

36B. Comparison of the District's Annual Payments to Prior Year Annual Payment

DATA ENTRY: Enter an explanation if Yes.

- 1a. No - Annual payments for long-term commitments have not increased in one or more of the current and two subsequent fiscal years.

Explanation:
(Required if Yes
to increase in total
annual payments)

36C. Identification of Decreases to Funding Sources Used to Pay Long-Term Commitments

DATA ENTRY: Click the appropriate Yes or No button in Item 1; if Yes, an explanation is required in Item 2.

1. Will funding sources used to pay long-term commitments decrease or expire prior to the end of the commitment period, or are they one-time sources?

No

2. No - Funding sources will not decrease or expire prior to the end of the commitment period, and one-time funds are not being used for long-term commitment.

Explanation:
(Required if Yes)

57. Unfunded Liabilities

Identify any changes in estimates for unfunded liabilities since first interim projections, and indicate whether the changes are the result of a new actuarial valuation.

57A. Identification of the District's Estimated Unfunded Liability for Postemployment Benefits Other Than Pensions (OPEB)

DATA ENTRY: Click the appropriate button(s) for items 1a-1c, as applicable. First Interim data that exist (Form 01CSI, Item 57A) will be extracted; otherwise, enter First Interim and Second Interim data in items 2-4.

1 a. Does your district provide postemployment benefits other than pensions (OPEB)? (If No, skip items 1b-4)

Yes

b. If Yes to item 1a, have there been changes since first interim in OPEB liabilities?

No

c. If Yes to item 1a, have there been changes since first interim in OPEB contributions?

2 OPEB Liabilities

| | First Interim (Form 01CSI, Item 57A) | Second Interim |
|--|---|----------------|
| a. Total OPEB liability | 1,495,880.00 | 1,140,073.00 |
| b. OPEB plan(s) fiduciary net position (if applicable) | 0.00 | 0.00 |
| c. Total/Net OPEB liability (Line 2a minus Line 2b) | 1,495,880.00 | 1,140,073.00 |

d. Is total OPEB liability based on the district's estimate or an actuarial valuation?

e. If based on an actuarial valuation, indicate the measurement date of the OPEB valuation.

| Actuarial | Actuarial |
|--------------|--------------|
| Jun 30, 2021 | Jun 30, 2022 |

3 OPEB Contributions

a. OPEB actuarially determined contribution (ADC) if available, per actuarial valuation or Alternative Measurement Method

| | First Interim (Form 01CSI, Item 57A) | Second Interim |
|-------------------------------|---|----------------|
| Current Year (2022-23) | 148,888.00 | 125,530.00 |
| 1st Subsequent Year (2023-24) | 148,888.00 | 125,530.00 |
| 2nd Subsequent Year (2024-25) | 148,888.00 | 125,530.00 |

b. OPEB amount contributed (For this purpose, include premiums paid to a self-insurance fund) (Funds 01-70, objects 3701-3752)

| | | |
|-------------------------------|------|------|
| Current Year (2022-23) | 0.00 | 0.00 |
| 1st Subsequent Year (2023-24) | 0.00 | 0.00 |
| 2nd Subsequent Year (2024-25) | 0.00 | 0.00 |

c. Cost of OPEB benefits (equivalent of "pay-as-you-go" amount)

| | | |
|-------------------------------|------------|-----------|
| Current Year (2022-23) | 106,876.00 | 82,889.00 |
| 1st Subsequent Year (2023-24) | 60,923.00 | 80,901.00 |
| 2nd Subsequent Year (2024-25) | 71,894.00 | 62,336.00 |

d. Number of retirees receiving OPEB benefits

| | | |
|-------------------------------|----|----|
| Current Year (2022-23) | 17 | 20 |
| 1st Subsequent Year (2023-24) | 13 | 16 |
| 2nd Subsequent Year (2024-25) | 10 | 12 |

4 Comments:



87B. Identification of the District's Unfunded Liability for Self-Insurance Programs

DATA ENTRY: Click the appropriate button(s) for items 1a-1c, as applicable. First Interim data that exist (Form 01CSI, Item S7B) will be extracted; otherwise, enter First Interim and Second Interim data in items 2-4.

- 1 a. Does your district operate any self-insurance programs such as workers' compensation, employee health and welfare, or property and liability? (Do not include OPEB, which is covered in Section S7A) (If No, skip items 1b-4)
- No
- b. If Yes to item 1a, have there been changes since first interim in self-insurance liabilities?
- n/a
- c. If Yes to item 1a, have there been changes since first interim in self-insurance contributions?
- n/a

2 Self-Insurance Liabilities

a. Accrued liability for self-insurance programs

b. Unfunded liability for self-insurance programs

| | First Interim (Form 01CSI, Item S7B) | Second Interim |
|--|---|----------------|
| | | |
| | | |

3 Self-Insurance Contributions

a. Required contribution (funding) for self-insurance programs

Current Year (2022-23)

1st Subsequent Year (2023-24)

2nd Subsequent Year (2024-25)

b. Amount contributed (funded) for self-insurance programs

Current Year (2022-23)

1st Subsequent Year (2023-24)

2nd Subsequent Year (2024-25)

| | First Interim (Form 01CSI, Item S7B) | Second Interim |
|--|---|----------------|
| | | |
| | | |
| | | |

4 Comments:

58. Status of Labor Agreements

Analyze the status of all employee labor agreements. Identify new labor agreements that have been ratified since first interim projections, as well as new commitments provided as part of previously ratified multiyear agreements; and include all contracts, including all administrator contracts (and including all compensation). For new agreements, indicate the date of the required board meeting. Compare the increase in new commitments to the projected increase in ongoing revenues, and explain how these commitments will be funded in future fiscal years.

If salary and benefit negotiations are not finalized, upon settlement with certificated or classified staff:

The school district must determine the cost of the settlement, including salaries, benefits, and any other agreements that change costs, and provide the county office of education (COE) with an analysis of the cost of the settlement and its impact on the operating budget.

The county superintendent shall review the analysis relative to the criteria and standards and may provide written comments to the president of the district governing board and superintendent.

58A. Cost Analysis of District's Labor Agreements - Certificated (Non-management) Employees

DATA ENTRY: Click the appropriate Yes or No button for "Status of Certificated Labor Agreements as of the Previous Reporting Period." There are no extractions in this section.

Status of Certificated Labor Agreements as of the Previous Reporting Period

Were all certificated labor negotiations settled as of first interim projections?

If Yes, complete number of FTEs, then skip to section 58B.
If No, continue with section 58A.

Certificated (Non-management) Salary and Benefit Negotiations

| | Prior Year (2nd Interim) (2021-22) | Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|--|--|---------------------------|----------------------------------|----------------------------------|
| Number of certificated (non-management) full-time-equivalent (FTE) positions | 71.6 | 72.6 | 72.6 | 72.6 |
| 1a. Have any salary and benefit negotiations been settled since first interim projections? | <input type="text" value="Yes"/> | | | |
| | If Yes, and the corresponding public disclosure documents have been filed with the COE, complete Questions 2 and 3. If Yes, and the corresponding public disclosure documents have not been filed with the COE, complete questions 2-5. If No, complete questions 6 and 7. | | | |

1b. Are any salary and benefit negotiations still unsettled?

If Yes, complete questions 8 and 7.

Negotiations Settled Since First Interim

2a. Per Government Code Section 3547.5(a), date of public disclosure board meeting:

2b. Per Government Code Section 3547.5(b), was the collective bargaining agreement certified by the district superintendent and chief business official?

If Yes, date of Superintendent and CBO certification:

3. Per Government Code Section 3547.5(c), was a budget revision adopted to meet the costs of the collective bargaining agreement?

If Yes, date of budget revision board adoption:

4. Period covered by the agreement: Begin Date: End Date:

5. Salary settlement:

| | Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|--|---------------------------|----------------------------------|----------------------------------|
| Is the cost of salary settlement included in the interim and multiyear projections (MYPs)? | Yes | Yes | Yes |
| One Year Agreement | | | |
| Total cost of salary settlement | 128,310 | 128,310 | 128,310 |
| % change in salary schedule from prior year | 2.5% | | |
| or | | | |
| Multiyear Agreement | | | |
| Total cost of salary settlement | | | |
| % change in salary schedule from prior year (may enter text, such as "Reopener") | | | |

Identify the source of funding that will be used to support multiyear salary commitments:

Negotiations Not Settled

6. Cost of a one percent increase in salary and statutory benefits

| |
|--|
| |
|--|

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
|---------------------------|----------------------------------|----------------------------------|

7. Amount included for any tentative salary schedule increases

| | | |
|--|--|--|
| | | |
|--|--|--|

Certificated (Non-management) Health and Welfare (H&W) Benefits

- Are costs of H&W benefit changes included in the interim and MYPs?
- Total cost of H&W benefits
- Percent of H&W cost paid by employer
- Percent projected change in H&W cost over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 1,111,149 | 1,222,264 | 1,344,490 |
| 75.5% | 68.7% | 62.4% |
| 1.2% | (9.1%) | (9.1%) |

Certificated (Non-management) Prior Year Settlements Negotiated Since First Interim Projections
 Are any new costs negotiated since first interim projections for prior year settlements included in the interim?

If Yes, amount of new costs included in the interim and MYPs
 If Yes, explain the nature of the new costs:

| | | |
|--------|--------|--------|
| Yes | | |
| 12,592 | 12,592 | 12,592 |

| |
|--|
| Increase of 1.50% to insurance cap contribution. |
|--|

Certificated (Non-management) Step and Column Adjustments

- Are step & column adjustments included in the interim and MYPs?
- Cost of step & column adjustments
- Percent change in step & column over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 60,297 | 61,256 | 62,230 |
| (38.9%) | 1.6% | 1.6% |

Certificated (Non-management) Attrition (layoffs and retirements)

- Are savings from attrition included in the interim and MYPs?
- Are additional H&W benefits for those laid-off or retired employees included in the interim and MYPs?

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| Yes | Yes | Yes |

Certificated (Non-management) - Other

List other significant contract changes that have occurred since first interim projections and the cost impact of each change (i.e., class size, hours of employment, leave of absence, bonuses, etc.):

588. Cost Analysis of District's Labor Agreements - Classified (Non-management) Employees

DATA ENTRY: Click the appropriate Yes or No button for "Status of Classified Labor Agreements as of the Previous Reporting Period." There are no extractions in this section.

