.


District Superintendent (Signature)

3/16/2021

Date


Chief Business Official (Signature)

3/16/2021

Date

Certification #2

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 Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.


District Superintendent or Designee (Signature)

3/16/2021

Date

Audrey Kilpatrick

Contact Person

916-645-6350

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on Tuesday, March 16, 2021, took action to approve the proposed agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)

3/16/2021

Date

DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT WESTERN PLACER UNIFIED SCHOOL DISTRICT

In accordance with AB 1200 (Chapter 1213/1991), GC 3547.5 and CCR, Title V, Section 15449

The proposed agreement is a 2 year agreement with Western Placer Teachers Association that covers the period beginning 7/1/20 and ending 6/30/22 and will be acted upon by the Governing Board at its meeting on March 16, 2021. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group
(Please use separate disclosure for each group)

Certificated
Classified
Confidential/Management
Other

Check one by marking with "x"	Cost of 1% *	Value of 1 contract day **
X	\$325,431	n/a
	\$0	
	\$0	
	\$0	

* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

** includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment -

Estimated payment date:

Updated Salary 3/31/21. Retro 7/1-2/28 paid 4/16/21

A. Proposed Change in Compensation

	Compensation	\$ Fiscal Impact of Proposed Agreement		
		Year 1	Year 2	Year 3
		2020/21	2021/22	2022/23
1	Salary Schedule - Increase(Decrease)	814,945	195,389	-
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	-	-	-
3	Other Compensation (complete description below)	-	99,960	-
4	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)	154,839	56,116	-
5	Health/Welfare Benefits - Increase (Decrease)	-	-	-
6	Total Compensation	969,784	351,465	-
7	Total Number (FTE) of Represented Employees	357	357	
8	Total Compensation Average Cost per Employee - Increase (Decrease)	2,720	986	-

%		
Year 1	Year 2	Year 3
2020/21	2021/22	2022/23
Cost of 1%: \$325,431		
2.50%	0.60%	0.00%
0.00%	0.00%	0.00%
0.00%	0.31%	0.00%
0.48%	0.17%	0.00%
0.00%	0.00%	0.00%
2.98%	1.08%	0.00%

Other Compensation - Increase (Decrease)

9 (One-time, Stipends, Bonuses, etc.) Provide Description Below

A stipend of \$2,000 will be added to the salary of an employee who serves as a Special Day Class or Resource Specialist Teacher - Effective 2021/22

Were any additional steps, columns, or ranges added to the schedules?

NO

If YES, please explain below

N/A

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

YES

If YES, please indicate the current cap amount.

\$ 14,424.00

- B. **Proposed change in compensation.** Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as

2020/21 - all cells on the Certificated and Counselor Salary Schedules were increase by \$2,500.
2021/22 - Teacher, Speech Language Pathologist (SLP) and Counselor/Nurse Salary Schedules created. For the 2021-2022 salary schedule effective July 1, 2021, \$1,275 has been added to cells F13-F24 on the Teacher, Counselor/Nurse and SLP salary schedules. Nurses were placed on the Counselor/Nurse salary schedule with 10% increase and were increased to 199 work days. SLP's have a new salary schedule and each cell was increased by \$3,769.96 in lieu of overage pay - see SLP class size maximum increase below.

- C. **Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

Speech Therapist (SLP) - Class Size maximum increased from 55 to 60. Speech therapist caseload shall not exceed 60. If a speech caseload is comprised of predominantly or exclusively preschool aged students, the case load shall not exceed forty-four (44). At no time shall any preschool case load size exceed forty-four (44). Overage pay removed for SLP's.

- D. **What are the specific impacts on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

N/A

- E. **What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

N/A

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

N/A

- G. **Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

FOR ALL EMPLOYEES GROUPS - The 20/21 and 21/22 settlement costs will create planned deficit spending of available unrestricted reserves over the three years in the MYP. Based on the total on-going settlement costs for all employees for the FY 20/21 and 21/22, the District will continue to maintain the 3% Reserve For Economic Uncertainties for all three budget years and projects an Unappropriated Undesignated Reserve of approximately \$2.2M in 2022/23.

H. Source of funding for proposed agreement.

Current year:

FOR ALL EMPLOYEES GROUPS - General Fund Reserves (All Resources). Also Developer Fee Fund and Cafeteria Fund resources for those employees funded from these funds.

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

FOR ALL EMPLOYEES GROUPS - General Fund Reserves (All Resources). Also Developer Fee Fund and Cafeteria Fund resources for those employees funded from these funds.

If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

FOR ALL EMPLOYEES GROUPS - General Fund Reserves (All Resources). Also Developer Fee Fund and Cafeteria Fund resources for those employees funded from these funds. At Second Interim, MYP Includes assumption of lower COLA of 1.28% for 2022-23 (based on SSC Dartboard). The difference between the DOF COLA and SSC COLA in 2022-23 is approximately \$1.2M of Unrestricted funds to the General Fund.

I. Describe the financial impact on other funds affected by the proposed settlement -

Please describe any current and multi-year effects on any other Funds

FOR ALL EMPLOYEES GROUPS - Developer Fee Fund and Cafeteria Fund resources will be used to fund 20/21 and 21/22 salary increases for those employees funded from the two funds. Both funds have adequate reserves to support the on-going increases.

J. If necessary, include any additional explanations or information here

N/A

WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET
 in accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreement(s) included: **Western Placer Teachers Association**

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	UNRESTRICTED GENERAL FUND- CURRENT YEAR			2020/21
	(Col. 1) Latest Board- approved budget before settlement (as of First Interim - 12/16/21)	(Col. 2) Revisions Necessary as a result of proposed settlement - WPTA	(Col. 3) Other Revisions - includes settlement costs for CSEA and other non-bargaining unit employees	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	64,220,706			64,220,706
Remaining Revenues (8100-8799)	3,318,336			3,318,336
TOTAL REVENUES	67,539,042	-	-	67,539,042
EXPENDITURES				
1000 Certificated Salaries	28,627,008	814,945	100,701	29,542,654
2000 Classified Salaries	6,204,042		296,952	6,500,994
3000 Employee Benefits	13,053,505	154,839	113,714	13,322,058
4000 Books and Supplies	4,579,952			4,579,952
5000 Services and Operating Expenses	5,667,175			5,667,175
6000 Capital Outlay	50,000			50,000
7000 Other	(936,494)			(936,494)
TOTAL EXPENDITURES	57,245,188	969,784	511,367	58,726,339
OPERATING SURPLUS (DEFICIT)	10,293,854	(969,784)	(511,367)	8,812,703
Other Sources and Transfers In (8910-8979)				-
Other Uses and Transfers Out (7610-7699)	185,533			185,533
Contributions (8980-8999)	(11,294,159)			(11,294,159)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(1,185,838)	(969,784)	(511,367)	(2,666,989)
BEGINNING BALANCE	\$ 13,022,360			13,022,360
ENDING BALANCE	\$ 11,836,522	\$ (969,784)	\$ (511,367)	\$ 10,355,371
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable Reserves (9711-9719)	5,000			5,000
Stabilization Arrangements (9750)				
Other Commitments (9760)				
Other Assignments (9780)				
Reserve for Economic Uncertainties (9789)	2,576,221		88,869	2,665,090
Reserves-New HS/Science Adoption/Charter	2,162,088			2,162,088
Unassigned/Unappropriated (9790)	7,093,213	(969,784)	(600,236)	5,523,193

Additional narrative- if necessary

Column 3 Other Revisions - includes 20/21 settlement costs for CSEA and other non-bargaining unit employees (Confidential, After School Classified, Certificated & Classified Management, Senior Management, Asst. Superintendent, Deputy Superintendent and Superintendent).

WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreement(s) included: **Western Placer Teachers Association**

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	RESTRICTED GENERAL FUND- CURRENT YEAR			2020/21
	(Col. 1) Latest Board- approved budget before settlement (as of First Interim - 12/16/21)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions - includes settlement costs for CSEA and other non- bargaining unit employees	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	1,087,024			1,087,024
Remaining Revenues (8100-8799)	15,462,816			15,462,816
TOTAL REVENUES	16,549,840	-	-	16,549,840
EXPENDITURES				
1000 Certificated Salaries	5,619,362			5,619,362
2000 Classified Salaries	3,901,130			3,901,130
3000 Employee Benefits	7,231,730			7,231,730
4000 Books and Supplies	4,770,748			4,770,748
5000 Services and Operating Expenses	3,514,767			3,514,767
6000 Capital Outlay	240,539			240,539
7000 Other	3,165,031			3,165,031
TOTAL EXPENDITURES	28,443,307	-	-	28,443,307
OPERATING SURPLUS (DEFICIT)	(11,893,467)			(11,893,467)
Other Sources and Transfers In (8910-8979)				-
Other Uses and Transfers Out (7610-7699)				-
Contributions (8980-8999)	11,294,159			11,294,159
CURRENT YEAR INCREASE (DECREASE) IN FUND				-
BALANCE	(599,308)			(599,308)
BEGINNING BALANCE	\$ 1,884,651			1,884,651
ENDING BALANCE	\$ 1,285,343			\$ 1,285,343
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable Reserves (9711-9719)				
Restricted Reserves (9740)	1,285,343			1,285,343

Additional narrative- if necessary

All settlement costs for Restricted Program funded employees will be paid out of those restricted program budgets. For those restricted programs that require a General Fund contribution (Special Education), the settlement costs for those employees are included in Column 2 of the Unrestricted General Fund - Current Year Budget (page 5 of 9). All employees funded from the Developer Fee Fund and Cafeteria Fund will be paid from the specific funds' fund balance reserves.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreements included:

Western Placer Teachers Association

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	Current Year 1: 2020/21			(Col. 4) Total impact on budget (col. 1+2+3)
	(Col. 1) Latest Board-approved budget before settlement (as of First Interim - 12/16/21)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions Other Revisions - Includes settlement costs for CSEA and other non-bargaining unit employees	
REVENUES				
LCFF Sources (8010-8099)	65,307,730	-	-	\$ 65,307,730
Remaining Revenues (8100-8799)	18,781,152	-	-	\$ 18,781,152
TOTAL REVENUES	84,088,882	-	-	\$ 84,088,882
EXPENDITURES				
1000 Certificated Salaries	34,246,370	814,945	100,701	\$ 35,162,016
2000 Classified Salaries	10,105,172	-	296,952	\$ 10,402,124
3000 Employee Benefits	20,285,235	154,839	113,714	\$ 20,553,788
4000 Books and Supplies	9,350,700	-	-	\$ 9,350,700
5000 Services and Operating Expenses	9,181,942	-	-	\$ 9,181,942
6000 Capital Outlay	290,539	-	-	\$ 290,539
7000 Other	2,228,537	-	-	\$ 2,228,537
TOTAL EXPENDITURES	85,688,495	969,784	511,367	\$ 87,169,646
OPERATING SURPLUS (DEFICIT)	(1,599,613)	(969,784)	(511,367)	\$ (3,080,764)
Other Sources and Transfers In	-	-	-	\$ -
Other Uses and Transfers Out	185,533	-	-	\$ 185,533
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(1,785,146)	(969,784)	(511,367)	\$ (3,266,297)
BEGINNING BALANCE	\$ 14,907,011			\$ 14,907,011
ENDING BALANCE	\$ 13,121,865			\$ 11,640,714
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	5,000	-	-	\$ 5,000
Restricted Reserves (9740)	1,285,343	-	-	\$ 1,285,343
Stabilization Arrangements (9750)	-	-	-	\$ -
Other Commitments (9760)	-	-	-	\$ -
Other Assignments (9780)	-	-	-	\$ -
Reserve for Economic Uncertainties (9789)	2,576,221		88,869	\$ 2,665,090
Reserves-New HS/Science Adoption/Charter	2,162,088			\$ 2,162,088
Unassigned/Unappropriated (9790)	7,093,213	(969,784)	(600,236)	\$ 5,523,193

If total revisions in Column 2 do not equal total settlement compensation or if Column 3 requires explanation- enter information here.

Column #3 Other Revisions - includes 20/21 settlement costs for CSEA and other non-bargaining unit employees (Confidential, After School Classified, Certificated & Classified Management, Senior Management, Asst. Superintendent, Deputy Superintendent and Superintendent). Also includes increased 3% Econ. Uncertainties Reserve from settlement costs for all employees.

Disclosure of Collective Bargaining Agreement
WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreements included:

Western Placer Teachers Association

	Year 2:		2021/22		Year 3:		2022/23	
	(Col. 5) Latest Board-approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Revisions - Includes Gov. 21/22 January Budget COLA - 3.84% and settlement costs for CSEA and other non-bargaining unit employees 20/21 & 21/22	(Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board-approved MYP before settlement	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions Includes Gov. 22/23 January Budget COLA of 1.28% (SSC) and settlement costs for CSEA and other non-bargaining unit employees 20-21 & 21/22	(Col. 12) Total impact on budget (col. 9+10+11)
REVENUES								
LCFF Sources (8010-8099)	\$ 65,261,667		2,090,183	\$ 67,351,850	\$ 66,285,060		3,348,639	\$ 69,633,699
Remaining Revenues (8100-8799)	\$ 13,216,382			\$ 13,216,382	\$ 13,216,382			\$ 13,216,382
TOTAL REVENUES	\$ 78,478,049		\$ 2,090,183	\$ 80,568,232	\$ 79,501,442		\$ 3,348,639	\$ 82,850,081
EXPENDITURES								
1000 Certificated Salaries	\$ 34,851,113	\$ 860,294	19,191	\$ 35,730,598	\$ 35,551,703	\$ 860,294	\$ 28,055	\$ 36,440,052
2000 Classified Salaries	\$ 10,704,928		401,875	\$ 11,106,803	\$ 10,813,789		\$ 401,875	\$ 11,215,664
3000 Employee Benefits	\$ 20,774,123	\$ 210,955	173,028	\$ 21,158,106	\$ 22,241,257	\$ 210,955	\$ 198,452	\$ 22,650,664
4000 Books and Supplies	\$ 3,586,237			\$ 3,586,237	\$ 3,401,237			\$ 3,401,237
5000 Services and Operating Expenses	\$ 8,727,381			\$ 8,727,381	\$ 8,727,381			\$ 8,727,381
6000 Capital Outlay	\$ 70,539			\$ 70,539	\$ 70,539			\$ 70,539
7000 Other	\$ 2,023,462			\$ 2,023,462	\$ 2,023,462			\$ 2,023,462
TOTAL EXPENDITURES	\$ 80,737,783	\$ 1,071,249	594,094	\$ 82,403,126	\$ 82,829,368	\$ 1,071,249	\$ 628,382	\$ 84,528,999
OPERATING SURPLUS (DEFICIT)	\$ (2,259,734)	\$ (1,071,249)	\$ 1,496,089	\$ (1,834,894)	\$ (3,327,926)	\$ (1,071,249)	\$ 2,720,257	\$ (1,678,918)
Other Sources and Transfers In								
Other Uses and Transfers Out	\$ 487,437			\$ 487,437	\$ 525,712			\$ 525,712
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (2,747,171)	\$ (1,071,249)	\$ 1,496,089	\$ (2,322,331)	\$ (3,853,638)	\$ (1,071,249)	\$ 2,720,257	\$ (2,204,630)
BEGINNING BALANCE	\$ 11,640,714			\$ 11,640,714	\$ 9,318,383			\$ 9,318,383
ENDING BALANCE	\$ 8,893,543	\$ (1,071,249)	\$ 1,496,089	\$ 9,318,383	\$ 5,464,745	\$ (1,071,249)	\$ 2,720,257	\$ 7,113,753
COMPONENTS OF ENDING BALANCE:								
Nonspendable Reserves (9711-9719)	\$ 5,000			\$ 5,000	\$ 5,000			\$ 5,000
Restricted Reserves (9740)	\$ 1,503,165			\$ 1,503,165	\$ 1,701,825			\$ 1,701,825
Stabilization Arrangements (9750)								
Other Commitments (9760)								
Other Assignments (9780)								
Reserve for Economic Uncertainties (9789)	\$ 2,436,757		81,361	\$ 2,518,118	\$ 2,500,652		\$ 50,989	\$ 2,551,641
Reserves-New HS/Science Adoption/Charter	\$ 662,088			\$ 662,088	\$ 662,088			\$ 662,088
Unassigned/Unappropriated (9790)	\$ 4,286,533	\$ (1,071,249)	\$ 1,414,728	\$ 4,630,012	\$ 595,180	\$ (1,071,249)	\$ 2,669,268	\$ 2,193,199

If total revisions in Columns 6 & 10 do not total settlement compensation in years 2 & 3 or if Columns 7 or 11 require explanations, enter information here.