Status of Classified Labor Agreements as of the Previous Reporting Period

Were all classified labor negotiations settled as of first interim projections?

If Yes, complete number of FTEs, then skip to section 58C.
If No, continue with section 58B.

No

Classified (Non-management) Salary and Benefit Negotiations

| | Prior Year (2nd Interim) (2021-22) | Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---|---------------------------------------|---------------------------|----------------------------------|----------------------------------|
| Number of classified (non-management) FTE positions | 86.8 | 71.7 | 71.7 | 71.7 |

1a. Have any salary and benefit negotiations been settled since first interim projections?

Yes

If Yes, and the corresponding public disclosure documents have been filed with the COE, complete questions 2 and 3.
If Yes, and the corresponding public disclosure documents have not been filed with the COE, complete questions 2-5.
If No, complete questions 6 and 7.

1b. Are any salary and benefit negotiations still unsettled?

No

If Yes, complete questions 6 and 7.

Negotiations Settled Since First Interim Projections

2a. Per Government Code Section 3547.5(a), date of public disclosure board meeting:

Mar 08, 2023

2b. Per Government Code Section 3547.5(b), was the collective bargaining agreement certified by the district superintendent and chief business official?

Yes

If Yes, date of Superintendent and CBO certification:

Feb 14, 2023

3. Per Government Code Section 3547.5(c), was a budget revision adopted to meet the costs of the collective bargaining agreement?

Yes

If Yes, date of budget revision board adoption:

Mar 08, 2023

4. Period covered by the agreement:

Begin Date: Jul 01, 2022

End Date: Jun 30, 2023

5. Salary settlement:

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
|---------------------------|----------------------------------|----------------------------------|

Is the cost of salary settlement included in the interim and multiyear projections (MYPs)?

| | | |
|-----|-----|-----|
| Yes | Yes | Yes |
|-----|-----|-----|

One Year Agreement

Total cost of salary settlement

| | | |
|---------|---------|---------|
| 159,925 | 159,925 | 159,925 |
|---------|---------|---------|

% change in salary schedule from prior year
or

Multiyear Agreement

Total cost of salary settlement

| | | |
|--|--|--|
| | | |
|--|--|--|

% change in salary schedule from prior year
(may enter text, such as "Reopener")

Identify the source of funding that will be used to support multiyear salary commitments:

Negotiations Not Settled

6. Cost of a one percent increase in salary and statutory benefits

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
|---------------------------|----------------------------------|----------------------------------|

7. Amount included for any tentative salary schedule increases

| | | |
|--|--|--|
| | | |
|--|--|--|

Classified (Non-management) Health and Welfare (H&W) Benefits

1. Are costs of H&W benefit changes included in the interim and MYPs?
2. Total cost of H&W benefits
3. Percent of H&W cost paid by employer
4. Percent projected change in H&W cost over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 616,808 | 690,499 | 748,516 |
| 94.2% | 85.6% | 77.8% |
| (2.8%) | (9.1%) | (9.1%) |

Classified (Non-management) Prior Year Settlements Negotiated Since First Interim

Are any new costs negotiated since first interim projections for prior year settlements included in the interim?

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | | |
| 8,814 | 8,814 | 8,814 |

If Yes, amount of new costs included in the interim and MYPs

If Yes, explain the nature of the new costs:

1.50% increase to insurance cap contribution.

Classified (Non-management) Step and Column Adjustments

1. Are step & column adjustments included in the interim and MYPs?
2. Cost of step & column adjustments
3. Percent change in step & column over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 72,186 | 74,470 | 76,845 |
| 16.6% | 3.2% | 3.2% |

Classified (Non-management) Attrition (layoffs and retirements)

1. Are savings from attrition included in the interim and MYPs?
2. Are additional H&W benefits for those laid-off or retired employees included in the interim and MYPs?

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| Yes | Yes | Yes |

Classified (Non-management) - Other

List other significant contract changes that have occurred since first interim and the cost impact of each (i.e., hours of employment, leave of absence, bonuses, etc.):

S&C. Cost Analysis of District's Labor Agreements - Management/Supervisor/Confidential Employees

DATA ENTRY: Click the appropriate Yes or No button for "Status of Management/Supervisor/Confidential Labor Agreements as of the Previous Reporting Period." There are no extractions in this section.

Status of Management/Supervisor/Confidential Labor Agreements as of the Previous Reporting Period

Were all managerial/confidential labor negotiations settled as of first interim projections?

No

If Yes or n/a, complete number of FTEs, then skip to S9.

If No, continue with section S8C.

Management/Supervisor/Confidential Salary and Benefit Negotiations

| | Prior Year (2nd Interim) (2021-22) | Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|--|---------------------------------------|---------------------------|----------------------------------|----------------------------------|
| Number of management, supervisor, and confidential FTE positions | 18.0 | 21.0 | 20.0 | 20.0 |

1a. Have any salary and benefit negotiations been settled since first interim projections?

Yes

If Yes, complete question 2.
If No, complete questions 3 and 4.

1b. Are any salary and benefit negotiations still unsettled?

No

If Yes, complete questions 3 and 4.

Negotiations Settled Since First Interim Projections

2. Salary settlement:

Is the cost of salary settlement included in the interim and multiyear projections (MYPs)?

Total cost of salary settlement

Change in salary schedule from prior year
(may enter text, such as "Reopener")

| | Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|------|---------------------------|----------------------------------|----------------------------------|
| Year | Yes | Yes | Yes |
| | 53,201 | 53,201 | 53,201 |
| | 2.5% | 2.5% | 2.5% |

Negotiations Not Settled

3. Cost of a one percent increase in salary and statutory benefits

[Empty Box]

4. Amount included for any tentative salary schedule increases

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| | | |

Management/Supervisor/Confidential Health and Welfare (H&W) Benefits

- Are costs of H&W benefit changes included in the interim and MYPs?
- Total cost of H&W benefits
- Percent of H&W cost paid by employer
- Percent projected change in H&W cost over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 305,413 | 335,654 | 369,550 |
| 68.6% | 62.5% | 56.5% |
| (6.8%) | (9.1%) | (9.1%) |

Management/Supervisor/Confidential Step and Column Adjustments

- Are step & column adjustments included in the interim and MYPs?
- Cost of step & column adjustments
- Percent change in step and column over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 35,890 | 36,461 | 37,040 |
| 10.9% | 1.6% | 1.6% |

Management/Supervisor/Confidential Other Benefits (mileage, bonuses, etc.)

- Are costs of other benefits included in the interim and MYPs?
- Total cost of other benefits
- Percent change in cost of other benefits over prior year

| Current Year (2022-23) | 1st Subsequent Year (2023-24) | 2nd Subsequent Year (2024-25) |
|---------------------------|----------------------------------|----------------------------------|
| Yes | Yes | Yes |
| 26,280 | 26,280 | 26,280 |
| 20.3% | 0.0% | 0.0% |

59.

Status of Other Funds

Analyze the status of other funds that may have negative fund balances at the end of the current fiscal year. If any other fund has a projected negative fund balance, prepare an interim report and multiyear projection for that fund. Explain plans for how and when the negative fund balance will be addressed.

BBA. Identification of Other Funds with Negative Ending Fund Balances

DATA ENTRY: Check the appropriate button in Item 1. If Yes, enter data in Item 2 and provide the reports referenced in Item 1.

- 1. Are any funds other than the general fund projected to have a negative fund balance at the end of the current fiscal year?

If Yes, prepare and submit to the reviewing agency a report of revenues, expenditures, and changes in fund balance (e.g., an interim fund report) and a multiyear projection report for each fund.
- 2. If Yes, identify each fund, by name and number, that is projected to have a negative ending fund balance for the current fiscal year. Provide reasons for the negative balance(s) and explain the plan for how and when the problem(s) will be corrected.
 - _____
 - _____
 - _____
 - _____
 - _____
 - _____

ADDITIONAL FISCAL INDICATORS

The following fiscal indicators are designed to provide additional data for reviewing agencies. A "Yes" answer to any single indicator does not necessarily suggest a cause for concern, but may alert the reviewing agency to the need for additional review. DATA ENTRY: Click the appropriate Yes or No button for Items A2 through A9; Item A1 is automatically completed based on data from Criterion 9.

- A1. Do cash flow projections show that the district will end the current fiscal year with a negative cash balance in the general fund? (Data from Criterion 9B-1, Cash Balance, are used to determine Yes or No)

- A2. Is the system of personnel position control independent from the payroll system?

- A3. Is enrollment decreasing in both the prior and current fiscal years?

- A4. Are new charter schools operating in district boundaries that impact the district's enrollment, either in the prior or current fiscal year?

- A5. Has the district entered into a bargaining agreement where any of the current or subsequent fiscal years of the agreement would result in salary increases that are expected to exceed the projected state funded cost-of-living adjustment?

- A6. Does the district provide uncapped (100% employer paid) health benefits for current or retired employees?

- A7. Is the district's financial system independent of the county office system?

- A8. Does the district have any reports that indicate fiscal distress pursuant to Education Code Section 42127.6(a)? (If Yes, provide copies to the county office of education.)

- A9. Have there been personnel changes in the superintendent or chief business official positions within the last 12 months?

When providing comments for additional fiscal indicators, please include the item number applicable to each comment.