Column #7 (21/22) and #10 (22/23) Other Revisions - Includes 20/21 settlement costs for CSEA and other non-bargaining unit employees (Confidential, After School Classified, Certificated & Classified Management, Senior Management, Asst. Superintendent, Deputy Superintendent and Superintendent). Increased Step and column and increased 3% Econ Uncertainties Reserve from multi-year settlement costs for all employees included in 21/22 and 22/23 MYP. ALSO INCLUDED IN COLUMN #7 and #10 OTHER REVISIONS - For 2021-22 includes Governors 2021/22 January Budget COLA - 3.84% = \$2.1M and for 2022/23 includes Governors 2022/23 January Budget COLA of 1.28% (SSC) = \$1.2M for combined Increase in LCFF COLA funding of \$3.3M (21/22 and 22/23).

Impact of Proposed Agreement on Unrestricted Reserves

1. State Reserve Standard (after impact of Proposed Agreement)	Current Year 2020/21	Year 2 2021/22	Year 3 2022/23
a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 87,355,179	\$ 82,890,563	\$ 85,054,711
b. State Standard Minimum Reserve for Economic Uncertainties (REU) Percentage for this district	3.00%	3.00%	3.00%
c. State Standard Minimum REU amount for this district (greater of line 1-c or \$65,000 for districts w/less than 100 ADA)	\$ 2,620,655	\$ 2,486,717	\$ 2,551,641

2. Budgeted <u>Unrestricted</u> reserve (after impact of Proposed Agreement)	Current Year 2020/21	Year 2 2021/22	Year 3 2022/23
a. General Fund budgeted Unrestricted Reserve for Economic Uncertainties- REU (9789)	\$ 2,665,090	\$ 2,518,118	\$ 2,551,641
b. General Fund budgeted Unrestricted Unassigned/Unappropriated amount (9790)	\$ 5,523,193	\$ 4,630,012	2,193,199
c. Special Reserve Fund 17 budgeted REU (9789)	\$ -		
d. Special Reserve Fund 17 Budgeted Unappropriated/Unassigned amount (9790)	\$ -		
e. Total District budgeted Unrestricted reserves	\$ 8,188,283	\$ 7,148,130	\$ 4,744,840

3. Do Unrestricted reserves meet the state minimum standard amount?

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Approval of Tentative Agreement and Adjustment to
2020-2021 and 2021-2022 Salary Schedules for the
District's Classified Employees

AGENDA ITEM AREA:

Discussion/Action

REQUESTED BY:

Gabe Simon, Ed.D., Assistant Superintendent
of Personnel Services *GS*
Scott Leaman, Superintendent *SL*

ENCLOSURES:

Tentative Agreement, Revised 2020-2021
and 2021-2022 Salary Schedules for
Classified Employees, AB 1200 Disclosure
Documents

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

March 16, 2021

ROLL CALL REQUIRED:

No

BACKGROUND:

Based on the Tentative Agreement with the California School Employees' Association: Chapter #741 (CSEA) affecting salaries for classified employees of the District, the District recommends that an increase of 3.00% be applied to the 2019-2020 classified salary schedule to create the 2020-2021 salary schedule, retroactive to July 1, 2020. A copy of the proposed revised schedule is included. The total estimated cost of the salary increase for this employee group is approximately \$322,519 to the unrestricted general fund for the 2020-2021 school year.

The District also recommends that adjustments be made to the 2020-2021 salary schedule effective July 1, 2021. A 1.06% increase was added to the 2020-2021 salary schedule to create the 2021-2022 salary schedule effective July 1, 2021. The total estimated cost of the salary increase for this employee group is approximately \$113,957 to the unrestricted general fund for the 2021-2022 school year.

A tentative agreement has been reached between the Western Placer Unified School District and CSEA. This agreement, AB 1200 disclosure documents, and corresponding tentative agreement including any proposed contract changes are included.

RECOMMENDATION:

Administration recommends the Board of Trustees approve the revised 2020-2021 classified salary schedule, retroactive to July 1, 2020. Administration also recommends that the Board of Trustees approve the revised 2021-2022 salary schedule effective July 1, 2021 and the tentative agreement between the Western Placer Unified School District and CSEA.

TENTATIVE AGREEMENT
(RESULTING FROM 2020-2021 NEGOTIATIONS)
REGARDING
THE COLLECTIVE BARGAINING AGREEMENT
(July 1, 2019 to June 30, 2022)
BETWEEN
WESTERN PLACER UNIFIED SCHOOL DISTRICT
AND
THE CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION
and ITS WESTERN PLACER CHAPTER #741 (CSEA)

The Western Placer Unified School District ("District") and the California School Employees' Association: Western Placer Chapter #741 ("CSEA"), collectively referred to as the "Parties," enter into this agreement and agree as follows:

AGREEMENT

1. This agreement will be executed when it has been signed by both parties, approved by the District Board of Trustees, and ratified by unit members.
2. Article VI: Salaries:

Tentative agreement has been reached between the Western Placer Unified School District and the California School Employees' Association: Chapter #741 on Article VI: Salaries.

Salary Increase for Bargaining Unit Members:

The District and the California School Employees' Association: Chapter #741 agree to the following salary schedule changes for the 2020-2021 and 2021-2022 school years. The 2020-2021 salary agreement will be retroactive to July 1, 2020:

*2020-2021 Salary Schedule Change: 3% salary increase applied to all cells of the current 2020-2021 salary schedule retroactive to July 1, 2020

*2021-2022 Salary Schedule Change: 1.06% salary increase applied to all cells of the revised 2020-2021 salary schedule effective July 1, 2021

This agreement regarding salary will close out negotiations for salary for the 2020-2021 and 2021-2022 school years.

3. Article XX: Duration shall be revised as follows:

This agreement shall be in full force and effect from July 1, 2019 through June 30, 2022 and shall remain in effect until a successor agreement is negotiated by the parties.
(....)

*Except as otherwise provided in this letter of agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

*This agreement establishes no past practice or precedence and shall be in effect upon ratification by the District and CSEA.

*In the event any term of this agreement shall, to any extent, be found to be invalid or unenforceable, the remainder of this agreement shall remain valid and enforceable.

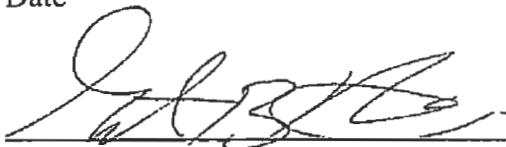
*This agreement shall be governed by and controlled in accordance with the laws of the State of California.

Moe Kang

CSEA Designee

3/1/2021

Date



3-1-21

Date

3-12-21

Date Ratified by
CSEA Chapter #741 Members



WPUSD Designee: Gabe Simon, Assistant
Superintendent of Personnel Services

3/1/21

Date

3-16-21

Date Adopted by
Board of Trustees

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE 2020-2021**

Range: Cafeteria

14 Cafeteria Site Cashier, Food Service Warehouse Worker
16 Central Kitchen Assistant
20 Central Kitchen Lead
23 Child Nutritional Clerk
12 Food Service Assistant
16 Food Service Lead
20 Middle School Cafeteria Lead
23 High School Cafeteria Lead

Range: Clerical

26 Accounting Technician I
28 Accounting Technician II
17 Adult School Account Clerk
24 Alternative Education Secretary/Administrative Assistant
22 Assistant Principal Secretary/Administrative Assistant
16 Bilingual School Clerk
22 Counselor Secretary/Administrative Assistant
25 Department Secretary/Administrative Assistant
22 District ELD & Intervention Program Secretary/Administrative Assistant
20 District Office Clerk
23 District Receptionist Clerk
42 Facilities Planner
26 Facilities Support Clerk, Grant Funded
15 Grant Funded Bilingual Clerk
14 Grant Funded Clerk
14 Grant Funded Support Services Clerk
18 Grant Funded Transition Support Provider
20 Health Clerk
20 Mail Delivery/Driver
22 Preschool Clerk
24 Registrar/Student Data Manager
20 School Office Clerk II
22 School Office Clerk III
24 School Secretary I/Administrative Assistant (K-5)
25 School Secretary II/Administrative Assistant (6-12)
22 Special Education Clerk
28 Special Education Secretary/Administrative Assistant
28 Supplemental Programs & Accountability Secretary/
Administrative Assistant
28 Educational Services Secretary/Administrative Assistant

Range: Education

13 Campus Monitor
13 Campus/Cafeteria Supervisor
17 Computer Laboratory Technician
21 High School Library Technician
14 Infant/Toddler Paraprofessional
16 Instructional Aide
16 Instructional Aide-Bilingual/ESL
17 Instructional Aide-Special Education
25 Interpreter - Oral (*Paid on Step A only*)
25 Interpreter- Deaf & Hard of Hearing
20 Intervention Services Provider
19 Library Technician
32 Licensed Vocational Nurse
28 LVN/Paraprofessional, Specialized Phys Hlth Care
28 Occupational Therapist Assistant I
17 Paraprofessional, Specialized Physical Health Care
25 Parent/School/Community Liaison
15 Preschool Instructional Aide
24 Preschool Instructor
28 Speech-Language Pathology Assistant
33 Translator - Written (*Paid on Step A only*)

RANGE	Step A	Step B	Step C	Step D	Step E	Step F*
12	14.58	15.26	16.02	16.78	17.61	18.50
13	14.96	15.65	16.41	17.21	18.07	18.97
14	15.26	16.02	16.78	17.61	18.50	19.43
15	15.65	16.41	17.21	18.07	18.91	19.86
16	16.02	16.78	17.61	18.50	19.36	20.33
17	16.41	17.21	18.07	18.91	19.87	20.87
18	16.78	17.61	18.50	19.36	20.36	21.38
19	17.21	18.07	18.91	19.87	20.83	21.87
20	17.61	18.50	19.36	20.36	21.34	22.41
21	18.07	18.91	19.87	20.83	21.88	22.97
22	18.48	19.36	20.36	21.34	22.40	23.51
23	18.91	19.87	20.83	21.88	22.95	24.09
24	19.36	20.36	21.34	22.40	23.47	24.65
25	19.87	20.83	21.88	22.95	24.06	25.27
26	20.36	21.34	22.40	23.47	24.65	25.87
27	20.83	21.88	22.95	24.06	25.26	26.52
28	21.34	22.40	23.47	24.65	25.89	27.19
29	21.88	22.95	24.06	25.26	26.51	27.83
30	22.40	23.47	24.65	25.89	27.17	28.53
31	22.95	24.06	25.26	26.51	27.84	29.23
32	23.47	24.65	25.89	27.17	28.52	29.95
33	24.06	25.26	26.51	27.84	29.21	30.66
34	24.65	25.89	27.17	28.52	29.94	31.45
35	25.26	26.51	27.84	29.21	30.68	32.22
36	25.89	27.17	28.52	29.94	31.44	33.01
37	26.51	27.84	29.21	30.68	32.21	33.81
38	27.17	28.52	29.94	31.44	33.02	34.67
39	27.84	29.21	30.68	32.21	33.85	35.54
40	28.52	29.94	31.44	33.02	34.64	36.38
41	29.21	30.68	32.21	33.85	35.52	37.31
42	29.94	31.44	33.02	34.64	36.36	38.18
43	30.68	32.21	33.85	35.52	37.26	39.12
44	31.44	33.02	34.64	36.36	38.17	40.08
45	32.21	33.85	35.52	37.26	39.13	41.09
46	33.02	34.64	36.36	38.17	40.09	42.10
47	33.85	35.52	37.26	39.13	41.09	43.15
48	34.64	36.36	38.17	40.09	42.12	44.22
49	35.52	37.26	39.13	41.09	43.17	45.32
50	36.36	38.17	40.09	42.12	44.23	46.44

Range: Technology

33 District & Site Support Tech
45 Network Administrator
45 Technology Data Specialist
33 CALPADS Coord/Tech Project
Tech/Tech Sup Tech I
36 Technology Support Tech II

Range: Transportation & Maintenance

33 Assistant Mechanic
24 Bus Driver, Special Needs
22 Custodian/Groundsman
37 Dispatcher/Driver Trainer
33 District Maintenance Worker
24 Grounds Maintenance Worker
26 Lead Custodian
24 Maintenance/Custodian
42 Mechanic

Longevity: 2.5% salary increase for 10 years of service
and 2.5% for each additional 5 years of completed service.

Retiree Benefits: After 15 years of service, 3,600 for a maximum
of five (5) consecutive years or to age 65 or \$6,000 per year
for a maximum of three (3) consecutive years or until age 65.

* STEP F: Employees will be placed on Step F at the beginning
of the school year in their 15th year of service with the District

Effective 7/1/14 5% added to the 2014-2015 salary schedule & elimination of Employer paid PERS

Effective 7/1/15 3.75% added to the 2015-2016 salary schedule, retro to 3/1/15

Effective 3/15/16 4% added to the 2015-2016 salary schedule, retro to 1/1/16

Effective 7/1/16 1.5% lump sum pay from 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/18 .50% added to the 2018-2019 salary schedule retro to 1/1/19

Effective 7/1/19 .25% added to the 2019-2020 salary schedule, Step F added

Effective 6/18/19 Food Warehouse Worker position placed at Step 14

Effective 10/1/19 Department Secretary position placed at Step 25

Effective 10/15/19 Mail Delivery/Driver position placed at Step 20

Effective 7/1/20 3.00% added to the 2019-2020 salary schedule retro to 7/1/20

***In addition to the above, the district pays \$14,424 annually towards health benefits

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE 2021-2022**

Range: Cafeteria

14 Cafeteria Site Cashier, Food Service Warehouse Worker
16 Central Kitchen Assistant
20 Central Kitchen Lead
Child Nutritional Clerk
12 Food Service Assistant
16 Food Service Lead
20 Middle School Cafeteria Lead
23 High School Cafeteria Lead

Range: Clerical

26 Accounting Technician I
28 Accounting Technician II
17 Adult School Account Clerk
24 Alternative Education Secretary/Administrative Assistant
22 Assistant Principal Secretary/Administrative Assistant
16 Bilingual School Clerk
22 Counselor Secretary/Administrative Assistant
25 Department Secretary/Administrative Assistant
22 District ELD & Intervention Program Secretary/Administrative Assistant
20 District Office Clerk
23 District Receptionist Clerk
42 Facilities Planner
26 Facilities Support Clerk, Grant Funded
15 Grant Funded Bilingual Clerk
14 Grant Funded Clerk
14 Grant Funded Support Services Clerk
18 Grant Funded Transition Support Provider
20 Health Clerk
20 Mail Delivery/Driver
22 Preschool Clerk
24 Registrar/Student Data Manager
20 School Office Clerk II
22 School Office Clerk III
24 School Secretary I/Administrative Assistant (K-5)
25 School Secretary II/Administrative Assistant (6-12)
22 Special Education Clerk
28 Special Education Secretary/Administrative Assistant
28 Supplemental Programs & Accountability Secretary/
Administrative Assistant
28 Educational Services Secretary/Administrative Assistant