Comments:
(optional)

Second Interim
Special Education Maintenance of Effort
2022-23 Projected Expenditures vs. Actual Comparison Year
2022-23 Projected Expenditures by LEA (LP-1)

| Object Code | Description | Special Education, Unspecified (Goal 5001) | Regionalized Services (Goal 5050) | Regionalized Program Specialist (Goal 5060) | Special Education, Infants (Goal 5710) | Special Education, Preschool Students (Goal 5730) | Spec. Education, Ages 5-22 (Goal 5780) | Adjustments* | Total |
|--|---|--|-----------------------------------|---|--|---|--|--------------|--------------|
| UNDUPLICATED PUPIL COUNT | | | | | | | | | |
| TOTAL PROJECTED EXPENDITURES (Funds 01, 05, & 62; resources 0000-9999) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 106,032.00 | 0.00 | 0.00 | 0.00 | 0.00 | 770,939.00 | | 876,871.00 |
| 2000-2999 | Classified Salaries | 50,396.00 | 0.00 | 0.00 | 0.00 | 0.00 | 589,179.00 | | 639,575.00 |
| 3000-3999 | Employee Benefits | 74,097.00 | 0.00 | 0.00 | 0.00 | 0.00 | 727,748.00 | | 801,845.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 70,686.00 | | 70,686.00 |
| 5000-5999 | Services and Other Operating Expenditures | (1,200.00) | 0.00 | 0.00 | 0.00 | 0.00 | 107,688.00 | | 106,488.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6910) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| | Total Direct Costs | 229,325.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2,286,120.00 | 0.00 | 2,495,445.00 |
| 7310 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 58,438.00 | | 58,438.00 |
| 7350 | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 58,438.00 | 0.00 | 58,438.00 |
| | TOTAL COSTS | 229,325.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2,324,556.00 | 0.00 | 2,553,883.00 |
| STATE AND LOCAL PROJECTED EXPENDITURES (Funds 01, 05, & 62; resources 0000-2999, 3385, & 6000-9999) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 106,032.00 | 0.00 | 0.00 | 0.00 | 0.00 | 687,187.00 | | 803,219.00 |
| 2000-2999 | Classified Salaries | 50,396.00 | 0.00 | 0.00 | 0.00 | 0.00 | 336,851.00 | | 387,247.00 |
| 3000-3999 | Employee Benefits | 74,097.00 | 0.00 | 0.00 | 0.00 | 0.00 | 553,372.00 | | 627,469.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 53,782.00 | | 53,782.00 |
| 5000-5999 | Services and Other Operating Expenditures | (1,200.00) | 0.00 | 0.00 | 0.00 | 0.00 | 278,876.00 | | 277,676.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6910) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| | Total Direct Costs | 229,325.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,920,068.00 | 0.00 | 2,149,393.00 |
| 7310 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 58,438.00 | | 58,438.00 |
| 7350 | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 58,438.00 | 0.00 | 58,438.00 |
| 8980 | TOTAL BEFORE OBJECT 8980 | 229,325.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,978,506.00 | 0.00 | 2,207,831.00 |
| | Contributions from Unrestricted Revenues to Federal Resources (Resources 3310-3400, except 3385, all goals; resources 3000-3178 & 3410-5810, goals 5000-5999) | | | | | | | | 0.00 |
| | TOTAL COSTS | | | | | | | | 2,207,831.00 |

Second Interim
Special Education Maintenance of Effort
2022-23 Projected Expenditures vs. Actual Comparison Year
2022-23 Projected Expenditures by LEA (L-P-I)

| Object Code | Description | Special Education Unspecified (Goal 5601) | Regionalized Services (Goal 5060) | Regionalized Program Specialist (Goal 5650) | Special Education Infants (Goal 5710) | Special Education Preschool Students (Goal 5730) | Spec. Education, Ages 5-22 (Goal 5760) | Adjustments* | Total |
|---|--|---|-----------------------------------|---|---------------------------------------|--|--|--------------|--------------|
| LOCAL PROJECTED EXPENDITURES (Funds 01, 09, & 92; resources 0000-1999 & 8000-9999) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 115,302.00 | | 115,302.00 |
| 2000-2999 | Classified Salaries | 49,896.00 | 0.00 | 0.00 | 0.00 | 0.00 | 35,412.00 | | 85,308.00 |
| 3000-3999 | Employee Benefits | 27,438.00 | 0.00 | 0.00 | 0.00 | 0.00 | 93,259.00 | | 120,697.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5,376.00 | | 5,376.00 |
| 5000-5999 | Services and Other Operating Expenditures | (1,200.00) | 0.00 | 0.00 | 0.00 | 0.00 | 72,000.00 | | 70,800.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6910) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| | Total Direct Costs | 76,134.00 | 0.00 | 0.00 | 0.00 | 0.00 | 321,349.00 | 0.00 | 397,483.00 |
| 7310 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| 7350 | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | TOTAL BEFORE OBJECT 8980 | 76,134.00 | 0.00 | 0.00 | 0.00 | 0.00 | 321,349.00 | 0.00 | 397,483.00 |
| 8980 | Contributions from Unrestricted Revenues to Federal Resources (From State and Local Projected Expenditures section) | | | | | | | | 0.00 |
| 8980 | Contributions from Unrestricted Revenues to State Resources (Resources 3385, 6500-6540, & 7240, all goals; resources 2000-2999 & 6010-7510, except 6500-6540, & 7240, goals 5000-5999) | | | | | | | | 650,879.00 |
| | TOTAL COSTS | | | | | | | | 1,048,362.00 |

* Attach an additional sheet with explanations of any amounts in the Adjustments column.

| Object Code | Description | Special Education Unspecified (Goal 5001) | Regionalized Services (Goal 5050) | Regionalized Program Specialist (Goal 5080) | Special Education Infants (Goal 5710) | Special Education, Preschool Students (Goal 5730) | Spec. Education, Ages 5-22 (Goal 5740) | Adjustments* | Total |
|---|---|---|-----------------------------------|---|---------------------------------------|---|--|--------------|-------|
| UNDUPLICATED PUPIL COUNT | | | | | | | | | |
| TOTAL ACTUAL EXPENDITURES (Funds 01, 09, & 62; resources 0000-9999) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2000-2999 | Classified Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 3000-3999 | Employee Benefits | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5000-5999 | Services and Other Operating Expenditures | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6810) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7310 | Total Direct Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7350 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| PCRA | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Program Cost Report Allocations (non-add) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | TOTAL COSTS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| FEDERAL ACTUAL EXPENDITURES (Funds 01, 09, and 62; resources 3000-6999, except 3385) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2000-2999 | Classified Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 3000-3999 | Employee Benefits | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5000-5999 | Services and Other Operating Expenditures | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6810) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7310 | Total Direct Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7350 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 8980 | TOTAL BEFORE OBJECT 8980 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Less: Contributions from Unrestricted Revenues to Federal Resources (Resources 3310-3400, except 3385, all goals, resources 3000-3178 & 3410-5810, goals 5000-5999) | | | | | | | | 0.00 |
| | TOTAL COSTS | | | | | | | | 0.00 |

| Object Code | Description | Special Education, Unspecified (Goal 5901) | Regionalized Services (Goal 5050) | Regionalized Program Specialist (Goal 5060) | Special Education, Infants (Goal 5710) | Special Education, Preschool Students (Goal 5730) | Spec. Education, Ages 5-22 (Goal 5760) | Adjustments* | Total |
|---|--|--|-----------------------------------|---|--|---|--|--------------|-------|
| STATE AND LOCAL ACTUAL EXPENDITURES (Funds 01, 09, & 62; resources 0000-2099, 3385, & 8000-9999) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2000-2999 | Classified Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 3000-3999 | Employee Benefits | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5000-5999 | Services and Other Operating Expenditures | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6910) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7310 | Total Direct Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7350 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| PCRA | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Program Cost Report Allocations (non-add) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 8980 | TOTAL BEFORE OBJECT 8980 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Contributions from Unrestricted Revenues to Federal Resources (From Federal Actual Expenditures section) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | TOTAL COSTS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| LOCAL ACTUAL EXPENDITURES (Funds 01, 09, & 62; resources 0000-1999 & 8000-9999) | | | | | | | | | |
| 1000-1999 | Certificated Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2000-2999 | Classified Salaries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 3000-3999 | Employee Benefits | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 4000-4999 | Books and Supplies | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5000-5999 | Services and Other Operating Expenditures | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 6000-6999 | Capital Outlay (except Object 6600 & Object 6910) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7130 | State Special Schools | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7430-7439 | Debt Service | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7310 | Total Direct Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 7350 | Transfers of Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Transfers of Indirect Costs - Interfund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Indirect Costs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 8980 | TOTAL BEFORE OBJECT 8980 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Contributions from Unrestricted Revenues to Federal Resources (From Federal Actual Expenditures section) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| Object Code | Description | Special Education Unspecified (Goal 5601) | Regionalized Services (Goal 5656) | Regionalized Program Specialist (Goal 5698) | Special Education Infants (Goal 5716) | Special Education Preschool Students (Goal 5730) | Spec. Education, Ages 5-22 (Goal 5760) | Adjustments* | Total |
|-------------|---|---|-----------------------------------|---|---------------------------------------|--|--|--------------|--------------|
| 8980 | Contributions from Unrestricted Revenues to State Resources (Resources 3386, 6500, 6510, & 7240, all goals; resources 2000-2999 & 6010-7810, except 6500, 6510, & 7240, goals 5000-5999) TOTAL COSTS | | | | | | | | 0.00 0.00 |

* Attach an additional sheet with explanations of any amounts in the Adjustments column.

SELPA: Shasta County (AO)

This form is used to check maintenance of effort (MOE) for an LEA, whether the LEA is a member of a SELPA or is a single-LEA SELPA.

Per the Federal Subsequent Years Rule, in order to determine the required level of effort, the LEA must look back to the last fiscal year in which the LEA maintained effort using the same method by which it is currently establishing the compliance standard. To meet the requirement of the Subsequent Years Rule, the LMC-1 worksheet has been revised to make changes to sections 3.A.1, 3.A.2, 3.B.1, and 3.B.2. The revised sections allow the LEA to compare the 2022-23 projected expenditures to the most recent fiscal year the LEA met MOE using that method, which is the comparison year.

There are four methods that the LEA can use to demonstrate the compliance standard. They are (1) combined state and local expenditures; (2) combined state and local expenditures on a per capita basis; (3) local expenditures only; and (4) local expenditures only on a per capita basis.

The LEA is only required to pass one of the tests to meet the MOE requirement. However, the LEA is required to show results for all four methods.

SECTION 1 Exempt Reduction Under 34 CFR Section 300.204

If your LEA determines that a reduction in expenditures occurred as a result of one or more of the following conditions, you may calculate a reduction to the required MOE standard. Reductions may apply to combined state and local MOE standard, local only MOE standard, or both.

1. Voluntary departure, by retirement or otherwise, or departure for just cause, of special education or related services personnel;
2. A decrease in the enrollment of children with disabilities;
3. The termination of the obligation of the agency to provide a program of special education to a particular child with a disability that is an exceptionally costly program, as determined by the SEA, because the child:
 - a. Has left the jurisdiction of the agency;
 - b. Has reached the age at which the obligation of the agency to provide free appropriate public education (FAPE) to the child has terminated; or
 - c. No longer needs the program of special education.
4. The termination of costly expenditures for long-term purchases, such as the acquisition of equipment or the construction of school facilities.
5. The assumption of cost by the high cost fund operated by the SEA under 34 CFR Sec. 300.704(c).