Range: Education

13 Campus Monitor
13 Campus/Cafeteria Supervisor
17 Computer Laboratory Technician
21 High School Library Technician
14 Infant/Toddler Paraprofessional
15 Instructional Aide
16 Instructional Aide-Bilingual/ESL
17 Instructional Aide-Special Education
25 Interpreter - Oral (*Paid on Step A only*)
25 Interpreter- Deaf & Hard of Hearing
20 Intervention Services Provider
19 Library Technician
32 Licensed Vocational Nurse
28 LVN/Paraprofessional, Specialized Phys Hlth Care
28 Occupational Therapist Assistant I
17 Paraprofessional, Specialized Physical Health Care
25 Parent/School/Community Liaison
15 Preschool Instructional Aide
24 Preschool Instructor
28 Speech-Language Pathology Assistant
33 Translator - Written (*Paid on Step A only*)

RANGE	Step A	Step B	Step C	Step D	Step E	Step F*
12	14.73	15.42	16.19	16.96	17.80	18.70
13	15.12	15.82	16.58	17.39	18.26	19.17
14	15.42	16.19	16.96	17.80	18.70	19.64
15	15.82	16.58	17.39	18.26	19.11	20.07
16	16.19	16.96	17.80	18.70	19.57	20.55
17	16.58	17.39	18.26	19.11	20.08	21.09
18	16.96	17.80	18.70	19.57	20.58	21.61
19	17.39	18.26	19.11	20.08	21.05	22.10
20	17.80	18.70	19.57	20.58	21.57	22.65
21	18.26	19.11	20.08	21.05	22.11	23.21
22	18.68	19.57	20.58	21.57	22.64	23.76
23	19.11	20.08	21.05	22.11	23.19	24.35
24	19.57	20.58	21.57	22.64	23.72	24.91
25	20.08	21.05	22.11	23.19	24.32	25.54
26	20.58	21.57	22.64	23.72	24.91	26.14
27	21.05	22.11	23.19	24.32	25.53	26.80
28	21.57	22.64	23.72	24.91	26.16	27.48
29	22.11	23.19	24.32	25.53	26.79	28.12
30	22.64	23.72	24.91	26.16	27.46	28.83
31	23.19	24.32	25.53	26.79	28.14	29.54
32	23.72	24.91	26.16	27.46	28.82	30.27
33	24.32	25.53	26.79	28.14	29.52	30.98
34	24.91	26.16	27.46	28.82	30.26	31.78
35	25.53	26.79	28.14	29.52	31.01	32.56
36	26.16	27.46	28.82	30.26	31.77	33.36
37	26.79	28.14	29.52	31.01	32.55	34.17
38	27.46	28.82	30.26	31.77	33.37	35.04
39	28.14	29.52	31.01	32.55	34.21	35.92
40	28.82	30.26	31.77	33.37	35.01	36.77
41	29.52	31.01	32.55	34.21	35.90	37.71
42	30.26	31.77	33.37	35.01	36.75	38.58
43	31.01	32.55	34.20	35.90	37.65	39.53
44	31.77	33.37	35.01	36.75	38.57	40.50
45	32.55	34.21	35.90	37.65	39.54	41.53
46	33.37	35.01	36.75	38.58	40.51	42.55
47	34.21	35.90	37.65	39.54	41.53	43.61
48	35.01	36.75	38.57	40.51	42.57	44.69
49	35.90	37.65	39.54	41.53	43.63	45.80
50	36.75	38.57	40.51	42.57	44.70	46.93

Range: Technology

33 District & Site Support Tech
45 Network Administrator
45 Technology Data Specialist
33 CALPADS Coord/Tech Project
Tech/Tech Sup Tech I
36 Technology Support Tech II

Range: Transportation & Maintenance

33 Assistant Mechanic
24 Bus Driver, Special Needs
22 Custodian/Groundsman
37 Dispatcher/Driver Trainer
33 District Maintenance Worker
24 Grounds Maintenance Worker
26 Lead Custodian
24 Maintenance/Custodian
42 Mechanic

Longevity: 2.5% salary increase for 10 years of service
and 2.5% for each additional 5 years of completed service.

Retiree Benefits: After 15 years of service, 3,600 for a maximum
of five (5) consecutive years or to age 65 or \$6,000 per year
for a maximum of three (3) consecutive years or until age 65.

* STEP F: Employees will be placed on Step F at the beginning
of the school year in their 15th year of service with the District

Effective 7/1/14 5% added to the 2014-2015 salary schedule & elimination of Employer paid PERS

Effective 7/1/15 3.75% added to the 2015-2016 salary schedule, retro to 3/1/15

Effective 3/15/16 4% added to the 2015-2016 salary schedule, retro to 1/1/16

Effective 7/1/16 1.5% lump sum pay from 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/18 .50% added to the 2018-2019 salary schedule retro to 1/1/19

Effective 7/1/19 .25% added to the 2019-2020 salary schedule, Step F added

Effective 6/18/19 Food Warehouse Worker position placed at Step 14

Effective 10/1/19 Department Secretary position placed at Step 25

Effective 10/15/19 Mail Delivery/Driver position placed at Step 20

Effective 7/1/20 3.00% added to the 2019-2020 salary schedule retro to 7/1/20

Effective 7/1/21 1.06% added to the 2020-2021 salary schedule

**In addition to the above, the district pays \$14,424 annually towards health benefits

Disclosure of Collective Bargaining Agreement

Page 1 of 9

This document is intended to assist the Governing Board in determining that the district can meet the costs incurred under the tentative bargaining agreement referenced below in the current and subsequent fiscal years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. Absence of one or both signatures should serve as "red flag" to the Governing Board; however, it does not prevent them from taking action on the agreement.

Certification No. 1

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of WESTERN PLACER UNIFIED SCHOOL DISTRICT, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees' Association (CSEA) Bargaining Unit, during the term of the agreement from

7/1/2020 to 6/30/2022.

- ☒ The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 7 & 8 of this document. If the district does not adopt all budget revisions needed in the current year to meet the costs of the agreement, the County Superintendent of Schools is required to issue a qualified or negative certification at the next interim reporting period.
- ☐ N/A - No budget revisions necessary.



District Superintendent (Signature)

3/16/2021

Date




Chief Business Official (Signature)

3/16/2021

Date

Certification #2

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 Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.



District Superintendent or Designee (Signature)

3/16/2021

Date

Audrey Kilpatrick

916-645-6350

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on Tuesday, March 16, 2021, took action to approve the proposed agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)

3/16/2021

Date

**DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
WESTERN PLACER UNIFIED SCHOOL DISTRICT**

In accordance with AB 1200 (Chapter 1213/1991), GC 3547.5 and CCR, Title V, Section 15449

The proposed agreement is a 2 year agreement with California School Employees' Association (CSEA) that covers the period beginning 7/1/20 and ending 6/30/22, and will be acted upon by the Governing Board at its meeting on March 16, 2021. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group (Please use separate disclosure for each group)	Check one by marking with "x"	Cost of 1% *	Value of 1 contract day **
Certificated		\$0	
Classified	X	\$107,506	n/a
Confidential/Management		\$0	
Other		\$0	

* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

** includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment -

Estimated payment date:

Updated Salary 3/31/21. Retro 7/1-2/28 paid 4/16/21

A. Proposed Change in Compensation

	Compensation	\$ Fiscal Impact of Proposed Agreement			%		
		Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
		2020/21	2021/22	2022/23	2020/21	2021/22	2022/23
1	Salary Schedule - Increase(Decrease)	248,779	87,902	-	2.31%	0.82%	0.00%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	-	-	-	0.00%	0.00%	0.00%
3	Other Compensation (complete description below)	-	-	-	0.00%	0.00%	0.00%
4	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)	73,740	26,055	-	0.69%	0.24%	0.00%
5	Health/Welfare Benefits - Increase (Decrease)	-	-	-	0.00%	0.00%	0.00%
6	Total Compensation	322,519	113,957	-	3.00%	1.06%	0.00%
7	Total Number (FTE) of Represented Employees	228	228				
8	Total Compensation Average Cost per Employee - Increase (Decrease)	1,418	501	-			

Other Compensation - Increase (Decrease)

9 (One-time, Stipends, Bonuses, etc.) Provide Description Below

N/A

Were any additional steps, columns, or ranges added to the schedules?

NO

If YES, please explain below

N/A

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

YES

If YES, please indicate the current cap amount.

\$ 14,424.00

- B. **Proposed change in compensation.** Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as

2020/21 - Salary Schedule increased by 3.00% retroactive to 7/1/20
2021/22 - Salary Schedule increased by 1.06%

- C. **Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

N/A

- D. **What are the specific impacts on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

N/A

- E. **What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

N/A

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

N/A

- G. **Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

FOR ALL EMPLOYEES GROUPS - The 20/21 and 21/22 settlement costs will create planned deficit spending of available unrestricted reserves over the three years in the MYP. Based on the total on-going settlement costs for all employees for the FY 20/21 and 21/22, the District will continue to maintain the 3% Reserve For Economic Uncertainties for all three budget years and projects an Unappropriated Undesignated Reserve of approximately \$2.2M in 2022/23.

H. Source of funding for proposed agreement.

Current year:

FOR ALL EMPLOYEES GROUPS - General Fund Reserves (All Resources). Also Developer Fee Fund and Cafeteria Fund resources for those employees funded from these funds.

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

FOR ALL EMPLOYEES GROUPS - General Fund Reserves (All Resources). Also Developer Fee Fund and Cafeteria Fund resources for those employees funded from these funds.

If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

FOR ALL EMPLOYEES GROUPS - General Fund Reserves (All Resources). Also Developer Fee Fund and Cafeteria Fund resources for those employees funded from these funds. At Second Interim, MYP Includes assumption of lower COLA of 1.28% for 2022-23 (based on SSC Dartboard). The difference between the DOF COLA and SSC COLA in 2022-23 is approximately \$1.2M of Unrestricted funds to the General Fund.

I. Describe the financial impact on other funds affected by the proposed settlement -

Please describe any current and multi-year effects on any other Funds

FOR ALL EMPLOYEES GROUPS - Developer Fee Fund and Cafeteria Fund resources will be used to fund 20/21 and 21/22 salary increases for those employees funded from the two funds. Both funds have adequate reserves to support the on-going increases.

J. If necessary, include any additional explanations or information here

N/A

WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreement(s) included: **California School Employees' Association (CSEA)**

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	UNRESTRICTED GENERAL FUND- CURRENT YEAR			2020/21
	(Col. 1) Latest Board- approved budget before settlement (as of First Interim - 12/16/21)	(Col. 2) Revisions Necessary as a result of proposed settlement - WPTA	(Col. 3) Other Revisions - includes settlement costs for CSEA and other non-bargaining unit employees	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	64,220,706			64,220,706
Remaining Revenues (8100-8799)	3,318,336			3,318,336
TOTAL REVENUES	67,539,042	-	-	67,539,042
EXPENDITURES				
1000 Certificated Salaries	28,627,008	-	915,646	29,542,654
2000 Classified Salaries	6,204,042	248,779	48,173	6,500,994
3000 Employee Benefits	13,053,505	73,740	194,813	13,322,058
4000 Books and Supplies	4,579,952			4,579,952
5000 Services and Operating Expenses	5,667,175			5,667,175
6000 Capital Outlay	50,000			50,000
7000 Other	(936,494)			(936,494)
TOTAL EXPENDITURES	57,245,188	322,519	1,158,632	58,726,339
OPERATING SURPLUS (DEFICIT)	10,293,854	(322,519)	(1,158,632)	8,812,703
Other Sources and Transfers In (8910-8979)				-
Other Uses and Transfers Out (7610-7699)	185,533			185,533
Contributions (8980-8999)	(11,294,159)			(11,294,159)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(1,185,838)	(322,519)	(1,158,632)	(2,666,989)
BEGINNING BALANCE	\$ 13,022,360			13,022,360
ENDING BALANCE	\$ 11,836,522	\$ (322,519)	\$ (1,158,632)	\$ 10,355,371
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable Reserves (9711-9719)	5,000			5,000
Stabilization Arrangements (9750)				
Other Commitments (9760)				
Other Assignments (9780)				
Reserve for Economic Uncertainties (9789)	2,576,221		88,869	2,665,090
Reserves-New HS/Science Adoption/Charter	2,162,088			2,162,088
Unassigned/Unappropriated (9790)	7,093,213	(322,519)	(1,247,501)	5,523,193

Additional narrative- if necessary

Column 3 Other Revisions - includes 20/21 settlement costs for CSEA and other non-bargaining unit employees (Confidential, After School Classified, Certificated & Classified Management, Senior Management, Asst. Superintendent, Deputy Superintendent and Superintendent).

WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreement(s) included: **California School Employees' Association (CSEA)**

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	RESTRICTED GENERAL FUND- CURRENT YEAR			2020/21
	(Col. 1) Latest Board- approved budget before settlement (as of First Interim - 12/16/21)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions - includes settlement costs for CSEA and other non- bargaining unit employees	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	1,087,024			1,087,024
Remaining Revenues (8100-8799)	15,462,816			15,462,816
TOTAL REVENUES	16,549,840	-	-	16,549,840
EXPENDITURES				
1000 Certificated Salaries	5,619,362			5,619,362
2000 Classified Salaries	3,901,130			3,901,130
3000 Employee Benefits	7,231,730			7,231,730
4000 Books and Supplies	4,770,748			4,770,748
5000 Services and Operating Expenses	3,514,767			3,514,767
6000 Capital Outlay	240,539			240,539
7000 Other	3,165,031			3,165,031
TOTAL EXPENDITURES	28,443,307	-	-	28,443,307
OPERATING SURPLUS (DEFICIT)	(11,893,467)			(11,893,467)
Other Sources and Transfers In (8910-8979)				-
Other Uses and Transfers Out (7610-7699)				-
Contributions (8980-8999)	11,294,159			11,294,159
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(599,308)			(599,308)
BEGINNING BALANCE	\$ 1,884,651			1,884,651
ENDING BALANCE	\$ 1,285,343			\$ 1,285,343
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable Reserves (9711-9719)				
Restricted Reserves (9740)	1,285,343			1,285,343

Additional narrative- if necessary

All settlement costs for Restricted Program funded employees will be paid out of those restricted program budgets. For those restricted programs that require a General Fund contribution (Special Education), the settlement costs for those employees are included in Column 2 of the Unrestricted General Fund - Current Year Budget (page 5 of 9). All employees funded from the Developer Fee Fund and Cafeteria Fund will be paid from the specific funds' fund balance reserves.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreements included:

California School Employees' Association (CSEA)

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

	Current Year 1: 2020/21			
	(Col. 1) Latest Board- approved budget before settlement (as of First Interim - 12/16/21)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions Other Revisions - Includes settlement costs for WPTA and other non- bargaining unit employees	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	65,307,730	-	-	\$ 65,307,730
Remaining Revenues (8100-8799)	18,781,152	-	-	\$ 18,781,152
TOTAL REVENUES	84,088,882	-	-	\$ 84,088,882
EXPENDITURES				
1000 Certificated Salaries	34,246,370	-	915,646	\$ 35,162,016
2000 Classified Salaries	10,105,172	248,779	48,173	\$ 10,402,124
3000 Employee Benefits	20,285,235	73,740	194,813	\$ 20,553,788
4000 Books and Supplies	9,350,700	-	-	\$ 9,350,700
5000 Services and Operating Expenses	9,181,942	-	-	\$ 9,181,942
6000 Capital Outlay	290,539	-	-	\$ 290,539
7000 Other	2,228,537	-	-	\$ 2,228,537
TOTAL EXPENDITURES	85,688,495	322,519	1,158,632	\$ 87,169,646
OPERATING SURPLUS (DEFICIT)	(1,599,613)	(322,519)	(1,158,632)	\$ (3,080,764)
Other Sources and Transfers In	-	-	-	\$ -
Other Uses and Transfers Out	185,533	-	-	\$ 185,533
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(1,785,146)	(322,519)	(1,158,632)	\$ (3,266,297)
BEGINNING BALANCE	\$ 14,907,011			\$ 14,907,011
ENDING BALANCE	\$ 13,121,865			\$ 11,640,714
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	5,000	-	-	\$ 5,000
Restricted Reserves (9740)	1,285,343	-	-	\$ 1,285,343
Stabilization Arrangements (9750)	-	-	-	\$ -
Other Commitments (9760)	-	-	-	\$ -
Other Assignments (9780)	-	-	-	\$ -
Reserve for Economic Uncertainties (9789)	2,576,221		88,869	\$ 2,665,090
Reserves-New HS/Science Adoption/Charter	2,162,088			\$ 2,162,088
Unassigned/Unappropriated (9790)	7,093,213	(322,519)	(1,247,501)	\$ 5,523,193

If total revisions in Column 2 do not equal total settlement compensation or if Column 3 requires explanation- enter information here.

Column #3 Other Revisions - includes 20/21 settlement costs for WPTA and other non-bargaining unit employees (Confidential, After School Classified, Certificated & Classified Management, Senior Management, Asst. Superintendent, Deputy Superintendent and Superintendent). Also includes increased 3% Econ. Uncertainties Reserve from settlement costs for all employees.

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

Date of governing board approval of budget revisions in Col. 2 - December 15, 2020

Agreements included:

California School Employees' Association (CSEA)

	Year 2:			2021/22		Year 3:			2022/23	
	(Col. 5) Latest Board-approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions - Includes Gov. 21/22 January Budget COLA - 3.84% and settlement costs for WPTA and other non-bargaining unit employees 20/21 & 21/22	(Col. 8) Total Impact on budget (col. 5+6+7)	(Col. 9) Latest Board-approved MYP before settlement	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions Includes Gov. 22/23 January Budget COLA of 1.28% (SSC) and settlement costs for WPTA and other non-bargaining unit employees 20-21 & 21/22	(Col. 12) Total impact on budget (col. 9+10+11)		
REVENUES										
LCFF Sources (8010-8099)	\$ 65,261,667		2,090,183	\$ 67,351,850	\$ 66,285,060		3,348,639	\$ 69,633,699		
Remaining Revenues (8100-8799)	\$ 13,216,382			\$ 13,216,382	\$ 13,216,382			\$ 13,216,382		
TOTAL REVENUES	\$ 78,478,049		\$ 2,090,183	\$ 80,568,232	\$ 79,501,442		\$ 3,348,639	\$ 82,850,081		
EXPENDITURES										
1000 Certificated Salaries	\$ 34,851,113		879,485	\$ 35,730,598	\$ 35,551,703		\$ 888,349	\$ 36,440,052		
2000 Classified Salaries	\$ 10,704,928	\$ 336,681	65,194	\$ 11,106,803	\$ 10,813,789	\$ 336,681	\$ 65,194	\$ 11,215,664		
3000 Employee Benefits	\$ 20,774,128	\$ 99,795	284,188	\$ 21,158,106	\$ 22,241,257	\$ 99,795	\$ 309,612	\$ 22,650,664		
4000 Books and Supplies	\$ 3,586,237			\$ 3,586,237	\$ 3,401,237			\$ 3,401,237		
5000 Services and Operating Expenses	\$ 8,727,381			\$ 8,727,381	\$ 8,727,381			\$ 8,727,381		
6000 Capital Outlay	\$ 70,539			\$ 70,539	\$ 70,539			\$ 70,539		
7000 Other	\$ 2,023,462			\$ 2,023,462	\$ 2,023,462			\$ 2,023,462		
TOTAL EXPENDITURES	\$ 80,737,783	\$ 436,476	1,228,867	\$ 82,403,126	\$ 82,829,368	\$ 436,476	1,263,155	\$ 84,528,999		
OPERATING SURPLUS (DEFICIT)	\$ (2,259,734)	\$ (436,476)	\$ 861,316	\$ (1,834,894)	\$ (3,327,926)	\$ (436,476)	\$ 2,085,484	\$ (1,678,918)		
Other Sources and Transfers In	\$ -			\$ -				\$ -		
Other Uses and Transfers Out	\$ 487,437			\$ 487,437	\$ 525,712			\$ 525,712		
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (2,747,171)	\$ (436,476)	\$ 861,316	\$ (2,322,331)	\$ (3,853,638)	\$ (436,476)	\$ 2,085,484	\$ (2,204,630)		
BEGINNING BALANCE	\$ 11,640,714			\$ 11,640,714	\$ 9,318,383			\$ 9,318,383		
ENDING BALANCE	\$ 8,893,543	\$ (436,476)	\$ 861,316	\$ 9,318,383	\$ 5,464,745	\$ (436,476)	\$ 2,085,484	\$ 7,113,753		
COMPONENTS OF ENDING BALANCE:										
Nonspendable Reserves (9711-9719)	\$ 5,000			\$ 5,000	\$ 5,000			\$ 5,000		
Restricted Reserves (9740)	\$ 1,503,165			\$ 1,503,165	\$ 1,701,825			\$ 1,701,825		
Stabilization Arrangements (9750)										
Other Commitments (9760)										
Other Assignments (9780)										
Reserve for Economic Uncertainties (9789)	\$ 2,436,757		81,361	\$ 2,518,118	\$ 2,500,652		\$ 50,989	\$ 2,551,641		
Reserves-New HS/Science Adoption/Charter	\$ 662,088			\$ 662,088	\$ 662,088			\$ 662,088		
Unassigned/Unappropriated (9790)	\$ 4,286,533	\$ (436,476)	\$ 779,955	\$ 4,630,012	\$ 595,180	\$ (436,476)	\$ 2,034,495	\$ 2,193,199		
			\$ -							

If total revisions in Columns 6 & 10 do not total settlement compensation in years 2 & 3 or if Columns 7 or 11 require explanations, enter information here.

Column #7 (21/22) and #10 (22/23) Other Revisions - Includes 20/21 settlement costs for WPTA and other non-bargaining unit employees (Confidential). After School Classified, Certificated & Classified Management, Senior Management, Asst. Superintendent, Deputy Superintendent and Superintendent). Increased Step and column and increased 3% Econ Uncertainties Reserve from multi-year settlement costs for all employees included in 21/22 and 22/23 MYP.
 INCLUDED IN COLUMN #7 AND #10 OTHER REVISIONS - For 2021-22 includes Governors 2021/22 January Budget COLA - 3.84% = \$2.1M and for 2022/23 includes Governors 2022/23 January Budget COLA of 1.28% (SSC) = \$1.2M for combined increase in LCFF COLA funding of \$3.3M (21/22 and 22/23).
 ALSO

Impact of Proposed Agreement on Unrestricted Reserves

1. State Reserve Standard (after impact of Proposed Agreement)	Current Year 2020/21	Year 2 2021/22	Year 3 2022/23
a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 87,355,179	\$ 82,890,563	\$ 85,054,711
b. State Standard Minimum Reserve for Economic Uncertainties (REU) Percentage for this district	3.00%	3.00%	3.00%
c. State Standard Minimum REU amount for this district (greater of line 1-c or \$65,000 for districts w/less than 100 ADA)	\$ 2,620,655	\$ 2,486,717	\$ 2,551,641

2. Budgeted <u>Unrestricted</u> reserve (after impact of Proposed Agreement)	Current Year 2020/21	Year 2 2021/22	Year 3 2022/23
a. General Fund budgeted Unrestricted Reserve for Economic Uncertainties- REU (9789)	\$ 2,665,090	\$ 2,518,118	\$ 2,551,641
b. General Fund budgeted Unrestricted Unassigned/Unappropriated amount (9790)	\$ 5,523,193	\$ 4,630,012	2,193,199
c. Special Reserve Fund 17 budgeted REU (9789)	\$ -		
d. Special Reserve Fund 17 Budgeted Unappropriated/Unassigned amount (9790)	\$ -		
e. Total District budgeted Unrestricted reserves	\$ 8,188,283	\$ 7,148,130	\$ 4,744,840

3. Do Unrestricted reserves meet the state minimum standard amount?

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. if no, how do you plan to restore your reserves?

N/A

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Approval of Adjustment to Salary for the District's
Classified Management Employees, Classified Senior
Management Employees, Classified Confidential
Employees & Grant Funded After School Program
Employees

AGENDA ITEM AREA:

Discussion/Action

REQUESTED BY:

Gabe Simon, Ed.D., Assistant Superintendent
of Personnel Services *GS*
Scott Leaman, Superintendent *SL*

ENCLOSURES:

Revised 2020-2021 and 2021-2022 Salary
Schedules for: Classified Management
Employees, Classified Senior Management
Employees, Classified Confidential
Employees & Grant Funded After School
Program Employees

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

March 16, 2021

ROLL CALL REQUIRED:

No

BACKGROUND:

Salary increases for represented employees yielded a ranking of no less than 4th among comparison districts. It is desired to have all other district positions rank no lower than 4th with the current round of raises. After consideration of Tentative Agreements being reached with CSEA: Chapter #741 (CSEA) and the Western Placer Teachers' Association (WPTA), the district administration is recommending a 3.00% base increase, retroactive to July 1, 2020, be applied to the positions which are listed on the 2019-2020 Classified Management, Classified Senior Management, Classified Confidential and Grant Funded After School Program salary schedules. Copies of the proposed revised schedules are included. The total estimated annual cost of the salary increase for these employee groups is approximately \$62,505 to the unrestricted general fund for the 2020-2021 school year.

Similar to other agreements, the District is also recommending effective July 1, 2021, a 1.06% base increase be applied to the 2021-2022 Classified Management, Classified Senior Management, Classified

Confidential and Grant Funded After School Program salary schedules effective July 1, 2021. The total estimated annual cost of the salary increase for these employee groups is approximately \$22,085 to the unrestricted general fund for the 2021-2022 school year.

In addition to the above, additional steps and changes have been made to some classifications on the Classified Management 2021-2022 salary schedule. This was done after an extensive classification study with comparable Districts so all employees would be ranked at least 4th in our comparison group. The total estimated annual cost of additional steps for the Classified Management employee group is approximately \$13,220 to the unrestricted general fund for the 2021-2022 school year.

RECOMMENDATION:

Administration recommends the Board of Trustees approve the 2020-2021 Classified Management, Classified Senior Management, Classified Confidential and Grant Funded After School Program salary schedules retroactive to July 1, 2020. Administration also recommends that the Board of Trustees approve the 2021-2022 Classified Management, Classified Senior Management, Classified Confidential and Grant Funded After School Program salary schedules effective July 1, 2021.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Classified Management Positions
2020-2021 Salary Schedule

Classified Management position designation excludes the employees serving in such positions from overtime provisions. The duties, flexibility of hours, salary and authority of such positions set them apart from those positions, which are subject to overtime provisions. Said management positions shall not be unreasonably discriminated against as a result of the overtime provisions.

Such management employees working 12 months shall be eligible for vacation as follows: 0/4 Yrs. - 10 Days, 5/10 Yrs. - 15 Days, 11/14 Yrs. - 16 Days, 15 Yrs. Plus - 20 Days

Position Classification	CONTRACT DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Director of Business Services \$100/Mo Car Allowance	260	90,666	95,798	101,710	107,620	113,533	119,440	126,008	132,939
Director of Facilities \$300/Mo Car Allowance	260	90,659	95,798	101,710	107,620	113,533	119,440	126,008	132,939
Occupational Therapist \$200/Mo Car Allowance	200	70,661	74,176	77,875	81,760	85,837	90,120	92,372	94,682
Behavior Analyst \$200/Mo Car Allowance	200	78,432	82,333	86,439	90,749	95,275	100,027	102,528	105,092
Food Service Director \$200/Mo Car Allowance	260	67,942	72,232	76,617	80,997	85,384	92,269	97,344	102,698
Transportation Director	260	67,942	72,232	76,617	80,997	85,384	92,269	95,037	97,888
Assistant Director of Facilities \$300/Mo Car Allowance	260	67,147	71,393	75,727	80,057	84,392	91,197	93,478	95,815
Facilities Coordinator \$300/Mo Car Allowance	260	61,435	64,492	67,708	71,086	74,630	78,327	80,286	82,293
Facilities Construction Coordinator \$300/Mo Car Allowance	260	61,435	64,492	67,708	71,086	74,630	78,327	80,286	82,293
Marketing and Communications Coordinator \$200/Mo Car Allowance	260	54,926	57,674	60,557	63,585	66,765	70,103	71,855	73,651
*After School Coordinator	210	44,049	45,811	47,644	49,549	53,513	57,793	62,417	67,410
*Transition Specialist (Based on TTP Grant budget)	205						42,849	43,920	45,018
*Workability 1 Site Coord. (Based on Workability 1 Grant Budget)	205						38,716	39,684	40,676

Longevity increments are 5% salary increase for 10 yrs. and 5% for each additional 5 yrs. of completed service

Effective for employees hired on or after 7/1/19 - Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

All Salaries Based on 8 Hour Days

Retiree Benefits: \$3,600 for 3 or 5 years

District paid life insurance (\$8.33) and salary protection plan (\$9.66)

MA Stipend - \$1,402

Effective 7/1/14 - 5% added to the 2014-2015 salary schedule and elimination of Employer paid PERS

Effective 7/1/15 - 3.75% added to the 2015-2016 Salary Schedule, retro to 3/1/15

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from the 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/17 - Facilities Construction Coordinator added

Effective 7/1/18 - Marketing and Communications Coordinator added

Effective 12/4/18 - Assistant Director of Facilities added.

Effective 7/1/18 .50% added to the 2018-2019 salary schedule w/retro back to January 1, 2019

Effective 7/1/19 1.3% added to the 2019-2020 salary schedule

Effective 7/1/19 works days adjusted for Transition Specialist to 205 days and Workability 1 Site Coord. to 205 days

Effective 6/18/19 - Master Stipend

Effective 9/1/20 - After School Coordinator Reflects 7% increase *Contingent Upon Continuing Grant Funding

Revised 3/16/21 - Salary Schedule reflects 3.00% increase

***In addition to the above, the district pays \$14,424 annually towards health benefits

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Classified Management Positions
2021-2022 Salary Schedule

Classified Management position designation excludes the employees serving in such positions from overtime provisions
The duties, flexibility of hours, salary and authority of such positions set them apart from those positions, which are subject to overtime provisions.
Said management positions shall not be unreasonably discriminated against as a result of the overtime provisions.

***Such management employees working 12 months shall be eligible for vacation as follows: 1 to 4 Yrs. - 12 Days, 5 to 14 Yrs. - 17 Days
15 Yrs. Plus - 20 Days***

Position Classification	CONTRACT DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Director of Business Services \$100/Mo Car Allowance	260	96,813	102,788	108,761	114,736	120,707	127,343	134,348	139,050
Director of Facilities \$300/Mo Car Allowance	260	96,813	102,788	108,761	114,736	120,707	127,343	134,348	139,050
Occupational Therapist \$200/Mo Car Allowance	200	71,410	74,962	78,700	82,627	86,747	91,076	93,351	95,686
Behavior Analyst \$200/Mo Car Allowance	200	79,263	83,206	87,355	91,711	96,285	101,087	103,615	106,206
Food Service Director \$200/Mo Car Allowance	260	68,662	72,998	77,430	81,855	86,289	93,247	98,376	103,787
Transportation Director	260	68,662	72,998	77,430	81,855	86,289	93,247	96,044	98,926
Assistant Director of Facilities \$300/Mo Car Allowance	260	67,859	72,150	76,530	80,906	85,287	92,164	94,469	96,831
Facilities Coordinator \$300/Mo Car Allowance	260	62,086	65,176	68,425	71,840	75,421	79,157	81,137	83,165
Facilities Construction Coordinator \$300/Mo Car Allowance	260	62,086	65,176	68,425	71,840	75,421	79,157	81,137	83,165
Marketing and Communications Coordinator \$200/Mo Car Allowance	260	62,086	65,176	68,425	71,840	75,421	79,157	81,137	83,165
*After School Coordinator	210	44,516	46,297	48,149	50,074	54,080	58,406	63,079	68,125
*Transition Specialist (Based on TTP Grant budget)	205						43,303	44,386	45,495
*Workability 1 Site Coord. (Based on Workability 1 Grant Budget)	205						39,126	40,105	41,107

Longevity increments are 5% salary increase for 10 yrs. and 5% for each additional 5 yrs. of completed service

Effective for employees hired on or after 7/1/19 - Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

All Salaries Based on 8 Hour Days

Retiree Benefits: \$3,600 for 3 or 5 years District paid life insurance (\$8.33) and salary protection plan (\$9.66)

MA Stipend - \$1,402

Effective 7/1/14 - 5% added to the 2014-2015 salary schedule and elimination of Employer paid PERS

Effective 7/1/15 - 3.75% added to the 2015-2016 Salary Schedule, retro to 3/1/15

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from the 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/17 - Facilities Construction Coordinator added

Effective 7/1/18 - Marketing and Communications Coordinator added

Effective 12/4/18 - Assistant Director of Facilities added.