Provide the condition number, if any, to be used in the calculation below:

| | State and Local | Local Only |
|-----------------------------------|-----------------|------------|
| 1 - Special Ed Teacher retirement | 81,631.08 | 81,631.08 |
| 3b - Student aged out of district | 9,667.00 | 9,667.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| Total exempt reductions | 71,298.08 | 71,298.08 |

SECTION 2

Reduction to MOE Requirement Under IDEA, Section 813 (a)(2)(C) (34 CFR Sec. 300.205)

IMPORTANT NOTE: Only LEAs that have a "meets requirement" compliance determination and that are not found significantly disproportionate for the current year are eligible to use this option to reduce their MOE requirement.

Second Interim
Special Education Maintenance of Effort
2022-23 Projected Expenditures vs. Actual Comparison Year
LEA Maintenance of Effort Calculation (LMC-4)

SELPA:

Shasta County (AO)

Up to 50% of the increase in IDEA Part B Section 611 funding in current year compared with prior year may be used to reduce the required level of state and local expenditures. This option is available only if the LEA used or will use the freed up funds for activities authorized under the Elementary and Secondary Education Act (ESEA) of 1985. Also, the amount of Part B funds used for early intervening services (34 CFR 300.226(a)) will count toward the maximum amount by which the LEA may reduce its MOE requirement under this exception [PL. 106-448].

| | State and Local | Local Only |
|---|-----------------|------------|
| Current year funding (IDEA Section 611 Local Assistance Grant Award - Resource 3310) | 288,306.00 | |
| Less: Prior year's funding (IDEA Section 611 Local Assistance Grant Award - Resources 3305 and 3310) | 286,775.00 | |
| Increase in funding (if difference is positive) | 1,531.00 | |
| Maximum available for MOE reduction (50% of increase in funding) | 765.50 (a) | |
| Current year funding (IDEA Section 619 - Resource 3316) | | |
| Maximum available for early intervening services (EIS) (15% of current year funding - Resources 3310 and 3315) | 43,245.90 (b) | |
| <p>If (b) is greater than (a), Enter portion to set aside for EIS (cannot exceed line (b), Maximum available for EIS) (c)</p> <p>Available for MOE reduction. (line (a) minus line (c), zero if negative) (d)</p> <p>Enter portion used to reduce MOE requirement (cannot exceed line (d), Available for MOE reduction).</p> | | |
| <p>THIS SECTION IS NOT APPLICABLE!</p> <p>If (b) is less than (a), Enter portion used to reduce MOE requirement (first column cannot exceed line (a), Maximum available for MOE reduction, second and third columns cannot exceed (e), Portion used to reduce MOE requirement). (e)</p> <p>Available to set aside for EIS (line (b) minus line (a), zero if negative) (f)</p> | | |

Note: If your LEA exercises the authority under 34 CFR 300.205(a) to reduce the MOE requirement, the LEA must provide the ESEA programs, SACS Only Account Code, Local Account Code, and description of the activities paid with the freed up funds:

| |
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SELPA: Shasta County (AO)

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SECTION 3

| Column A | Column B | Column C |
|------------------------------------|--|-----------------------|
| Projected Exps. (LPJ Worksheet) | Actual Expenditures Comparison Year | Difference (A - B) |
| FY 2022-23 | FY 2021-22 | |
| 2,553,883.00 | | |
| 346,052.00 | | |
| 2,207,831.00 | 2,582,122.66 | |
| | 0.00 | |
| | 2,582,122.66 | |
| | 71,298.08 | |
| | 0.00 | |
| 2,207,831.00 | 2,510,824.58 | (302,993.58) |

A. COMBINED STATE AND LOCAL EXPENDITURES METHOD

1. Under "Comparison Year," enter the most recent year in which MOE compliance was met using the actual vs. actual method based on state and local expenditures.

- a. Total special education expenditures
 - b. Less: Expenditures paid from federal sources
 - c. Expenditures paid from state and local sources
- Add/Less: Adjustments and/or PCRA required for MOE calculation
Comparison year's expenditures, adjusted for MOE calculation

Less: Exempt reduction(s) from SECTION 1
Less: 50% reduction from SECTION 2
Net expenditures paid from state and local sources

If the difference in Column C for the Section 3.A.1 is positive or zero, the MOE eligibility requirement is met based on the combination of state and local expenditures.

2. Under "Comparison Year," enter the most recent year in which MOE compliance was met using the actual vs. actual method based on the per capita local expenditures.

- a. Total special education expenditures
 - b. Less: Expenditures paid from federal sources
 - c. Expenditures paid from state and local sources
- Add/Less: Adjustments and/or PCRA required for MOE calculation
Comparison year's expenditures, adjusted for MOE calculation

Less: Exempt reduction(s) from SECTION 1

SELPA:

Shasta County (AO)

Less: 50% reduction from SECTION 2

Net expenditures paid from state and local sources

d. Special education unduplicated pupil count

e. Per capita state and local expenditures (A2c/A2d)

If the difference in Column C for the Section 3.A.2 is positive or zero, the MOE eligibility requirement is met based on the per capita state and local expenditures.

| | |
|--|--------------|
| | 0.00 |
| | 2,510,824.59 |
| | 196.00 |
| | 12,810.33 |
| | (1,890.47) |

B. LOCAL EXPENDITURES ONLY METHOD

1. Under "Comparison Year," enter the most recent year in which MOE compliance was met using the actual vs. actual method based on local expenditures only.

a. Expenditures paid from local sources

Add/Less: Adjustments required for MOE calculation

Comparison year's expenditures, adjusted for MOE calculation

Less: Exempt reduction(s) from SECTION 1

Less: 50% reduction from SECTION 2

Net expenditures paid from local sources

| Projected Exps. | Comparison Year | Difference |
|-----------------|-----------------|------------|
| FY 2022-23 | FY 2021-22 | |
| 1,048,362.00 | 864,265.59 | |
| | 0.00 | |
| | 864,265.59 | |
| | 71,298.08 | |
| | 0.00 | |
| 1,048,362.00 | 812,967.51 | 235,394.49 |

If the difference in Column G for the Section 3.B.1 is positive or zero, the MOE eligibility requirement is met based on the local expenditures.

2. Under "Comparison Year," enter the most recent year in which MOE compliance was met using the actual vs. actual method based on the per capita local expenditures only.

a. Expenditures paid from local sources

Add/Less: Adjustments required for MOE calculation

Comparison year's expenditures, adjusted for MOE calculation

Less: Exempt reduction(s) from SECTION 1

Less: 50% reduction from SECTION 2

Net expenditures paid from local sources

| Projected Exps. | Comparison Year | Difference |
|-----------------|-----------------|------------|
| FY 2022-23 | FY 2021-22 | |
| 1,048,362.00 | 864,265.59 | |
| | 0.00 | |
| | 864,265.59 | |
| | 71,298.08 | |
| | 0.00 | |
| 1,048,362.00 | 812,967.51 | 235,394.49 |
| 202.00 | 186.00 | 16.00 |

b. Special education unduplicated pupil count

| | | | | |
|--------|--|----------|----------|----------|
| SBLPA: | Shasta County (AO) | 5,169.91 | 4,147.78 | 1,042.12 |
| | c. Per capita local expenditures (B2a/B2b) | | | |

If the difference in Column C for the Section 3.B.2 is positive or zero, the MOE eligibility requirement is met based on the per capita local expenditures only.

Teresasa Spooner

Contact Name

Chief Business Official

Title

(530) 335-2469

Telephone Number

tspooner@rjud.org

E-mail Address

A-G Completion Improvement Grant Plan

| Local Educational Agency (LEA) Name | Total Grant Allocation |
|--|------------------------|
| Fall River Joint Unified School District | \$150,000 |

Plan Descriptions

A description of how the funds will be used to increase or improve services for foster youth, low-income students, and English learners to improve A-G eligibility

Fall River Joint Unified offers A-G courses as our core program at our high schools. In an effort to increase and improve services for foster youth, low-income students, and English learners, we could use this grant to

1. Increase and Improve Academic Counseling Services: Currently, the school district has a single academic counselor to serve the needs of two comprehensive school sites, and two continuation high schools (all WASC Accredited). Hiring another counselor would allow more time for the counselors to focus on the needs of the foster youth, low-income students, and English learners.
2. Increase teacher:student study time: Buy back prep periods to offer students opportunities to receive tutoring or to re-take A-G courses.
3. Increase Before and After School Tutoring, and Saturday School: The funds could be used to pay staff to offer tutoring services for A-G courses before a student fails the A-G course, or to recover credit for the class as needed.
4. Increase Summer School Offerings: The funds could pay for additional teachers and programs to offer more opportunities for students to recover A-G credit during the summer break.
5. Credit Recovery using Odysseyware: Opportunities could be extended for before and after-school and Saturday school credit recovery using an online program such as Odysseyware. This online program could also be used throughout the day within study hall periods.
6. Increase participation in Advanced Placement Classes: The funds could pay the fees for the students and the training for the AP teachers.
7. Professional Development for Academic Counselors and Teacher of A-G Courses.
8. Increase and Improve Transportation Services: For students needing before/after school or Saturday tutoring services, provide transportation or reimburse families for travel.
9. Increase and Improve Food Services: For FY, LI, and EL students, offer a super snack if they choose to attend after-school or Saturday tutoring sessions.

A description of the extent to which all students, including foster youth, low-income students, and English learners, will have access to A-G courses approved by the University of California.

All FRJUSD high school students currently have access to A-G courses. All four high schools are WASC Accredited. The online curriculum used for Independent Study students, Odysseyware, is the same used at the continuation high schools and can be aligned to A-G course study. All students are currently counseled on a 4-year academic plan

The number of students who were identified for opportunities to retake A-G approved courses in which they received a "D", "F", or "Fail" grade in the 2020 spring semester or the 2020-21 school year and a description of the method used to offer the opportunity retake courses.

District-wide, 109 students failed an A-G Course.

At this time, students may repeat any A-G course as it fits into their class schedule. Summer school, offered every summer, allows students to re-take A-G courses.

A description of how the plan and described services, and associated expenditures, if applicable, supplement services in the Local Control and Accountability Plan and Learning Recovery Plan.