Effective 7/1/18 .50% added to the 2018-2019 salary schedule w/retro back to January 1, 2019

Effective 7/1/19 1.3% added to the 2019-2020 salary schedule

Effective 7/1/19 works days adjusted for Transition Specialist to 205 days and Workability 1 Site Coord. to 205 days

Effective 6/18/19 - Master Stipend

Effective 9/1/20 - After School Coordinator Reflects 7% increase *Contingent Upon Continuing Grant Funding

Revised 3/16/21 - Salary Schedule reflects 3.00% increase

Revised 3/16/21 - Effective 7/1/21 Salary Schedule reflects 1.06% increase. Steps adjusted to reflect Placer County comparison
vacation leave updated

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Senior Management Positions
2020-2021 Salary Schedule

Senior Management position designation excludes the employees serving in such positions from overtime provisions. The duties, flexibility of hours, salary and authority of such positions set them apart from those positions which are subject to overtime provisions. Said management positions shall not be unreasonably discriminated against as a result of the overtime provisions.

Position Classification	CONTRACT DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Director of Technology \$250/Mo Car Allowance	260	109,626	113,464	117,438	121,548	125,802
Director of Maintenance & Operations \$250/Mo Car Allowance	260	99,050	102,521	106,110	109,824	113,668

Longevity increments are 5% salary increase for 10 yrs. and 5% for each additional 5 yrs. of completed service
Effective for employees hired on or after 7/1/19 - Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

All Salaries Based on 8 Hour Days

Retiree Benefits: \$3,600 for 3 or 5 years

District paid life insurance (\$8.33) and salary protection plan (\$9.66)

MA Stipend - \$1,402

Effective 7/1/14 - added 5% to the 2014-2015 Salary Schedule

Effective 7/1/15 - added 3.75% to the 2015-2016 Salary Schedule, retro to 3/1/15

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from the 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/18 0.5% added to the 2018-2019 salary schedule w/retro back to January 1, 2019

Effective 7/1/18 1.3% added to the 2019-2020 salary schedule

Effective 7/1/19 - Master Stipend added

Effective 7/1/20 - Salary Schedule reflects 3.00 % increase

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Senior Management Positions
2021-2022 Salary Schedule

Senior Management position designation excludes the employees serving in such positions from overtime provisions. The duties, flexibility of hours, salary and authority of such positions set them apart from those positions which are subject to overtime provisions. Said management positions shall not be unreasonably discriminated against as a result of the overtime provisions.

Position Classification	CONTRACT DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Director of Technology \$250/Mo Car Allowance	260	110,788	114,667	118,683	122,836	127,136
Director of Maintenance & Operations \$250/Mo Car Allowance	260	100,100	103,608	107,235	110,988	114,873

Longevity increments are 5% salary increase for 10 yrs. and 5% for each additional 5 yrs. of completed service
Effective for employees hired on or after 7/1/19 - Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

All Salaries Based on 8 Hour Days

Retiree Benefits: \$3,600 for 3 or 5 years

District paid life insurance (\$8.33) and salary protection plan (\$9.66)

MA Stipend - \$1,402

Effective 7/1/14 - added 5% to the 2014-2015 Salary Schedule

Effective 7/1/15 - added 3.75% to the 2015-2016 Salary Schedule, retro to 3/1/15

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from the 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/18 0.5% added to the 2018-2019 salary schedule w/retro back to January 1, 2019

Effective 7/1/18 1.3% added to the 2019-2020 salary schedule

Effective 7/1/19 - Master Stipend added

Effective 7/1/20 - Salary Schedule reflects 3.00 % increase

Effective 7/1/21 - Salary Schedule reflects 1.06 % increase

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Classified Confidential Positions
2020-2021 Salary Schedule

Confidential employees shall be eligible for the following as per Education Code 45128:
The Board shall provide for compensation or compensatory time off at a rate at least equal to time and one-half the regular rate of pay of the employee designated and authorized to perform the overtime.

Such confidential employees shall be eligible for vacation as determined by the schedule adopted 7/1/01.

Position Classification	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6*
Budget Technician	62,920.00 30.25	66,081.60 31.77	69,347.20 33.34	72,841.60 35.02	76,460.80 36.76	80,267.20 38.59
Administrative Assistant to the Superintendent	59,654.40 28.68	62,337.60 29.97	65,208.00 31.35	68,244.80 32.81	71,385.60 34.32	74,672.00 35.90
Personnel Accounting Technician	51,459.20 24.74	54,059.20 25.99	56,721.60 27.27	59,529.60 28.62	62,524.80 30.06	65,644.80 31.56
Business/Personnel Administrative Asst.	51,459.20 24.74	54,059.20 25.99	56,721.60 27.27	59,529.60 28.62	62,524.80 30.06	65,644.80 31.56
Educational Services Administrative Asst.	51,459.20 24.74	54,059.20 25.99	56,721.60 27.27	59,529.60 28.62	62,524.80 30.06	65,644.80 31.56
Payroll/Benefits Technician	51,459.20 24.74	54,059.20 25.99	56,721.60 27.27	59,529.60 28.62	62,524.80 30.06	65,644.80 31.56
Acct. Technician II	44,241.60 21.27	46,446.40 22.33	48,776.00 23.45	51,251.20 24.64	53,747.20 25.84	56,430.40 27.13

* STEP 6: Employees will be placed on Step 6 at the beginning of the school year in their 15th year of service with the District

Notation: Longevity increments revised 3/16/99. Latest longevity increment to reflect 5% longevity at 10 years and all future 5 yr. Increments

Effective for employees hired on or after 7/1/19 - Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

Reflects: District paid life insurance (\$8.33) and salary protection plan (\$9.66)

Retiree benefits as stipulated at Board of Trustee's meeting, 08/15/00. (\$3600 per year for 1 - 5 years)

Effective 7/1/09 Article VIII: Professional Growth in the CSEA contract will also apply to Confidential Employees

Effective 7/1/14 - 5% added to the 2014-2015 salary schedule and elimination of Employer paid PERS

Effective 7/1/15 - 3.75% added to the 2015-2016 salary schedule, retro to 3/1/15 and \$1.12 per hour increase for 15-16 for Payroll/Benefits Technician.

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from the 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 4/16/19 Salary increase to Administrative Assistant to the Superintendent to reflect change in position, longevity change to 2.5% for employees hired after 7/1/19.

Effective 7/1/19 .25% added to the 2019-2020 salary schedule, except for Administrative Assistant to the Superintendent, Step 6* added

Effective 7/1/19 Payroll/Benefits Technician will be paid at the same hourly rate as the Personnel Accounting Technician, Acct. Technician I removed from salary schedule, see Classified salary schedule

Effective 7/1/20 3.00% added to the 2019-2020 salary schedule

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Classified Confidential Positions
2021-2022 Salary Schedule

Confidential employees shall be eligible for the following as per Education Code 45128:
The Board shall provide for compensation or compensatory time off at a rate at least equal to time and one-half the regular rate of pay of the employee designated and authorized to perform the overtime.

Such confidential employees shall be eligible for vacation as determined by the schedule adopted 7/1/01.

Position Classification	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6*
Budget Technician	63,585.60 30.57	66,788.80 32.11	70,075.20 33.69	73,611.20 35.39	77,272.00 37.15	81,120.00 39.00
Administrative Assistant to the Superintendent	60,278.40 28.98	63,003.20 30.29	65,894.40 31.68	68,972.80 33.16	72,134.40 34.68	75,462.40 36.28
Personnel Accounting Technician	52,000.00 25.00	54,641.60 26.27	57,324.80 27.56	60,153.60 28.92	63,190.40 30.38	66,331.20 31.89
Business/Personnel Administrative Asst.	52,000.00 25.00	54,641.60 26.27	57,324.80 27.56	60,153.60 28.92	63,190.40 30.38	66,331.20 31.89
Educational Services Administrative Asst.	52,000.00 25.00	54,641.60 26.27	57,324.80 27.56	60,153.60 28.92	63,190.40 30.38	66,331.20 31.89
Payroll/Benefits Technician	52,000.00 25.00	54,641.60 26.27	57,324.80 27.56	60,153.60 28.92	63,190.40 30.38	66,331.20 31.89
Acct. Technician II	44,720.00 21.50	46,945.60 22.57	49,296.00 23.70	51,792.00 24.90	54,308.80 26.11	57,033.60 27.42

* STEP 6: Employees will be placed on Step 6 at the beginning of the school year in their 15th year of service with the District

Notation: Longevity increments revised 3/16/99. Latest longevity increment to reflect 5%

longevity at 10 years and all future 5 yr. increments

Effective for employees hired on or after 7/1/19 - Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

Reflects: District paid life insurance (\$8.33) and salary protection plan (\$9.66)

Retiree benefits as stipulated at Board of Trustee's meeting, 08/15/00. (\$3600 per year for 1 - 5 years)

Effective 7/1/09 Article VIII: Professional Growth in the CSEA contract will also apply to Confidential Employees

Effective 7/1/14 - 5% added to the 2014-2015 salary schedule and elimination of Employer paid PERS

Effective 7/1/15 - 3.75% added to the 2015-2016 salary schedule, retro to 3/1/15 and \$1.12 per hour increase for 15-16 for Payroll/Benefits Technician.

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from the 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 4/16/19 Salary increase to Administrative Assistant to the Superintendent to reflect change in position, longevity change to 2.5% for employees hired after 7/1/19.

Effective 7/1/19 .25% added to the 2019-2020 salary schedule, except for Administrative Assistant to the Superintendent, Step 6* added

Effective 7/1/19 Payroll/Benefits Technician will be paid at the same hourly rate as the Personnel Accounting Technician, Acct. Technician I removed from salary schedule, see Classified salary schedule

Effective 7/1/20 3.00% added to the 2019-2020 salary schedule

Effective 7/1/21 1.06% added to the 2020-2021 salary schedule

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
AFTER-SCHOOL SALARY SCHEDULE 2020-2021
GRANT FUNDED**

- 1 Grant Funded I.A, under 3 years of service
- 2 Grant Funded I.A, with 3 years of service
- 3 Program Facilitator
- 4 Lead Program Facilitator

RANGE	Step
	A
1	14.42
2	15.00
3	15.59
4	16.21

Effective 7/1/14 - 5% added to the 2014-2015 Salary Schedule
 Effective 7/1/15 - 3.75 % added to the 2015-2016 Salary Schedule, retro to 3/1/15
 Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016
 Effective 7/1/16 1.5% lump sum pay from 2016-2017 salary schedule
 Effective 7/1/17 1.53% added to the 2017-2018 salary schedule
 Effective 7/1/19 1.3% added to the 2019-2020 salary schedule
 Effective 1/1/20 Range 1 and 2 to align to state wage guidelines
Effective 7/1/20 3.00% added to the salary schedule

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
AFTER-SCHOOL SALARY SCHEDULE 2021-2022
GRANT FUNDED**

- 1 Grant Funded I.A, under 3 years of service
- 2 Grant Funded I.A, with 3 years of service
- 3 Program Facilitator
- 4 Lead Program Facilitator

RANGE	Step
	A
1	14.57
2	15.16
3	15.76
4	16.38

Effective 7/1/14 - 5% added to the 2014-2015 Salary Schedule

Effective 7/1/15 - 3.75 % added to the 2015-2016 Salary Schedule, retro to 3/1/15

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

Effective 7/1/16 1.5% lump sum pay from 2016-2017 salary schedule

Effective 7/1/17 1.53% added to the 2017-2018 salary schedule

Effective 7/1/19 1.3% added to the 2019-2020 salary schedule

Effective 1/1/20 Range 1 and 2 to align to state wage guidelines

Effective 7/1/20 3.00% added to the salary schedule

Effective 7/1/21 1.06% added to the salary schedule

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Approval of Salary Adjustment for the District's
Certificated Management Employees, Assistant
Superintendents, Deputy Superintendent and the
Superintendent

AGENDA ITEM AREA:

Discussion/Action

REQUESTED BY:

Gabe Simon, Ed.D.
Assistant Superintendent of Personnel *GS*
Scott Leaman, Superintendent
Kerry Callahan, Deputy Superintendent *KL*

ENCLOSURES:

Revised 2020-2021 and 2021-2022 Salary
Schedules for: Certificated Management
Employees and Assistant Superintendents,
Revised 2020-2021 Salary Schedule for
Deputy Superintendent and Superintendent

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

March 16, 2021

ROLL CALL REQUIRED:

No

BACKGROUND:

Salary increases for represented employees yielded a ranking of no less than 4th among comparison districts. It is desired to have all other district positions rank no lower than 4th with the current round of raises. After consideration of Tentative Agreements being reached with CSEA: Chapter #741 (CSEA) and the Western Placer Teachers' Association (WPTA), the district administration is recommending a 3.00% base increase, retroactive to July 1, 2020, be applied to the positions which are listed on the 2019-2020 Certificated Management, Assistant Superintendent, Deputy Superintendent and current Superintendent salary schedules. The total estimated annual cost of the salary increase for these base raises to these employee groups is approximately \$119,834 from the unrestricted general fund for the 2020-2021 school year.

Similar to other agreements, the District is also recommending that effective July 1, 2021, a 1.06% base increase be applied to the 2021-2022 Certificated Management Employees and Assistant Superintendent

salary schedules effective July 1, 2021. The total estimated additional annual cost of the salary increase for these employee groups is approximately \$42,341 from the unrestricted general fund for the 2021-2022 school year.

In addition to the above, additional steps and changes have been made to some classifications on the Certificated Management and Assistant Superintendent 2021-2022 salary schedules. This was done after an extensive classification study with comparable Districts so all employees would be ranked at least 4th in our comparison group. The total estimated annual cost of these changes is approximately \$35,015 to the unrestricted general fund for the 2021-2022 school year.

The current superintendent is ranked just above the bottom of our comparison group. Employee raises for 2020-2021 ranged from 2.59% to 6.56%. Based on this range, an additional raise of 1.67% is being assigned to the current Superintendent. The additional 1.67% raise yields a total increase of 4.67% for the 2020-21 school year. This is the same percentage increase a teacher placed on F1 of the WPTA salary schedule will receive. This additional raise is approximately \$3,962.00. Even with this addition, the superintendent is not receiving the highest raise being offered to some other employees and maintains his ranking just above the bottom of the comparison group.

RECOMMENDATION:

Administration recommends the Board of Trustees approve the 2020-2021 Certificated Management Employees, Assistant Superintendent, Deputy Superintendent and the Superintendent salary schedules retroactive to July 1, 2020. Administration also recommends that the Board of Trustees approve the 2021-2022 Certificated Management Employees and Assistant Superintendent salary schedules effective July 1, 2021.