The FRJUSD District's first LCAP goal is, "100% of all students will graduate career and/or college-ready." The district created this goal to increase all students' overall performance including academic achievement, attendance rate, and college and career readiness as identified by the percentage of students completing the University of California's A-G courses. In an effort to achieve this goal, the district has embedded ESL supports in A-G courses and created CTE Pathways. The described services would work hand-in-glove in supporting students to achieve their graduation goals by offering tutoring before a student fails, and an opportunity to recover the credits during the school day, before/after school, on weekends, or during the summer.

Plan Expenditures

| Programs and services to increase or improve A-G completion | Planned Expenditures |
|---|----------------------|
| Academic Counselor | \$107,148 |
| Before/After School, Saturday Tutoring, Prep period buy-back \$12,706X3 | \$38,118 |
| Odysseyware (for comp. site credit recovery)\$493.50X9 | \$4,441.50 |
| Summer School: Program and Teacher | TBD |
| AP class student fees | TBD |
| Professional Development for Teachers and Counselors | TBD |
| Transportation costs for before/after school, Saturday tutoring | TBD |
| Super snacks for after school, Saturday tutoring | TBD |
| | \$149,707.50 |

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

GENERAL FUND RESERVES

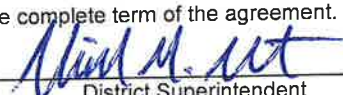

| YEAR | Current Year | Year 1 | Year 2 |
|---|--------------|--------------|--------------|
| Designated for Economic Uncertainties (Object code 9789) | \$ 1,086,691 | \$ 993,557 | \$ 1,007,068 |
| Board-Assigned Reserves (Object code 9780) | \$ 6,106,474 | \$ 6,980,254 | \$ 6,643,603 |
| Unassigned / Unappropriated Amount (Object code 9790) | \$ - | \$ - | \$ - |
| TOTAL RESERVES: | \$ 7,193,165 | \$ 7,973,811 | \$ 7,650,671 |

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

CERTIFICATION

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.

| | |
|--|------------------|
|  District Superintendent (Signature) | 2/14/23 Date |
|  District Chief Business Official (Signature) | 02/10/23 Date |

CERTIFICATION

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5

| | |
|---|------|
| District Superintendent (Signature) | Date |
| After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on <u>March 10, 2021</u> took action to approve the proposed agreement with the FRTA bargaining unit. | |
| President, Governing Board (Signature) | Date |

Attachment A

C. After the J90 was received in January 2023 and calculated according to the criteria set forth in the FRTA bargaining unit contract-- the district owes 2.51% on the salary schedule and 1.50% on the cap. The district will use current revenues and Board Designated funds to make up any difference to fulfill the final agreement.

D. 22/23 school year-2.51% will be added to the salary schedule and 1.50% on the insurance contribution cap. Nothing was negotiated for 23/24 or 24/25. The criteria for the calculations are detailed in the FRTA contract. CSEA and all unrepresented groups have a "we too" clause that entitles them to the same increase.

****Please see the accompanying Tentative Agreement for the details of language changes to the contract.****

E. The district will be maintaining a 5% reserve for the current year and the next two subsequent school years.

In the 22/23 and 23/24 school year overall the district is not projected to deficit spend in the multi- year projection but is projected to deficit spend \$343,378 in 24/25 school year at this point in the projections. A contributing factor is the loss of ADA connected to the pandemic. The superintendent is taking the lead by looking at avenues to get students back in the classroom. Administration and Board of Trustees is taking the time to review positions -paid with covid dollars, which are beginning to deplete. The district superintendent and board are aware of the deficit and are committed to making adjustments of positions the management deems not a value add to the district's goals and program. The district feels they have a sufficient balance to accommodate the time that it will take to perform program evaluations and personnel changes.

The salaries are now competitive with comparable districts.

Fall River JUSD
Multi Year Projection
2022/23 Second Interim

| | 2022/23 | | 2023/24 | | 2024/25 | |
|--|----------------|------------------|----------------|-----------------|------------------|------------------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| Revenues | | | | | | |
| LCFF | | | | | | |
| Federal Revenue | 15,390,035 | 15,390,035 | 16,095,419 | 16,095,419 | 16,205,265 | 16,205,265 |
| Other State Revenue | 70,379 | 2,565,157 | 70,379 | 1,604,946 | 70,379 | 677,251 |
| Other Local Revenue | 229,738 | 5,020,567 | 234,054 | 1,669,250 | 233,534 | 1,895,642 |
| Total Revenues | 103,930 | 8,783,009 | 91,430 | 858,009 | 91,430 | 858,009 |
| | 15,794,082 | 8,463,733 | 16,481,282 | 4,132,205 | 16,600,608 | 3,197,368 |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Other Financing Sources | | | | | | |
| Interfund Transfers | | | | | | |
| Contributions from Restricted Programs | (1,561,757) | 1,561,757 | (1,652,847) | 1,652,847 | (1,785,664) | 1,785,664 |
| Net Transfers and Contributions | (1,561,757) | 1,561,757 | (1,652,847) | 1,652,847 | (1,785,664) | 1,785,664 |
| | | | | | | |
| Expenditures | | | | | | |
| Certificated Salaries | 5,139,626 | 1,719,444 | 5,406,744 | 1,554,056 | 6,071,687 | 1,030,419 |
| Classified Salaries | 2,637,279 | 1,136,086 | 2,819,887 | 1,059,579 | 3,040,655 | 961,095 |
| Employee Benefits | 3,302,999 | 1,994,484 | 3,495,749 | 1,920,865 | 3,859,215 | 1,680,149 |
| Books & Supplies | 670,988 | 1,586,711 | 671,033 | 311,267 | 671,033 | 307,857 |
| Services and Other | 1,461,993 | 1,293,496 | 1,461,993 | 915,877 | 1,543,111 | 972,056 |
| Capital Outlay | 261,754 | 524,824 | 250,000 | - | (51,694) | 51,694 |
| Other Outgo | (68,861) | 58,861 | (51,694) | 4,077 | 4,077 | 4,077 |
| Interfund Transfers Out and All Other Financing Uses | 4,077 | 4,077 | 4,077 | - | 4,077 | - |
| Total Expenditures | 13,419,855 | 8,313,806 | 14,057,789 | 5,813,340 | 15,138,084 | 5,003,270 |
| Net Increase (Decrease) | 812,470 | 1,711,584 | 780,646 | (28,288) | (323,140) | (343,378) |

| | 2022/23 | | 2023/24 | | 2024/25 | |
|---------------------------------------|--------------|-----------|--------------|-----------|--------------|-----------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| BEGINNING BALANCES | | | | | | |
| Reserve-Revolving Cash/Prepays/Stores | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 |
| Restricted Programs | - | 886,655 | - | 2,598,239 | - | 2,569,951 |
| Economic Uncertainty | 935,000 | 935,000 | 1,086,691 | 1,086,691 | 993,557 | 993,557 |
| Board Designated | 211,055 | - | 6,108,474 | - | 6,980,254 | - |
| Undesignated/Unappropriated | 5,234,640 | - | - | - | - | - |
| Audit Adjustments/Restatements | - | - | - | - | - | - |
| Total Beginning Balances | 6,384,195 | 886,655 | 7,196,665 | 2,598,239 | 7,977,311 | 2,569,951 |
| ENDING BALANCES | | | | | | |
| Reserve-Revolving Cash/Prepays/Stores | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 |
| Restricted Programs | - | 2,598,239 | - | 2,569,951 | - | 2,549,713 |
| Economic Uncertainty | 1,086,691 | 1,086,691 | 993,557 | 993,557 | 1,007,068 | 1,007,068 |
| Board Designated | 6,108,474 | - | 6,980,254 | - | 6,643,603 | - |
| Undesignated/Unappropriated | - | - | - | - | - | - |
| Total Ending Balances | 7,196,665 | 2,598,239 | 7,977,311 | 2,569,951 | 7,654,171 | 2,549,713 |

| | 2022/23 | | 2023/24 | | 2024/25 | |
|-----------------------------|--------------|-------|--------------|-------|--------------|-------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| Estimated Enrollment | | | | | | |
| Estimated ADA | | | | | | |
| % | | | | | | |
| | 1,186 | 1,174 | 1,062 | 1,071 | 1,062 | 1,061 |
| | 91% | 91% | 91% | 91% | 91% | 91% |

Fall River Joint Unified School District
Tentative Agreement

With
Unrepresented Groups
On
Date: March 8, 2023

One-year term of Agreement: July 1, 2022 thru June 30, 2023
This Tentative Agreement is retroactive to July 1, 2022

Administrative, Classified Confidential, Classified Confidential
Management, Dean of Students, Director of Technology, Nurse,
Psychologist

2.51% increase to salary schedule for the 2022-2023 school year.

Increase District Insurance Benefit Contribution (CAP) to \$11,795 per FTE
(increase of 1.5% which calculates to \$174 per FTE) for the 2022-2023 school
year. *Excluding* Director of Technology

Calculation of the increase will be based on the annual base salary (including
longevity; excluding extra hours, overtime, incentives, etc.) Employees must be
in active status on the date that the agreement is ratified by the Board of
Trustees.



Dr. Merrill Grant
Superintendent

Date: _____

2/24/23

Fall River Joint Unified School District
Tentative Agreement

With
Unrepresented Groups

On
Date: March 8, 2023

One-year term of Agreement: July 1, 2022 thru June 30, 2023

This Tentative Agreement is retroactive to July 1, 2022

SUPERINTENDENT:

2.51% increase to salary for the 2022-2023 school year.

Calculation of the increase will be based on the annual base salary (including longevity; excluding extra hours, overtime, incentives, etc.) Employees must be in active status on the date that the agreement is ratified by the Board of Trustees.



Rick Dougherty, Board President

Date: 2/21/23

**PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

School District: Fall River Joint Unified
School District

Name of Bargaining Unit: UNREPRESENTED (Superintendent, Admin, Classified Confidential, CC Management, Dean, Dir. Tech, Nurse, Psych

Effective dates of the proposed agreement: 07/01/2022-06/30/2023

Settles negotiations for which fiscal year: 2022/2023

Date of Public Meeting: March 8, 2023

Disclosure prepared by: Teresea Spooner

Send to Shasta County Office of Education ten (10) days prior to Board approval.