WESTERN PLACER UNIFIED SCHOOL DISTRICT

Certificated Management

2020-2021 Salary Schedule

Position Classification	Duty Days	Car Allowance	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
District Psychologist	192	200	69,225	73,901	79,424	84,946	90,470	95,993	98,873	101,839
Mental Health Specialist	192	200	69,225	73,901	79,424	84,946	90,470	95,993	98,393	100,852
Library Media Specialist	195	N/A	62,019	63,879	65,796	67,770	69,805	71,899	73,697	75,539
Preschool Program Coordinator	195	75	85,900	88,476	91,132	93,865	96,683	99,583	102,073	104,624
Educational Technology Coordinator	204	200	89,864	92,561	95,338	98,197	101,145	104,179	106,784	109,453
Special Education Program Spec.	204	200	92,651	95,398	98,357	101,317	104,274	107,233	109,914	112,662
Elementary Asst. Principal	204	75	89,866	92,561	95,338	98,197	101,145	104,179	106,784	109,453
Middle School Asst. Principal	204	75	92,642	95,398	98,357	101,317	104,274	107,233	110,451	113,765
Coordinator: Special Projects - COVID-19 Preparedness and Response	205	200	100,793	103,774	106,982	110,192	113,406	116,621	120,120	123,723
**Program Support Specialist Interventions	210	125	79,662	82,050	84,512	87,049	89,658	92,344	94,652	97,019
Multi-Tiered System of Supports (MTSS) Coordinator	210	100	100,793	103,774	106,982	110,192	113,406	116,621	120,120	123,723
Elementary Principal	210	100	100,793	103,774	106,982	110,192	113,406	116,621	120,120	123,723
High School Asst. Principal	210	200	101,081	104,068	107,264	110,494	113,721	116,944	120,452	124,067
Middle School Principal	210	100	104,270	107,361	110,658	113,991	117,321	120,643	125,468	130,488
Continuation High School Principal	210	200	101,277	104,279	107,482	110,719	113,954	117,180	120,109	123,112
Director of Spec. Education	220	200	109,394	112,649	115,935	119,411	122,992	126,684	131,751	137,021
Director of Human Services	220	200	108,364	111,558	115,006	118,444	121,878	125,324	128,457	131,669
High School Principal	220	200	123,114	126,793	130,470	134,161	137,515	140,952	145,322	149,827
Director of Educational Services	220	200	104,183	107,284	110,414	113,724	117,137	120,652	126,685	133,019
Director of Supplemental Programs & Accountability	220	200	104,183	107,284	110,414	113,724	117,137	120,652	126,685	133,019

District paid life insurance (\$8.33) - MA Stipend - \$1,402 - District paid ACSA dues. Retiree benefits as stipulated at Board of Trustee's meeting, March 7, 2000 (after 10 yrs. of service w/WPUSD, entitled to \$3,600 per year for 5 years) or Board of Trustee's meeting January 15, 2008

after 15 years (those offered in the agreement between the district and WPTA at Section XIV, E.2

Longevity - Based on administrative years of service in the WPUSD:

5 years in administration	2.5% added to base salary	10 years in administration	3.0% added to base salary	1/2% Every 5 years After
15 years in administration	3.5% added to base salary	20 years in administration	4.0% added to base salary	

Revised 6/19/01 - K-5 5%, 6-12 3%, Directors 3.87% added to 2000-01 schedule, effective 7/1/01

Revised 10/21/03 - .5% added to 2001-02 schedule, effective 7/1/02

Revised 10/21/03 - 2% added to 2002-03 schedule, effective 7/1/03

Revised 7/1/04 - Reclass Mid.Sch. Principal, Elem. Sch. Principal, H.S. Principal. 1.5% added to 2003-04 schedule, effective 7/1/04 for remainder positions on salary schedule

Revised 6/20/06 - 9% added to 2004-05 schedule for all positions except Elementary Asst. Principal (6%) and Director of Special Ed. (Reclassified)

Revised 7/1/07 - 4% added to 2006/2007 schedule for all positions except H.S. Assist. Princ. (4.35%)

Revised 8/1/09 - 3% added to 2007/2008 schedule effective 7/1/09 for Sp. Ed. Program Spec. & Dir., H Serv.; 4.75% - Psychologist; 5.41% - Elem. Asst. Princ. & Elem. Princ.;

6% - Prog. Sup. Spec.; 6.43% - Mid. Sch. Princ.; 7.42% - H.S. Asst. Princ.; 8% - Dir. Sp. Ed., Mid. Sch. Princ., Cont. H.S. Princ. & H.S. Princ. Changed H.S. Principal days from 222 to 220

Revised 7/1/11 - Salary Schedule reflects 4 furlough days

Revised 7/1/12 - Salary Schedule reflects 8 furlough days

Revised 7/1/13 - Salary Schedule reflects 4 furlough days

Revised 7/1/14 - 5% added to 2014-2015 schedule for Director of Special Ed.

Revised 7/1/15 - Salary Schedule reflects 3.75% increase w/retro back to March 1, 2015. Revised Duty Days (Program Specialist, Special Ed) from 207 to 204, effective July 1, 2015

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016. *2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016

Revised 7/1/17 - Salary Schedule reflects 1.53% increase

Revised 4/1/18 - Special Education Program Specialist Salary Aligned to Middle School Assistant Principal Salary Schedule, Effective 7/1/18

Revised 6/19/18 - Educational Technology Coordinator added Effective 7/1/18

Revised 4/2/19 - Multi-Tiered System of Supports Coordinator added Effective 7/1/19

Revised 7/1/18 - Salary Schedule reflects .50% increase w/retro back to January 1, 2019

Revised 7/1/19 - Salary Schedule reflects 1.3% increase

Revised 11/3/20 - Coordinator of Special Projects-COVID-19 Preparedness and Response

Revised 11/16/20 - High School Principal salary realignment effective December 1, 2020.

Revised 3/16/21 - Salary Schedule reflects 3.00% Increase

**Contingent Upon Continuing Grant Funding

***In addition to the above, the district pays \$14,424 annually towards health benefits

WESTERN PLACER UNIFIED SCHOOL DISTRICT

Certificated Management

2021-2022 Salary Schedule

Position Classification	Duty Days	Car Allowance	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
District Psychologist	192	200	74,684	80,266	85,846	91,429	97,011	99,921	102,918	106,521
Mental Health Specialist	192	200	74,684	80,266	85,846	91,429	97,011	99,436	101,921	106,508
Library Media Specialist	195	N/A	62,676	64,556	66,493	68,488	70,545	72,661	74,478	76,340
Preschool Program Coordinator	195	75	89,414	92,088	94,860	97,708	100,639	103,155	105,733	108,377
Educational Technology Coordinator	204	200	90,817	93,542	96,349	99,238	102,217	105,283	107,916	110,613
Special Education Program Spec.	204	200	93,633	96,409	99,400	102,391	105,379	108,370	111,079	113,856
Elementary Asst. Principal	204	75	90,819	93,542	96,349	99,238	102,217	105,283	107,916	110,613
Middle School Asst. Principal	204	75	93,624	96,409	99,400	102,391	105,379	108,370	111,622	114,970
Coordinator: Special Projects - COVID-19 Preparedness and Response	205	200	101,861	104,874	108,116	111,360	114,609	117,857	121,393	125,034
**Program Support Specialist Interventions	210	125	80,506	82,920	85,408	87,972	90,608	93,323	95,655	98,047
Multi-Tiered System of Supports (MTSS) Coordinator	210	100	101,861	104,874	108,116	111,360	114,608	117,857	121,393	125,034
Elementary Principal	210	100	101,861	104,874	108,116	111,360	114,608	117,857	121,393	125,034
High School Asst. Principal	210	200	102,152	105,171	108,402	111,665	114,926	118,184	121,729	125,382
Middle School Principal	210	100	105,375	108,499	111,831	115,199	118,565	121,922	126,798	131,871
Continuation High School Principal	210	200	102,351	105,384	108,621	111,893	115,162	118,422	121,382	124,417
Director of Spec. Education	220	200	113,843	117,164	120,677	124,295	128,027	133,148	138,473	141,936
Director of Human Services	220	200	112,741	116,225	119,700	123,170	126,652	129,819	133,065	140,050
High School Principal	220	200	124,419	128,137	131,853	135,583	138,973	142,446	146,862	151,415
Director of Educational Services	220	200	108,421	111,584	114,929	118,379	121,931	128,028	134,429	141,151
Director of Supplemental Programs & Accountability	220	200	108,421	111,584	114,929	118,379	121,931	128,028	134,429	141,151

District paid life insurance (\$6.33) - MA Stipend - \$1,402 - District paid ACSA dues. Retiree benefits as stipulated at Board of Trustee's meeting.

March 7, 2000 (after 10 yrs. of service w/WPUSD, entitled to \$3,600 per year for 5 years) or Board of Trustee's meeting January 15, 2008

after 15 years (those offered in the agreement between the district and WPTA at Section XIV, E.2

Longevity - Based on administrative years of service in the WPUSD:

5 years in administration	2.5% added to base salary	10 years in administration	3.0% added to base salary	1/2% Every 5 years After
15 years in administration	3.5% added to base salary	20 years in administration	4.0% added to base salary	

Revised 6/19/01 - K-5 5%, 8-12 3%, Directors 3.87% added to 2000-01 schedule, effective 7/1/01

Revised 10/21/03 - .5% added to 2001-02 schedule, effective 7/1/02

Revised 10/21/03 - 2% added to 2002-03 schedule, effective 7/1/03

Revised 7/1/04 - Reclass Mid.Sch. Principal, Elem. Sch. Principal, H.S. Principal. 1.5% added to 2003-04 schedule, effective 7/1/04 for remainder positions on salary schedule

Revised 6/20/06 - 9% added to 2004-05 schedule for all positions except Elementary Asst. Principal (6%) and Director of Special Ed. (Reclassified)

Revised 7/1/07 - 4% added to 2006/2007 schedule for all positions except H.S. Assist. Princ. (4.35%)

Revised 8/1/09 - 3% added to 2007/2008 schedule effective 7/1/09 for Sp. Ed. Program Spec. & Dir., H Serv.; 4.75% - Psychologist; 5.41% - Elem. Asst. Princ. & Elem. Princ.;

8% - Prog. Sup. Spec.; 6.43% - Mld. Sch. Princ.; 7.42% - H.S. Asst. Princ.; 8% - Dir. Sp.Ed., Mld. Sch. Princ., Cont. H.S. Princ. & H.S. Princ. Changed H.S. Principal days from 222 to 220

Revised 7/1/11 - Salary Schedule reflects 4 furlough days

Revised 7/1/12 - Salary Schedule reflects 8 furlough days

Revised 7/1/13 - Salary Schedule reflects 4 furlough days

Revised 7/1/14 - 5% added to 2014-2015 schedule for Director of Special Ed.

Revised 7/1/15 - Salary Schedule reflects 3.75% Increase w/retro back to March 1, 2015. Revised Duty Days (Program Specialist, Special Ed) from 207 to 204, effective July 1, 2015

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016. *2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016

Revised 7/1/17 - Salary Schedule reflects 1.53% Increase

Revised 4/1/18 - Special Education Program Specialist Salary Aligned to Middle School Assistant Principal Salary Schedule, Effective 7/1/18

Revised 6/19/18 - Educational Technology Coordinator added Effective 7/1/18

Revised 4/2/19 - Multi-Tiered System of Supports Coordinator added Effective 7/1/19

Revised 7/1/18 - Salary Schedule reflects .50% increase w/retro back to January 1, 2019

Revised 7/1/19 - Salary Schedule reflects 1.3% increase

Revised 11/3/20 - Coordinator of Special Projects-COVID-19 Preparedness and Response

Revised 11/16/20 - High School Principal salary realignment effective December 1, 2020.

Revised 3/16/21 - Salary Schedule reflects 3.00% Increase

Revised 3/16/21 - Effective 7/1/21 Salary Schedule reflects 1.06% Increase. Steps adjusted to reflect Placer County comparison

**Contingent Upon Continuing Grant Funding

***In addition to the above, the district pays \$14,424 annually towards health benefits

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Full Time Assistant Superintendent Positions
2020-2021 Salary Schedule

Position Classification	Duty Days	Car Allowance	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Assistant Superintendent of Business Services	260	350	136,422	139,768	143,192	146,703	150,303	153,995	157,383	160,845
Assistant Superintendent of Personnel Services	260	350	136,422	139,768	143,192	146,703	150,303	153,995	157,383	160,845
Assistant Superintendent of Educational Services	260	350	136,422	139,768	143,192	146,703	150,303	153,995	157,383	160,845

MA Stipend - \$1402

Longevity - Based on administrative years of service in the WPUSD

5 years in administration	2.5% added to base salary
10 years in administration	3.0% added to base salary
15 years in administration	3.5% added to base salary
20 years in administration	4.0% added to base salary
1/2% Every 5 years After	

Notation: Salary advancement is with the recommendation of the Superintendent and with the approval of the Board of Trustees.

Revised 7/1/11 - Salary Schedule reflects 4 furlough days

Revised 7/1/12 - Salary Schedule reflects 8 furlough days

Revised 7/1/13 - Salary Schedule reflects 4 furlough days

Revised 7/1/15 - Salary Schedule reflects 3.75% increase w/retro back to March 1, 2015

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

*2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016

Revised 7/1/17 - Salary Schedule reflects 1.53% increase

Revised 7/1/18 - Salary Schedule reflects 0.5% increase w/retro back to January 1, 2019

Revised 7/1/19 - Salary Schedule reflects 1.3% increase

Effective 7/1/19 - Charter Technical Assistance added as regular duties

Effective 7/1/19 - Master Stipend added

Effective 7/1/20 - Salary Schedule reflects 3.00% increase

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Full Time Assistant Superintendent Positions
2021-2022 Salary Schedule

Position Classification	Duty Days	Car Allowance	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Assistant Superintendent of Business Services	260	350	149,750	153,210	156,758	160,396	164,127	167,551	171,050	175,358
Assistant Superintendent of Personnel Services	260	350	141,250	144,710	148,258	151,897	155,627	159,051	162,550	166,858
Assistant Superintendent of Educational Services	260	350	141,250	144,710	148,258	151,897	155,627	159,051	162,550	166,858

MA Stipend - \$1402

Longevity - Based on administrative years of service in the WPUSD

5 years in administration	2.5% added to base salary
10 years in administration	3.0% added to base salary
15 years in administration	3.5% added to base salary
20 years in administration	4.0% added to base salary
1/2% Every 5 years After	

Notation: Salary advancement is with the recommendation of the Superintendent and with the approval of the Board of Trustees.

Revised 7/1/11 - Salary Schedule reflects 4 furlough days

Revised 7/1/12 - Salary Schedule reflects 8 furlough days

Revised 7/1/13 - Salary Schedule reflects 4 furlough days

Revised 7/1/15 - Salary Schedule reflects 3.75% increase w/retro back to March 1, 2015

Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016

*2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016

Revised 7/1/17 - Salary Schedule reflects 1.53% increase

Revised 7/1/18 - Salary Schedule reflects 0.5% increase w/retro back to January 1, 2019

Revised 7/1/19 - Salary Schedule reflects 1.3% increase

Effective 7/1/19 - Charter Technical Assistance added as regular duties

Effective 7/1/19 - Master Stipend added

Effective 7/1/20 - Salary Schedule reflects 3.00% increase

Effective 7/1/21 - Salary Schedule reflects 1.06% increase. Steps adjusted to reflect Placer County comparison

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Full Time Deputy Superintendent Positions
2020-2021 Salary Schedule

Position Classification	Duty Days	Car Allowance	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy Superintendent of Educational Services	260	350	136,422	139,768	143,192	146,703	150,303	153,995	157,383	160,845

MA Stipend - \$1,402

Longevity - Based on administrative years of service in the WPUSD
5 years in administration 2.5% added to base salary
10 years in administration 3.0% added to base salary
15 years in administration 3.5% added to base salary
20 years in administration 4.0% added to base salary
1/2% Every 5 years After

Notation: Salary advancement is with the recommendation of the Superintendent and with the approval of the Board of Trustees

Revised 7/1/11 - Salary Schedule reflects 4 furlough days
Revised 7/1/12 - Salary Schedule reflects 8 furlough days
Revised 7/1/13 - Salary Schedule reflects 4 furlough days
Revised 7/1/15 - Salary Schedule reflects 3.75% increase w/retro back to March 1, 2015
Revised 4/1/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016
*2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016
Revised 7/1/17 - Salary Schedule reflects 1.53% Increase
Revised 3/1/19 - Removed \$150 stipend
Revised 7/1/18 - Salary Schedule reflects 0.5% increase w/retro back to January 1, 2019
Revised 7/1/19 - Salary Schedule reflects 1.3% increase
Effective 7/1/19 - Charter Technical Assistance added as regular duties
Board Approval 6/18/19 - Master Stipend
Revised 3/16/21 - Salary Schedule reflects 3.00% Increase

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Full Time Superintendent Position
2020-2021 Salary Schedule

Position Classification	Duty Days	Car Allowance	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
District Superintendent	260	500	208,661				

Longevity - Based on administrative years of service in the WPUSD
2% at year five and 1% for every five years thereafter ongoing

Notation: Salary advancement is with the recommendation of the Superintendent and with the approval of the Board of Trustees.