A. Proposed Change in Salary

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time?

| Year of Proposed Agreement | Current Year | Year 1 | Year 2 |
|----------------------------|--------------|--------|--------|
| Percentage Salary Change | 2.51% | 0 | 0 |
| On-going or one time cost? | On-going | N/A | N/A |

B. Cost of agreement

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years.

| Year | Current Year | Year 1 | Year 2 |
|---|------------------|------------------|------------------|
| Salary | \$ 53,201 | \$ 53,201 | \$ 53,201 |
| Benefits | \$ 14,138 | \$ 14,253 | \$ 14,332 |
| Other Costs - Health & Welfare increase | \$ 3,255 | \$ 3,255 | \$ 3,255 |
| Total Cost | \$ 70,594 | \$ 70,709 | \$ 70,788 |

C. Source of funding

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary. **See Attachment A**

D. Major provisions

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary. **See Attachment A**

E. Impact of proposed agreement on District reserves. See Attachment A

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.


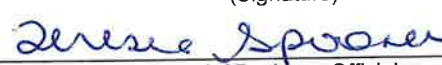
GENERAL FUND RESERVES

| YEAR | Current Year | Year 1 | Year 2 |
|---|--------------|--------------|--------------|
| Designated for Economic Uncertainties (Object code 9789) | \$ 1,086,691 | \$ 993,557 | \$ 1,007,068 |
| Board-Assigned Reserves (Object code 9780) | \$ 6,106,474 | \$ 6,980,254 | \$ 6,643,603 |
| Unassigned / Unappropriated Amount (Object code 9790) | \$ - | \$ - | \$ - |
| TOTAL RESERVES: | \$ 7,193,165 | \$ 7,973,811 | \$ 7,650,671 |

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

CERTIFICATION

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

| | |
|---|--------------------|
| The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement. | |
|  District Superintendent (Signature) | 2/14/23 Date |
|  District Chief Business Official (Signature) | 02/10/2023 Date |

CERTIFICATION

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

| | |
|---|------|
| The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5 | |
| District Superintendent (Signature) | Date |
| After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on <u>March 10, 2021</u> took action to approve the proposed agreement with the FRTA bargaining unit. | |
| President, Governing Board (Signature) | Date |

Attachment A

C. After the J90 was received in January 2023 and calculated according to the criteria set forth in the FRTA bargaining unit contract-- the district owes 2.51% on the salary schedule and 1.50% on the cap. The district will use current revenues and Board Designated funds to make up may difference to fulfill the final agreement.

D. 22/23 school year-2.51% will be added to the salary schedule and 1.50% on the insurance contribution cap. Nothing was negotiated for 23/24 or 24/25. The criteria for the calculations are detailed in the FRTA contract. CSEA and all unrepresented groups have a "we too" clause that entitles them to the same increase.

****Please see the accompanying Tentative Agreement for the details of language changes to the contract.****

E. The district will be maintaining a 5% reserve for the current year and the next two subsequent school years.

In the 22/23 and 23/24 school year overall the district is not projected to deficit spend in the multi- year projection but is projected to deficit spend \$343,378 in 24/25 school year at this point in the projections. A contributing factor is the loss of ADA connected to the pandemic. The superintendent is taking the lead by looking at avenues to get students back in the classroom. Administration and Board of Trustees is taking the time to review positions -paid with covid dollars, which are beginning to deplete. The district superintendent and board are aware of the deficit and are committed to making adjustments of positions the management deems not a value add to the district's goals and program. The district feels they have a sufficient balance to accommodate the time that it will take to perform program evaluations and personnel changes.

The salaries are now competitive with comparable districts.

**Fall River Joint Unified School District
Tentative Agreement**

With

Fall River Teachers Association (FRTA)

On

Date: March 8, 2023

One-year term of Agreement: July 1, 2022 thru June 30, 2023

This Tentative Agreement is retroactive to July 1, 2022

FRTA CERTIFIED:

2.51% increase to salary schedule for the 2022-2023 school year.

Increase District Insurance Benefit Contribution (CAP) to \$11,795 per FTE (increase of 1.5% which calculates to \$174 per FTE) for the 2022-2023 school year.

Calculation of the increase will be based on the annual base salary (including longevity; excluding extra hours, overtime, incentives, etc.) Employees must be in active status on the date that the agreement is ratified by the Board of Trustees.



Dr. Merrill Grant
Superintendent

Date: _____

2/23/23

FRTA:



Date: _____

2/23/23

Fall River Joint Unified School District
Tentative Agreement

With

Fall River Teachers Association (FRTA)

On

Date: March 8, 2023

One-year term of Agreement: July 1, 2022 thru June 30, 2023

This Tentative Agreement is retroactive to July 1, 2022

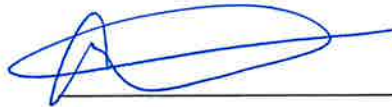
FRTA SPEECH LANGUAGE PATHOLOGIST:

2.51% increase to salary schedule for the 2022-2023 school year.

Increase District Insurance Benefit Contribution (CAP) to \$11,795 per FTE (increase of 1.5% which calculates to \$174 per FTE) for the 2022-2023 school year.

Calculation of the increase will be based on the annual base salary (including longevity; excluding extra hours, overtime, incentives, etc.) Employees must be in active status on the date that the agreement is ratified by the Board of Trustees.

FRTA:



Dr. Merrill Grant
Superintendent

Date:

2/21/23

Date:

2/23/23

Fall River JUSD
Multi Year Projection
2022/23 Second Interim

| | 2022/23 | | 2023/24 | | 2024/25 | |
|--|--------------------|------------------|--------------------|------------------|--------------------|------------------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| Revenues | | | | | | |
| LCFF | 15,390,035 | - | 16,095,419 | - | 16,205,265 | - |
| Federal Revenue | 70,379 | 2,565,157 | 70,379 | 1,604,946 | 70,379 | 677,251 |
| Other State Revenue | 229,738 | 5,020,567 | 234,054 | 1,669,250 | 233,534 | 1,662,108 |
| Other Local Revenue | 103,930 | 878,009 | 91,430 | 858,009 | 91,430 | 858,009 |
| Total Revenues | 15,794,082 | 8,463,733 | 16,481,282 | 4,132,205 | 16,600,608 | 3,197,368 |
| | | | | | | |
| Other Financing Sources | | | | | | |
| Interfund Transfers | - | - | - | - | - | - |
| Contributions to/from Restricted Programs | (1,561,757) | 1,561,757 | (1,652,847) | 1,652,847 | (1,785,664) | 1,785,664 |
| Net Transfers and Contributions | (1,561,757) | 1,561,757 | (1,652,847) | 1,652,847 | (1,785,664) | 1,785,664 |
| | | | | | | |
| Expenditures | | | | | | |
| Certificated Salaries | 5,139,626 | 1,719,444 | 5,406,744 | 1,554,058 | 6,071,687 | 1,030,419 |
| Classified Salaries | 2,637,279 | 1,136,086 | 2,819,887 | 1,059,579 | 3,040,655 | 961,095 |
| Employee Benefits | 3,302,999 | 1,994,484 | 3,495,749 | 1,820,865 | 3,859,215 | 1,680,149 |
| Books & Supplies | 670,988 | 1,586,711 | 671,033 | 311,267 | 671,033 | 307,857 |
| Services and Other | 1,461,993 | 1,293,496 | 1,461,993 | 915,877 | 1,543,111 | 972,056 |
| Capital Outlay | 261,754 | 524,824 | 250,000 | - | 250,000 | - |
| Other Outlay | (59,861) | 58,861 | (51,694) | 51,694 | (51,694) | 51,694 |
| Interfund Transfers Out and All Other Financing Uses | 4,077 | - | 4,077 | - | 4,077 | - |
| Total Expenditures | 13,419,855 | 8,313,906 | 14,057,789 | 5,813,340 | 15,136,084 | 5,003,270 |
| Net Increase (Decrease) | 812,470 | 1,711,584 | 780,646 | (28,288) | (323,140) | (20,238) |

| | 2022/23 | | 2023/24 | | 2024/25 | |
|---------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| BEGINNING BALANCES | | | | | | |
| Reserve-Revolving Cash/Prepays/Stores | 3,500 | - | 3,500 | - | 3,500 | - |
| Restricted Programs | - | 886,655 | - | 2,598,239 | - | 2,569,951 |
| Economic Uncertainty | 935,000 | 935,000 | 1,086,691 | 1,086,691 | 993,557 | 993,557 |
| Board Designated | 211,055 | - | 6,106,474 | - | 6,980,254 | - |
| Undesignated/Unappropriated | 5,234,640 | - | - | - | - | - |
| Audit Adjustments/Restatements | - | 5,234,640 | - | - | - | - |
| Total Beginning Balances | 6,384,195 | 886,655 | 7,196,665 | 2,598,239 | 7,977,311 | 2,569,951 |
| | | | | | | |
| ENDING BALANCES | | | | | | |
| Reserve-Revolving Cash/Prepays/Stores | 3,500 | - | 3,500 | - | 3,500 | - |
| Restricted Programs | - | 2,598,239 | - | 2,569,951 | - | 2,549,713 |
| Economic Uncertainty | 1,086,691 | 1,086,691 | 993,557 | 993,557 | 1,007,068 | 1,007,068 |
| Board Designated | 6,106,474 | - | 6,980,254 | - | 6,643,603 | - |
| Undesignated/Unappropriated | - | - | - | - | - | - |
| Total Ending Balances | 7,196,665 | 2,598,239 | 7,977,311 | 2,569,951 | 7,654,171 | 2,549,713 |

| | 2022/23 | | 2023/24 | | 2024/25 | |
|-----------------------------|--------------|-------|--------------|-------|--------------|-------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| Estimated Enrollment | | | | | | |
| Estimated ADA | 1,166 | 1,174 | 1,174 | 1,174 | 1,162 | 1,162 |
| % | 1,082 | 1,071 | 1,071 | 1,071 | 1,061 | 1,061 |
| | 91% | 91% | 91% | 91% | 91% | 91% |

**PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

School District: Fall River Joint Unified
School District

Name of Bargaining Unit: FRTA

Effective dates of the proposed agreement: 07/01/2022-06/30/2023

Settles negotiations for which fiscal year: 2022/2023

Date of Public Meeting: March 8, 2023

Disclosure prepared by: Teresea Spooner

Send to Shasta County Office of Education ten (10) days prior to Board approval.