Revised 7/1/11 - Salary Schedule reflects 4 furlough days
Revised 7/1/12 - Salary Schedule reflects 8 furlough days
Revised 7/1/13 - Salary Schedule reflects 4 furlough days
Revised 7/1/14 - Salary Increased & Longevity added
Revised 7/1/15 - Salary Schedule reflects 3.75% increase w/retro back to March 1, 2015
Revised 4/19/16 - Salary Schedule reflects 4% increase w/retro back to January 1, 2016
*2016-17 Off Salary Schedule Payment of 1.5% w/retro back to July 1, 2016
Revised 7/1/17 - Salary Schedule reflects 1.53% increase
Revised 7/1/18 - Salary Schedule reflects 0.5% increase w/retro back to January 1, 2019
Revised 7/1/19 - Salary Schedule reflects 1.30% increase
Effective 7/1/19 - Charter Technical Assistance added as regular duties
Revised 7/1/20 - Salary Schedule reflects 4.67% increase

*****In addition to the above, the district pays \$14,424 annually towards health benefits**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Adoption of Revised/New
Exhibits/Policies/Regulations

AGENDA ITEM AREA:

Action

REQUESTED BY:

Scott Leaman
Superintendent

ENCLOSURES:

Yes

DEPARTMENT:

Administration

FINANCIAL INPUT/SOURCE:

N/A

MEETING DATE:

March 16, 2021

ROLL CALL REQUIRED:

No

BACKGROUND:

These new and/or revised exhibits/policies/regulations are now being presented for approval by the Board of Trustees. *(GAMUT WIP (Work in Progress) Reconciliation Checklist is attached)*

- BP 1260 – Educational Foundation (Retitle)
- BP 7212 – Mello-Roos Districts (Retitle)
- BP 9220 – Governing Board Elections (Retitle)
- BP 9240 – Board Training (Retitle)
- AR 3350.1 – Guidelines For Use of Bank Credit Cards (Retitle)
- BP/AR 4317.12 – Retirement Consultancy Contracts (Delete)
- AR 5145.11- Questioning and Apprehension (Delete)
- BP/AR 6162.7- Use of Technology in Instruction (Delete)

RECOMMENDATION:

Administration recommends the Board of Trustees approve the new and revised Exhibits, Policies, and Regulations as submitted.

wp/rk/factform

GAMUT WIP (Work In Progress) RECONCILIATION CHECKLIST

For questions or more information, email policyplus@csba.org

District:	Western Placer Unified School District	District Contact:	Maria Gonzalez
-----------	---	-------------------	-----------------------

CATEGORY #1: FILES TO RETITLE (OR RENUMBER)

The titles of some policies in your manual do not match the titles that CSBA has assigned to that policy number in the codification system that underpins GAMUT Policy Plus. As a result, the system did not recognize your policies when they transferred from our old platform. These policies were imported as drafts and show up in the WIP folder with the title that CSBA uses. In the WIP folder, these files have the number and title used in the CSBA sample manual. Addressing these files is simple: you just need to change the title and you can then move them out of WIP and into your district's live manual.

A) Policies (BP) and Bylaws (BB) Regulations (AR) and Exhibits (E) to Retitle:

ACTION NEEDED: Board approves renaming these policies

Formally changing the title of a policy is not a substantive change, but it does require formal board approval.

POLICY CODE	DISTRICT POLICY TITLE	NEW TITLE/CSBA Title
BP 1260	Western Placer Unified School District Educational Foundation	Educational Foundation
BP 7212	Mello Roos Districts	Mello-Roos Districts
BB 9220	Board of Trustees Elections	Governing Board Elections
BB 9240	Board Development	Board Training
AR 3350.1	N/A – no name listed	Guidelines for Use of Bank Credit Cards

CATEGORY #2: FILES TO DELETE FROM YOUR POLICY MANUAL

Several policies correspond to a policy that CSBA has deleted from its sample policy manual. The numbers and titles for these policies no longer exist in the codification system that the GAMUT Policy Plus platform uses. As a result, these policies have nowhere to “live” in the new platform. They were imported as drafts and appear in the WIP folder with the title “N/A”. Refer to CSBA’s Master Guidesheet Deletion list to see when and why these policies/regulations were deleted from the CSBA sample manual. We recommend you delete these policies.

B) Policies (BP) and Bylaws (BB) Regulations (AR) and Exhibits (E) to Delete

ACTION NEEDED: Board approves deletion of these policies

CODE	DISTRICT TITLE	REASON
BP/AR 4317.12	Retirement Consultancy Contracts	BP/AR was deleted on March 2007 and related material incorporated in AR 4117.14/4317.14 – Postretirement Employment.
AR 5145.11	Questioning and Apprehension	Questioning and Apprehension by Law Enforcement – Delete this unnecessary regulation- material moved to policy BP/AR 5022 – Student and Family Privacy Rights – (Also, Deleted 08/07/2012 meeting)
BP/AR 6162.7	Use of Technology in Instruction	Policy and regulation unnecessary since material was duplicative with other policies including BP/AR 0440 – District Technology Plan, BP/AR 6161.1 – Section and Evaluation of Instructional Materials and BP/AR 6162.6 – Use of Copyrighted Materials

WESTERN PLACER UNIFIED SCHOOL DISTRICT EDUCATIONAL FOUNDATION

Because demands on the educational system exceed available public funding, the Board of Trustees recognizes that members of the community are often willing to make voluntary contributions that will provide needed additional funds for the school district. The Board therefore approves and encourages the creation of an independent educational foundation to actively raise funds that will enhance educational opportunities for our students.

The Board desires to work cooperatively with the foundation in determining the purposes for which funds may be used to meet the changing needs of the district and its students.

(cf. 3290 - Gifts, Grants and Bequests)

(cf. 9140 - Board Representatives)

The Board supports foundation allocations that serve all district schools equitably.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

Legal Reference:

COURT DECISIONS

Serrano v. Priest (1976) 18 Cal. 3d 728

Management Resources:

California Consortium of Education Foundations, @cceflink.org

Policy

adopted: September 4, 2007

revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT

Lincoln, California

MELLO-ROOS DISTRICTS

The Board of Trustees desires to provide adequate facilities in order to enhance student learning and to help the district achieve its vision for educating district students. To that end, the Board may order the formation of a community facilities/Mello-Roos district for the acquisition or improvement of school facilities when, in the Board's judgement, it is advisable and in the best interest of district students and community.

(cf. 3470 – Debt Issuance and Management)

(cf. 7110 – Facilities Master Plan)

Cf. 7111 – Evaluation Existing Buildings)

(cf. 7210 – Facilities Financing)

(cf. 7211 – Developer Fees)

(cf. 7213 – School Facilities Improvement Districts)

Proceedings to establish a community facilities district may be instituted at the Board's discretion. In addition, such proceedings shall be instituted when a written request to establish a community facilities district has been filed by any two Board members, or a petition has been submitted by at least 10 percent of registered voters residing within the territory of the proposed community facilities district or by the owners of a least 10 percent of the area of land to be included within the proposed community facilities district. (Government Code 53318)

Prior to forming a community facilities district, the board shall consider and adopt local goals and policies that include the following elements: (Government code 53312.7)

1. The priority that various facilities shall have for financing through the community facilities district, including public facilities to be owned and operated by other public agencies and services to be provided by other public agencies
2. The credit quality to be required of bond issues and criteria to be used in evaluating the credit quality
3. Steps by which prospective property purchasers will be fully informed about their related taxpaying obligations
4. Criteria for evaluating the equity of tax allocation formulas, including desirable and maximum amounts of special tax to be levied against any parcel
5. Definitions, standards and assumptions to be used in appraisals required by Government Code 53345.8
6. To the extent authorized by law, priority for students residing within the community facilities district to attend schools financed in whole or in part by the community facilities district, in a manner that reflects the proportion of each school's financing provided through the community facilities district

(cf. 5116 - School Attendance Boundaries)

MELLO-ROOS DISTRICTS (continued)

Within 45 days of receiving a written request or petition to establish a community facilities district, the Board shall determine a fee to be paid by the requesters or petitioners which shall be sufficient to compensate the district for the costs incurred in conducting proceedings to create the community facilities district. Proceedings for establishing the community facilities district shall only be initiated after payment of the fee. (Government Code 53318)

Upon Board action to form a community facilities district, or within 90 days after the receipt of a petition or request to form a community facilities district and the payment of any applicable fee, the Board shall adopt a resolution of intention and conduct a hearing in accordance with law. The resolution shall fix the time and place for holding a public hearing on the establishment of the community facilities district which shall be within 30-60 days after the adoption of the resolution. Notice of the hearing shall be given by publishing the text or a summary of the resolution of intention once, in a newspaper of general circulation published in the area of the proposed community facilities district, at least seven days before the hearing, and shall include the requirements specified in Government Code 53322 Notice of the hearing may also be sent by first-class mail to each registered voter and to each landowner within the proposed community facilities district. (Government Code 53320, 53321, 53322, 53322.4)

If, after the hearing, the Board determines to establish a community facilities district, the Board shall adopt a resolution of formation in accordance with law. (Government Code 53325, 53325.1)

If a special tax is proposed to be levied in the community facilities district, the Board shall submit the resolution of formation and other information specified in Government Code 53326 to the elections official within three business days after the adoption of the resolution of formation, and the question of levying the special tax shall be submitted to the qualified electors of the proposed community facilities district in accordance with law. (Government Code 53326)

Upon approval by two-thirds of the voters in the proposed community facilities district, the tax may be levied in accordance with Government Code 53340. (Government Code 53328).

Whenever the Board deems it necessary for the community facilities district to incur a bonded indebtedness, it shall follow the procedures specified in Government Code 53345-53365.7, as applicable.

The proceeds of any bonds, notes, or other securities issued pursuant to the Mello-Roos Community Facilities Act shall be deposited or invested in accordance with Government Code 53356.03.

MELLO-ROOS DISTRICTS (continued)

The Superintendent or designee shall, within seven months after the last day of each fiscal year, prominently display the following reports on the district's web site: (Government Code 53343.2)

1. A copy of an annual report for that fiscal year, if requested pursuant to Government Code 53343.1
2. A copy of the report provided to the California Debt and Investment Advisory Commission pursuant to Government Code 53359.5
3. A copy of the report provided to the State Controller's Office pursuant to Government Code 12463.2

(cf. 3460 - Financial Reports and Accountability)

Legal Reference:

EDUCATION CODE

15300-15425 School facilities improvement districts

17060-17066 Joint venture school facilities construction projects

GOVERNMENT CODE

6061 One time notice

12463.2 Reports

17556 Payment of costs mandated by the state

53311-53368.3 Mello-Roos Community Facilities Act of 1982

53753 Assessment notice and hearing requirements

53753.5 Exemptions

54954.1 Mailed notice to property owners

54954.6 New or increased tax or assessment; public meetings and hearings; notice

65970-65981 School facilities development project

65995 Levies against development projects

CODE OF REGULATIONS, TITLE 2

1859-1859.106 School facility program

Management Resources:

CSBA PUBLICATIONS

Bond Sales – Questions and Considerations for Districts, 2012

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

California Office of Public School Construction: <http://www.opsc.dgs.ca.gov>

Coalition for Adequate School Housing: <http://www.cashnet.org>

Policy
adopted: August 4, 2009
revised: October 3, 2017
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California

BOARD OF TRUSTEES GOVERNING BOARD ELECTIONS

Any person is eligible to be a Board of Trustees member, without further qualifications, if he/she is 18 years of age or older, a citizen of the state, a resident of the school district, a registered voter, and not legally disqualified from holding civil office. (Education Code 35107) Any person who has been convicted of a felony involving the giving, accepting, or offering of a bribe, embezzlement or theft of public funds, extortion, perjury, or conspiracy to commit any such crime, under California law or the law of another state, the United States of America, or another country, is not eligible to be a candidate for office or be a Board member except when he/she has been granted a pardon in accordance with the law. (Education Code 35107; Elections Code 20)

A district employee elected to the Board shall resign his/her employment before being sworn in or shall have his/her employment automatically terminated upon being sworn into office. (Education Code 35107)

(cf. 9224 - Oath of Affirmation)

(cf. 9270 - Conflict of Interest)

The Board encourages all candidates to become knowledgeable about the role of board members. The Superintendent or designee shall provide all candidates with information that will enable them to understand the responsibilities and expectations of being a Board member, including information regarding available workshops, seminars, and/or training. The Superintendent or designee shall provide all candidates with the county election official's contact information and general information about school programs, district operations, and Board responsibilities.

(cf. 9230 - Orientation)

(cf. 9240 - Board Training)

Consolidation of Elections

To reduce costs associated with conducting elections, the Board may consolidate Board elections with the local municipal or statewide primary or general election in accordance with Elections Code 1302.

In addition, if a regularly scheduled Board election held other than on a statewide election date results in a decrease in local voter turnout of 25 percent or more compared to the average local turnout for the previous four statewide general elections, the Board shall take action to consolidate Board elections with statewide elections. The district shall move its election to the next state statewide election date, unless the Board has adopted a plan by January 1, 2018 to consolidate Board elections not later than the November 8, 2022 statewide general election. (Elections Code 14051, 14052)

In order to consolidate elections based on either circumstance described above, the Board shall adopt a resolution and submit it to the County Board of Supervisors for approval not

GOVERNING BOARD ELECTIONS (continued)

later than 240 days prior to the date of the currently scheduled district election. (Elections Code 10404.5)

Whenever a regularly scheduled Board election is changed due to consolidation of elections, the terms of office of incumbent Board members shall be extended to align with the next applicable election. (Elections Code 10404.5)

(cf. 9110 - Terms of Office)

Elections Process and Procedures

Each Board member shall reside within the trustee area that he/she represents but shall be elected by all voters in the district.

To ensure ongoing compliance with the California Voting Rights Acts, the Board may review the district's Board election method to determine whether any modification is necessary due to changes in the district's population or any of its racial, color, or language minority group composition. The review shall be based on the Superintendent or designee's report to the Board after the release of each decennial federal census.

If the Board determines that a change is necessary, it shall hold public hearings in accordance with Elections Code 10100 before adopting a resolution at an open meeting specifying the change(s), and shall, in accordance with Education Code 5019, obtain approval from the county committee on school district organization having jurisdiction over the district.

(cf. 9320 - Meetings and Notices)

Campaign Conduct

All candidates, including current Board members running as incumbents, shall abide by local, county, state, and federal requirements regarding campaign donations, funding, and expenditures.

A Board member shall not expend, and a candidate shall not accept, any public money for the purpose of seeking elective office. However, the district may establish a dedicated fund for those seeking election to the Board, provided that the funds are available to all candidates who are qualified pursuant to Education Code 35107 without regard to incumbency or political preference. (Government Code 85300)

In order to help protect the public's trust in the electoral process as well as the public's confidence in the Board and district, the Board encourages all candidates to sign and adhere to the principles in the Code of Fair Campaign Practices pursuant to Elections Code 20440.

BOARD OF TRUSTEES GOVERNING BOARD ELECTIONS
(continued)

(cf. 0410 - Nondiscrimination in District Programs and Activities)
(cf. 9005 - Governance Standards)

Statement of Qualifications

On the 125th day prior to the day fixed for the general district election, the Board secretary or his/her designee shall deliver a notice, bearing the secretary's signature and district seal, to the county elections official describing both of the following: (Elections Code 10509)

1. The elective offices of the district to be filled at the general election and which offices, if any, are for the balance of an unexpired term
2. Whether the district or the candidate is to pay for the publication of a statement of qualifications pursuant to Elections Code 13307

(cf. 9223 - Filling Vacancies)

Candidates for the Board may submit a candidate statement to the elections official for inclusion in the voter's pamphlet. Candidate statements shall be limited to no more than 200 words. (Elections Code 13307)

When the elections official allows for the electronic distribution of candidate statements, a candidate for the Board may, in addition to or instead of submitting a candidate statement for inclusion in the mailed voter's pamphlet, prepare and submit a candidate statement for electronic distribution.