A. Proposed Change in Salary

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time?

| Year of Proposed Agreement | Current Year | Year 1 | Year 2 |
|----------------------------|--------------|--------|--------|
| Percentage Salary Change | 2.51% | 0 | 0 |
| On-going or one time cost? | On-going | N/A | N/A |

B. Cost of agreement

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years.

| Year | Current Year | Year 1 | Year 2 |
|---|-------------------|-------------------|-------------------|
| Salary | \$ 128,310 | \$ 128,310 | \$ 128,310 |
| Benefits | \$ 29,011 | \$ 29,011 | \$ 29,011 |
| Other Costs - Health & Welfare increase | \$ 12,592 | \$ 12,592 | \$ 12,592 |
| Total Cost | \$ 169,913 | \$ 169,913 | \$ 169,913 |

C. Source of funding

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary. **See Attachment A**

D. Major provisions

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary. **See Attachment A**

E. Impact of proposed agreement on District reserves. See Attachment A

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

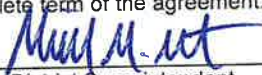

GENERAL FUND RESERVES

| YEAR | Current Year | Year 1 | Year 2 |
|---|--------------|--------------|--------------|
| Designated for Economic Uncertainties (Object code 9789) | \$ 1,086,691 | \$ 993,557 | \$ 1,007,068 |
| Board-Assigned Reserves (Object code 9780) | \$ 6,106,474 | \$ 6,980,254 | \$ 6,643,603 |
| Unassigned / Unappropriated Amount (Object code 9790) | \$ - | \$ - | \$ - |
| TOTAL RESERVES: | \$ 7,193,165 | \$ 7,973,811 | \$ 7,650,671 |

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

CERTIFICATION

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

| | |
|---|---------------------------|
| The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement. | |
|  _____ District Superintendent (Signature) | _____ 2/14/23 Date |
|  _____ District Chief Business Official (Signature) | _____ 02/10/23 Date |

CERTIFICATION

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

| | |
|---|---------------|
| The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5 | |
| _____ District Superintendent (Signature) | _____ Date |
| After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on <u>March 10, 2021</u> took action to approve the proposed agreement with the FRTA bargaining unit. | |
| _____ President, Governing Board (Signature) | _____ Date |

Attachment A

C. After the J90 was received in January 2023 and calculated according to the criteria set forth in the FRTA bargaining unit contract-- the district owes 2.51% on the salary schedule and 1.50% on the cap. The district will use current revenues and Board Designated funds to make up may difference to fulfill the final agreement.

D . CSEA will receive 2.51% on their salary schedule but considering the minimum wage requirement, the salary schedule needs to be restructured. The District has an agreement with CSEA to give them 2.51% this year and allow them to borrow against next year's negotiations. CSEA will borrow \$119,632 (3.23%). CSEA will use the money to restructure their salary schedule to meet the minimum wage requirements. The borrowed money will be reimbursed to the district by reducing their 2023-24 negotiated allocation by \$119,632 and they will receive the difference. If for some odd reason, next year does not cover the amount they will receive their insurance contribution and nothing on their schedule until the borrowed money is paid in full to the district. The District is not offering this to other units as it can create a cash flow issue. This is an isolated agreement because of the need for restructure. At the end of next school year, the District will ensure all units will have received the exact same amount.

****Please see the accompanying Tentative Agreement for the details of language changes to the contract.****

E. The district will be maintaining a 5% reserve for the current year and the next two subsequent school years.

In the 22/23 and 23/24 school year overall the district is not projected to deficit spend in the multi- year projection but is projected to deficit spend \$343,378 in 24/25 school year at this point in the projections. A contributing factor is the loss of ADA connected to the pandemic. The superintendent is taking the lead by looking at avenues to get students back in the classroom. Administration and Board of Trustees is taking the time to review positions -paid with covid dollars, which are beginning to deplete. The district superintendent and board are aware of the deficit and are committed to making adjustments of positions the management deems not a value add to the district's goals and program. The district feels they have a sufficient balance to accommodate the time that it will take to perform program evaluations and personnel changes.

The salaries are now competitive with comparable districts.

Tentative Agreement
By and between
The Fall River Joint Unified School District (District)
and
The California School Employees Association and its
Fall River Chapter #191 together (CSEA)
February 8, 2023

The Fall River Joint Unified School District (District) and the California School Employees Association and its Fall River Chapter No.191 together (CSEA) have considered their mutual interests and agree to the following:

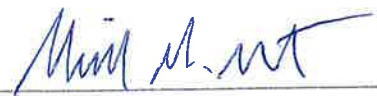
1. Compensation: Increase the current salary schedule by 2.51% and restructure the salary schedule by moving all positions down one range and renumbering see attached:
2. Health and welfare: Increase District Insurance Benefit Contribution (CAP) from 11,621 to \$11,795 per FTE (increase of 1.5% which calculates to \$174 per FTE) for the 2022-2023 school year.

This Tentative Agreement is retroactive to July 1, 2022.

Calculation of the increase will be based on the annual base salary (including longevity; including extra hours and overtime.) Employees must be in active status on the date that the agreement is ratified by CSEA and the District. The District will ensure all unit receive the exact same amount.

For the District: February 8, 2023

For CSEA: February 8,2023




Dr. Merrill Grant Superintendent



Joan Nevarez CSEA Exclusive Representative



Teresea Spooner CBO




Patricia McQuade Chapter President #191

Letter of Agreement on intent of 2022-2023 negotiations.

The District has an agreement with CSEA to give them 2.51% this year and allow them to borrow against next year's comparison benchmark. CSEA will borrow \$119,632 (3.23%). CSEA will use the money to restructure their salary schedule to assist the district in meeting the minimum wage requirements set forth by law. The borrowed money will be reimbursed to the district by reducing their 2023-24 negotiated allocation by \$119,632 and they will receive the difference. If for some odd reason, next year does not cover the amount they will receive their insurance contribution and nothing on their schedule until the borrowed money is paid in full to the district. The District is not offering this to other units as it can create a cash flow issue. This is an isolated agreement because of the need for restructure. At the end of next school year, the District will ensure all units will have received the exact same amount.

This agreement on intent has been reached on February 8, 2023.

For the District:

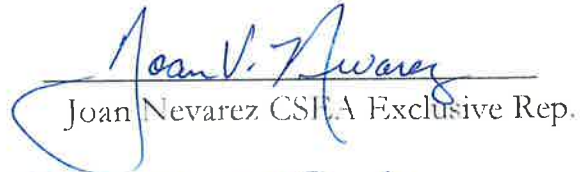


Dr. Merrill Grant Superintendent



Teresca Spooner CBO

For CSEA:



Joan Nevarez CSEA Exclusive Rep.



Patricia Mcquade Chapter President#191

* Actual

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT *Current*

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

Schedule

CLASSIFIED SALARY SCHEDULE - 2021/2022

| Range | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 1 Cafeteria Worker | \$15.30 | \$15.59 | \$16.56 | \$17.08 | \$17.89 | \$18.73 | \$19.61 |
| Cafeteria Clerk | | | | | | | |
| Clerk Typist | | | | | | | |
| Elem. Library Clerk | | | | | | | |
| 2 Paraprofessional | \$15.59 | \$16.56 | \$17.08 | \$17.89 | \$18.73 | \$19.61 | \$20.53 |
| Workability Job Supervisor | | | | | | | |
| Health Clerk | | | | | | | |
| 3 Senior Clerk | \$16.56 | \$17.08 | \$17.89 | \$18.73 | \$19.61 | \$20.53 | \$21.52 |
| Custodian | | | | | | | |
| Library Guidance Tech | | | | | | | |
| 4 Technology Paraprofessional | \$17.08 | \$17.89 | \$18.73 | \$19.61 | \$20.53 | \$21.52 | \$22.55 |
| Behavior Management Para | | | | | | | |
| 5 Lead Custodian | \$17.89 | \$18.73 | \$19.61 | \$20.53 | \$21.52 | \$22.55 | \$23.64 |
| Maintenance Worker | | | | | | | |
| Cook/Manager | | | | | | | |
| Grounds Worker | | | | | | | |
| 6 Bus Driver | \$18.73 | \$19.61 | \$20.53 | \$21.52 | \$22.55 | \$23.64 | \$24.76 |
| Secretary | | | | | | | |
| Health Attendant Para | | | | | | | |
| Intensive Behavior Interventionist | | | | | | | |
| Sign Language Interpreter | | | | | | | |
| Translator | | | | | | | |
| 7 Bus Driver/Lube Mechanic | \$19.61 | \$20.53 | \$21.52 | \$22.55 | \$23.64 | \$24.76 | \$25.96 |
| Bus Driver-Dispatcher | | | | | | | |
| 8 Mechanic | \$21.52 | \$22.55 | \$23.64 | \$24.76 | \$25.96 | \$27.20 | \$28.50 |
| Skilled Maintenance Worker | | | | | | | |
| Bus Driver Trainer | | | | | | | |
| 9 Maintenance Foreman | \$23.64 | \$24.76 | \$25.96 | \$27.20 | \$28.50 | \$29.88 | \$31.34 |
| Master Mechanic | | | | | | | |
| Technology Support Assistant | | | | | | | |
| 10 | \$24.76 | \$25.96 | \$27.20 | \$28.50 | \$29.88 | \$31.34 | \$32.85 |

Salary Schedule Time Base is Hourly

- * At the beginning of the 10th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 15th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 20th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 25th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 30th year of District service an additional 2.5% shall be added to the employees current hourly rate.

| | |
|----------------------------|-------|
| Stipends - Annually | |
| *AA Degree | \$300 |
| *BA/BS Degree | \$550 |
| *Masters | \$990 |