The district shall assume no part of the cost of printing, handling, translating, mailing, or electronically distributing candidate statements filed pursuant to Elections Code 13307. As a condition of having candidate statements included in the hard copy and/or electronic voter's pamphlet, the district may require candidates to pay their estimated pro rata share of these costs to the district in advance pursuant to Elections Code 13307.

Tie Votes in Board Member Elections

Whenever a tie makes it impossible to determine which of two or more candidates has been elected to the Board, the Board shall immediately notify the candidates who received the tie votes of the time and place where the candidates or their representatives should appear before the Board. The Board at that time shall determine the winner by lot. (Education Code 5016)

Legal Reference: (see next page)

BOARD OF TRUSTEES GOVERNING BOARD ELECTIONS

(continued)

Legal Reference:

EDUCATION CODE

1006 *Qualifications for holding office, county board of education*

5000-5033 *Elections*

5220-5231 *Elections*

5300-5304 *General provisions (conduct of elections)*

5320-5329 *Order and call of elections*

5340-5345 *Consolidation of elections*

5360-5363 *Election notice*

5380 *Compensation (of election officer)*

5390 *Qualifications of voters*

5420-5426 *Cost of elections*

5440-5442 *Miscellaneous provisions*

7054 *Use of district property*

35107 *Eligibility; school district employees*

35177 *Campaign expenditures or contributions*

35239 *Compensation of governing board member of districts with less than 70 ADA*

ELECTIONS CODE

20 *Public office eligibility*

1302 *Local elections, school district election*

2201 *Grounds for cancellation*

4000-4004 *Elections conducted wholly by mail*

10010 *District boundaries*

10400-10418 *Consolidation of elections*

10509 *Notice of election by secretary*

10600-10604 *School district elections*

13307 *Candidate's statement*

13308 *Candidate's statement, contents*

14025-14032 *California voting Rights Act*

14050-14057 *California Voter Participation Rights Act*

20440 *Code of Fair Campaign Practices*

GOVERNMENT CODE

1021 *Conviction of crime*

1097 *Illegal participation in public contract*

12940 *Nondiscrimination, Fair Employment and Housing Act*

81000-91014 *Political Reform Act*

PENAL CODE

68 *Bribes*

74 *Acceptance of gratuity*

424 *Embezzlement and falsification of accounts by public officers*

661 *Removal for neglect or violation of official duty*

CALIFORNIA CONSTITUTION

Article 2, Section 2 *Voters, qualifications*

Article 7, Section 7 *Conflicting offices*

Article 7, Section 8 *Disqualification from office*

Legal Reference continued: (see next page)

BOARD OF TRUSTEES GOVERNING BOARD ELECTIONS
(continued)

Legal Reference: (continued)

UNITED STATES CODE, TITLE 42

1973-1973 AA-6 Voting Rights Act

COURT DECISIONS

Rev v. Madera Unified School District, (2012) 203 Cal. App. 4th 1223

Randall v. Sorrell, (2006) 126 S.Ct. 2479

Sanchez v. City of Modesto, (2006) 145 Cal. App. 4th 660

Dusch v. Davis, (1967) 387 U.S. 112

ATTORNEY GENERAL OPINIONS

85 Ops. Cal. Atty. Gen. 49 (2002)

83 Ops. Cal. Atty. Gen. 181 (2000)

81 Ops. Cal. Atty. Gen. 94 (1998)

69 Ops. Cal. Atty. Gen. 290 (1986)

Management Resources:

CALIFORNIA SCHOOL BOARDS ASSOCIATION PUBLICATIONS

Legal Alert on the Impact of Senate Bill No. 415 on School Board Elections, January 2017

WEB SITES

CSBA: <http://www.csba.org>

California Secretary of State's Office: <http://www.ss.ca.gov>

Fair Political Practices Commission: <http://www.fppc.ca.gov>

Institute for Local Self Government: <http://www.islg.org>

Bylaw
adopted: September 4, 2007
revised: September 16, 2014
revised: October 3, 2017
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California

BOARD DEVELOPMENT TRAINING

Citizens elected to the Board of Trustees are entrusted with the responsibility of governing district schools. The Board recognizes that its members need training that helps them understand their responsibilities, stay abreast of new developments in education, and develop boardsmanship skills.

All Board members may attend conferences for the purpose of Board development. Board business shall not be discussed at conferences.

(cf. 9230 - Orientation)

(cf. 9320 - Meetings and Notices)

Board members shall report to the Board, orally or in writing, as soon as possible on the inservice activities they attend.

Funds for Board development shall be budgeted annually for each Board member.

(cf. 9250 - Remuneration, Reimbursement, and Other Benefits)

Legal Reference:

EDUCATION CODE

33360 Department of Education and statewide association of school district boards; annual workshop

GOVERNMENT CODE

54950-54963 The Ralph M. Brown Act, especially:

54952.2 Meeting

Bylaw
adopted: September 4, 2007
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California

GUIDELINES FOR USE OF BANK CREDIT CARDS

School district bank credit cards shall be used only for valid district employee expenses while on authorized district attendance at conferences, conventions, seminars and meetings associated with school-related business and travel.

Valid district expenses while traveling on authorized district business should be actual and necessary. Actual expenses in accordance with limits established by AR 4133, being supportable by documentation and necessary expenses generally include:

1. Hotel/motel (lodging) expenses at single rates unless dual occupancy of room is by other district employee/representative.
2. Meals/food purchased by the district employee for him/herself or other district employee. Meals purchased for community representatives when the meeting concerns a "valid public purpose". Tips may be reimbursed at the rate of 15%.
3. Car rental agreement, airline tickets, or other documented transportation costs.

The forgoing charges are those expenditures most typically incurred while attending district-related business; however, it is not all inclusive.

Retain all itemized customer copy receipts of the credit card charge slips (vouchers) including appropriate detail to identify expenditure and submit them to your chief site administrator or to the appropriate director/designee upon return from business/trip in addition to a copy of your Request for Leave/Professional Conference and Statement of Claim form. All lodging expenses must have vendor name and address, name of district employee, room rate, and dates of stay. On itemized lodging voucher, indicate whether all other charges are personal or business-related. (Occasionally, personal expenses are included on an otherwise valid district expense voucher. For example, a hotel bill may indicate charges for personal telephone calls. In such instances, employee shall pay for the indicated expenses separately prior to departure, so they will not be reflected on the credit card slip).

It is the responsibility of the credit card user to obtain copies of the charge slips. Accounting will not be able to process payment without those charge slips.

The school district bank credit card may not be used for any personal expenses, including:

1. Lodging and meals of spouses or family members of the district representative at business meetings or conferences.
2. Meals of community members or public officials as part of meetings which serve only as "public relations" purpose as opposed to school-related business.

GUIDELINES FOR USE OF BANK CREDIT CARDS (continued)

AR 3350.1 (b)

3. Personal expenses, including but not limited to, alcoholic beverages, telephone calls, dinner theater tickets, video movies, laundering, barbering, flower arrangements and the like.
4. Personal vehicle-related expenses (fuel, maintenance, repairs, etc.). Reimbursement for use of personal vehicle to conduct district business shall be reimbursed for actual expenses at the mileage rate approved by the Governing Board.

The above are not valid district expenses and, therefore, are not to be charged to the district credit card. Use of the district credit card for personal expenses is prohibited even if you intend to pay the district for such expenses.

All district bank credit card users shall submit a Purchase Order Requisition to the Business Office for encumbrance of funds prior to expenses for conference/meeting registration, lodging, meals and travel. When possible, the established purchase order procedure shall be used for payment of lodging, registration fees, airline tickets, etc.

Additionally, each employee must read and sign the established form "Authorized Credit Card Use" prior to the actual issuance of a district bank credit card. The use of a district credit card is extended as a privilege and may be revoked at any time for

Legal Reference:

EDUCATION CODE

35020 Duties of employees fixed by governing board

35160 Authority of governing boards

35160.1 Powers and duties

42634 Funds of a school district

44032 Travel expense payment

Regulation
approved: December 2, 2014
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California

QUESTIONING AND APPREHENSION**Questioning on School Grounds**

The school shall keep a record of any interviews of students by law officers on school premises. Such records shall include the date and time, name and identifying number of the officer, the agency employing the officer and his/her official capacity, the time when he/she arrived and left, the fact that the principal or designee was or was not present during the interview, the reason for the questioning and/or release, and any other pertinent information.

Apprehension

Police officers, officers of the juvenile court, and other authorized law enforcement officials have an absolute right to enter a school to take a student into custody or to make an arrest of a student.

If a minor student is removed from school into the custody of a peace officer, the principal or designee shall immediately notify the parent/guardian or responsible relative regarding the student's release and the place to which he/she is reportedly being taken, except when the minor has been taken into custody as a victim of suspected child abuse. (Education Code 48906)

The principal or designee shall record the time(s) of contact or attempted contact with the parent/guardian.

If the student is suspected of being a victim of child abuse, the Superintendent or designee shall give the telephone number and address of the student's parent/guardian to the law enforcement officer, and the officer then has the responsibility of immediately notifying the parent/guardian. (Education Code 48906)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

The Superintendent or designee shall immediately be notified of the student's removal. This initial verbal notice will be followed by a written report by the principal or designee and shall include the date and time of arrest, the identity, badge number and official capacity of the officer and the reason for release.

Regulation
approved: September 4, 2007
revised: August 7, 2012
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California

USE OF TECHNOLOGY IN INSTRUCTION

The Board of Trustees encourages the instructional use of computers, videotapes, interactive videodisks, distance learning, cable television and other technologies. The Board perceives that these technologies:

- Give students new ways to access information and practice skills
- Help teachers meet a wide range of learning styles
- Enable teachers to move from whole-class instruction to a mixture of small-group and individualized instruction
- Help students develop reasoning and problem-solving abilities
- Will be a part of students' everyday lives

The Board recognizes that trained teachers are needed to make the best use of the district's technology. Teachers and instructional aides shall receive training in using the technologies available to them. All district schools shall have the opportunity to obtain computers, software and other equipment.

The district's educational software shall be carefully selected and evaluated so as to meet the teachers' and students' needs and conform with district policy and regulations.

(cf. 3512 - Equipment)
(cf. 4132/4232/4332 - Publication or Creation of Materials)
(cf. 6161.1 - Selection and Evaluation of Instructional Materials)
(cf. 6161.11 - Supplementary Instructional Materials)
(cf. 6162.6 - Use of Copyrighted Materials)

*Legal Reference:*EDUCATION CODE*51865 California distance learning policy**51870-51874 Educational Technology**Management Resources:*CDE PUBLICATIONS*The California Master Plan For Educational Technology, April 1992***Policy**

adopted: September 4, 2007

revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT

Lincoln, California

USE OF TECHNOLOGY IN INSTRUCTION**Copyrights**

Staff shall strictly observe copyright laws related to computers and educational technology. A designated employee shall ensure that software is used and duplicated in accordance with software licensing agreements. Public domain software may be duplicated and exchanged with other schools or staff. No illegal copies of copyrighted software shall be accepted or used in the district.

(cf. 6162.6 - Use of Copyrighted Materials)

Selection of Educational Software

The following guidelines shall be considered when evaluating educational software:

1. Skill levels required to operate the program are commensurate with the skill levels being taught or practiced
2. Instructions are clear and complete, and the program operates as specified in the instructions
3. Program objectives relate to course objectives and are explicitly stated or readily apparent to the learner
4. Responses to learners are helpful and encouraging
5. Users can easily and independently operate the program
6. The pace of the program can be controlled by the teacher or learner, unless pacing is an essential element of the instructional strategy
7. Unanticipated learner input does not disrupt program operation
8. Screens are well-formatted, with appropriate use of sound and graphics
9. Support materials include:
 - a. A description of the hardware required to use the program
 - b. Procedures for installing the software
 - c. Provisions for the replacement of defective software and

USE OF TECHNOLOGY IN INSTRUCTION (continued)

- d. Descriptions of the program's content and objectives, usage in various instructional settings, suggested related classroom activities

Regulation
approved: September 4, 2007
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California

Western Placer USD

Board Policy

Retirement Consultancy Contracts

BP 4317.12

Personnel

The Board of Trustees recognizes that because of their experience and knowledge retired certificated employees may be uniquely suited to performing specialized work of limited duration. In order to help perform this specialized work, the Board may offer retirement consultancy contracts to certificated individuals who meet the qualifications required by law and administrative regulation.

Legal Reference:

EDUCATION CODE

22119.5 Creditable service
22461 Notice of earnings limitation
22714 Encouragement of retirement
22714.5 2+2 service and year credit option under STRS
22715 Additional service credit
22716 Unpaid services
24214 Reemployment of retirant
24216 Payments to retirants in excess of limitation
35046 Consultancy contracts
41320.1 Appointment of trustee
42120-42128 Budget completion
44929 Service credit under STRS; additional two years
44929.1 2+2 service and year credit option under STRS

Management Resources:

WEB SITES

California State Teachers' Retirement System: <http://www.calstrs.com>

Policy

adopted: September 4, 2007

revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT

Lincoln, California

Western Placer USD

Administrative Regulation

Retirement Consultancy Contracts

AR 4317.12
Personnel

A retired certificated employee serving as a consultant shall be retained as an employee and his/her service shall be limited in accordance with retirement system rules and regulations. (Education Code 35046)

To be eligible for consideration for a consultancy contract, a retired certificated employee must have served the district or the County Superintendent of Schools for at least 10 years and be at least 55 years of age. (Education Code 35046)

Retirement consultancy contracts are renewable annually for up to five years or until the employee reaches age 65, whichever comes first. (Education Code 35046)

A retiree employed under this program shall not make contributions to the retirement fund or accrue service credit based on compensation earned from program service. (Education Code 24214)

A retiree employed under this program shall be paid at a rate commensurate with that of other employees performing comparable duties. The retiree may earn compensation for creditable service up to the limitation specified by law. This limit applies only to earnings for service that would be creditable for State Teachers' Retirement System purposes if performed by a current employee. (Education Code 22119.5, 24214, 35046)

Emergency Exemptions from Postretirement Compensation Limitation

A retiree shall be exempt from the above limitation for a maximum period of two years if appointed by the Superintendent of Public Instruction as a trustee or administrator pursuant to Education Code 41320.1, or if assigned to a position by the County Superintendent pursuant to Education Code 42122-42129. (Education Code 24216)

Until January 1, 2008, a retiree shall also be exempt from the above limitation up to an additional one-half of the full-time position when employed in an emergency situation to fill a vacant administrative position requiring highly specialized skills, provided that all of the following conditions are met: (Education Code 24216)

1. The vacancy occurred due to circumstances beyond the district's control.
2. The recruitment process to fill the vacancy on a permanent basis is expected to extend over several months.

3. The employment is reported in a public meeting of the Board of Trustees.

(cf. 9320 - Meetings and Notices)

When employing a retiree eligible for any of the above exemptions, the Superintendent or designee shall submit all required documentation to substantiate this eligibility to the State Teachers' Retirement System. (Education Code 24216)

The above exemptions shall not apply to any retiree who has received additional retirement service credit pursuant to Education Code 22715 or 22716. A retiree who has received an additional service credit pursuant to Education Code 22714 or 22714.5 shall be ineligible for the above exemptions for one year from his/her effective date of retirement for service performed in any district, community college district, or county office of education. (Education Code 24216)

(cf. 4117.13/4317.13 - Early Retirement Option)

Regulation
approved: September 4, 2007
revised: March 16, 2021

WESTERN PLACER UNIFIED SCHOOL DISTRICT
Lincoln, California