****Yard Duty Aide Position = Current Minimum Wage**

Insurance Cap = \$11,621

Board Approved - 3/9/2022

* Proposed
Schedule

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

CLASSIFIED SALARY SCHEDULE - 2022/2023

DRAFT

| Range | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|------------------------------------|----------|----------|----------|----------|----------|----------|----------|
| 1 Cafeteria Worker | \$16.00 | \$ 16.98 | \$ 17.51 | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 |
| Cafeteria Clerk | | | | | | | |
| Clerk Typist | | | | | | | |
| Elem. Library Clerk | | | | | | | |
| 2 Paraprofessional | \$ 16.98 | \$ 17.51 | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 |
| Workability Job Supervisor | | | | | | | |
| Health Clerk | | | | | | | |
| 3 Senior Clerk | \$ 17.51 | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 |
| Custodian | | | | | | | |
| Library Guidance Tech | | | | | | | |
| 4 Technology Paraprofessional | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 | \$ 24.23 |
| Behavior Management Para | | | | | | | |
| 5 Lead Custodian | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 | \$ 24.23 | \$ 25.38 |
| Maintenance Worker | | | | | | | |
| Cook/Manager | | | | | | | |
| Grounds Worker | | | | | | | |
| 6 Bus Driver | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 | \$ 24.23 | \$ 25.38 | \$ 26.61 |
| Secretary | | | | | | | |
| Health Attendant Para | | | | | | | |
| Intensive Behavior Interventionist | | | | | | | |
| Sign Language Interpreter | | | | | | | |
| Translator | | | | | | | |
| 7 Bus Driver/Lube Mechanic | \$ 22.06 | \$ 23.12 | \$ 24.23 | \$ 25.38 | \$ 26.61 | \$ 27.88 | \$ 29.22 |
| Bus Driver-Dispatcher | | | | | | | |
| 8 Mechanic | \$ 24.23 | \$ 25.38 | \$ 26.61 | \$ 27.88 | \$ 29.22 | \$ 30.63 | \$ 32.13 |
| Skilled Maintenance Worker | | | | | | | |
| Bus Driver Trainer | | | | | | | |
| 9 Maintenance Foreman | \$ 25.38 | \$ 26.61 | \$ 27.88 | \$ 29.22 | \$ 30.63 | \$ 32.13 | \$ 33.67 |
| Master Mechanic | | | | | | | |
| Technology Support Assistant | | | | | | | |
| 10 | \$ 26.61 | \$ 27.88 | \$ 29.22 | \$ 30.63 | \$ 32.13 | \$ 33.67 | \$ 35.28 |

Salary Schedule Time Base is Hourly

- * At the beginning of the 10th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 15th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 20th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 25th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 30th year of District service an additional 2.5% shall be added to the employees current hourly rate.

| Stipends - Annually | |
|---------------------|-------|
| *AA Degree | \$300 |
| *BA/BS Degree | \$550 |
| *Masters | \$990 |

**Yard Duty Aide Position - Current Minimum Wage

Insurance Cap = \$11,795

Board Approved -

Fall River JUSD
Multi Year Projection
2022/23 Second Interim

| | 2022/23 | | 2023/24 | | 2024/25 | |
|--|----------------|------------------|----------------|-----------------|------------------|-----------------|
| | Unrestricted | Total | Unrestricted | Total | Unrestricted | Total |
| Revenues | | | | | | |
| LCFF | 15,390,035 | 15,390,035 | 16,095,419 | 16,095,419 | 16,205,265 | 16,205,265 |
| Federal Revenue | 70,379 | 2,565,157 | 70,379 | 1,604,946 | 70,379 | 677,251 |
| Other State Revenue | 229,738 | 5,020,567 | 234,054 | 1,669,250 | 233,534 | 1,662,108 |
| Other Local Revenue | 103,930 | 878,009 | 91,430 | 858,009 | 91,430 | 858,009 |
| Total Revenues | 15,794,082 | 8,463,733 | 16,481,282 | 4,132,205 | 16,600,608 | 3,197,368 |
| | | | | | | |
| Other Financing Sources | | | | | | |
| Interfund Transfers | - | - | - | - | - | - |
| Contributions to/from Restricted Programs | (1,561,757) | 1,561,757 | (1,652,847) | 1,652,847 | (1,785,664) | 1,785,664 |
| Net Transfers and Contributions | (1,561,757) | 1,561,757 | (1,652,847) | 1,652,847 | (1,785,664) | 1,785,664 |
| | | | | | | |
| Expenditures | | | | | | |
| Certificated Salaries | 5,139,626 | 1,719,444 | 5,406,744 | 1,554,058 | 6,071,687 | 1,030,419 |
| Classified Salaries | 2,637,279 | 1,136,086 | 2,819,887 | 1,059,579 | 3,040,655 | 961,095 |
| Employee Benefits | 3,302,989 | 1,984,484 | 3,495,749 | 1,920,865 | 3,859,215 | 1,680,149 |
| Books & Supplies | 670,988 | 1,586,711 | 671,033 | 311,267 | 671,033 | 307,857 |
| Services and Other | 1,461,993 | 1,293,496 | 1,461,993 | 915,877 | 1,543,111 | 972,056 |
| Capital Outlay | 261,754 | 524,824 | 250,000 | 250,000 | - | - |
| Other Outgo | (58,861) | 58,861 | (51,694) | 51,694 | (51,694) | 51,694 |
| Interfund Transfers Out and All Other Financing Uses | 4,077 | 4,077 | 4,077 | 4,077 | 4,077 | 4,077 |
| Total Expenditures | 13,419,855 | 8,313,906 | 14,057,789 | 5,813,340 | 15,138,084 | 5,003,270 |
| Net Increase (Decrease) | 812,470 | 1,711,584 | 780,646 | (28,288) | (923,140) | (20,238) |
| | | | | | | |
| BEGINNING BALANCES | | | | | | |
| Reserve-Revolving Cash/Prepays/Stores | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 |
| Restricted Programs | - | 886,655 | - | 2,598,239 | - | 2,569,951 |
| Economic Uncertainty | 935,000 | 935,000 | 1,086,691 | 1,086,691 | 993,557 | 993,557 |
| Board Designated | 211,055 | 211,055 | 6,106,474 | 6,106,474 | 6,980,254 | 6,980,254 |
| Undesignated/Unappropriated | 5,234,640 | 5,234,640 | - | - | - | - |
| Audit Adjustments/Restatements | - | - | - | - | - | - |
| Total Beginning Balances | 6,384,195 | 886,655 | 7,196,665 | 2,598,239 | 7,977,311 | 2,569,951 |
| ENDING BALANCES | | | | | | |
| Reserve-Revolving Cash/Prepays/Stores | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 |
| Restricted Programs | - | 2,598,239 | - | 2,569,951 | - | 2,549,713 |
| Economic Uncertainty | 1,086,691 | 1,086,691 | 993,557 | 993,557 | 1,007,068 | 1,007,068 |
| Board Designated | 6,106,474 | 6,106,474 | 6,980,254 | 6,980,254 | 6,643,603 | 6,643,603 |
| Undesignated/Unappropriated | - | - | - | - | - | - |
| Total Ending Balances | 7,196,665 | 2,598,239 | 7,977,311 | 2,569,951 | 7,654,171 | 2,549,713 |
| | | | | | | |
| Estimated Enrollment | | | | | | |
| Estimated ADA | | | | | | |
| % | | | | | | |

**PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

School District: Fall River Joint Unified
School District

Name of Bargaining Unit: CSEA

Effective dates of the proposed agreement: 07/01/2022-06/30/2023

Settles negotiations for which fiscal year: 2022/2023

Date of Public Meeting: March 8, 2023

Disclosure prepared by: Teresea Spooner

Send to Shasta County Office of Education ten (10) days prior to Board approval.

A. Proposed Change in Salary

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time?

| Year of Proposed Agreement | Current Year | Year 1 | Year 2 |
|----------------------------|--------------|--------|--------|
| Percentage Salary Change | 5.74% | 0 | 0 |
| On-going or one time cost? | On-going | N/A | N/A |

B. Cost of agreement

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years.

| Year | Current Year | Year 1 | Year 2 |
|---|-------------------|-------------------|-------------------|
| Salary | \$ 159,925 | \$ 159,925 | \$ 159,925 |
| Benefits | \$ 56,102 | \$ 57,017 | \$ 57,644 |
| Other Costs - Health & Welfare increase | \$ 8,814 | \$ 8,814 | \$ 8,814 |
| Total Cost | \$ 224,841 | \$ 225,756 | \$ 226,383 |

C. Source of funding

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary. **See Attachment A**

D. Major provisions

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary. **See Attachment A**

E. Impact of proposed agreement on District reserves. See Attachment A

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

Fall River Joint Unified School District Superintendent Employment Agreement

This Superintendent Employment Agreement (“Agreement”) is between the Board of Trustees of the Fall River Joint Unified District ("District" or "Board") and Merrill Grant (“Superintendent”) (collectively referred to as the “parties”).

1. **Term.** The Board desires to employ Superintendent for a term of three school years. This Agreement commences July 1, 2022 and terminates on June 30, 2025.

2. **Salary.**
 - a. **Base Salary.** Superintendent’s annual base salary shall be \$208,903.21 for the 2022-2023 school year.
 - b. **Annual Adjustment.** Each year the Superintendent’s annual base salary may be increased commencing July 1 at the sole discretion of the Board.
 - c. **Payment Schedule.** The Superintendent’s salary shall be payable in equal monthly payments, less all applicable taxes and deductions.
 - d. **Salary Increases.** Superintendent’s annual base salary may be increased or decreased at any time by mutual agreement of the parties. Superintendent’s annual base salary will be increased by 3% each school year during the term of this Agreement provided that the Board of Trustees determines in its sole discretion that the Superintendent has received a satisfactory evaluation rating at the Superintendent’s most recent evaluation. In addition, the Board reserves the right not to grant salary increases regardless of the Superintendent’s performance, if it determines that fiscal conditions warrant no increase.

3. **Fringe Benefits.** Superintendent shall receive the following fringe benefits:
 - a. **Sick Leave.** Superintendent shall receive sick leave at the rate of one day per month. Earned, unused sick leave may be accumulated without limitation; however, the District shall not be obligated to compensate the Superintendent for earned, unused sick leave. Unused sick leave may be credited for retirement purposes as authorized by the State Teachers Retirement System (STRS) and applicable law.
 - b. **Work Year.** The Superintendent shall be required to render at least 221 workdays of service to the District during each school year, exclusive of vacation and holidays as defined in Education Code sections 37220 and 37221. Days in excess of 221, vacation, and holidays are considered non-work days. The Superintendent is not entitled to additional compensation for service performed on non-work days.
 - c. **Vacation.** The Superintendent shall be required to render 12 months of full and regular service to the District during each year of this Agreement, except that the Superintendent shall receive 22 days of vacation with pay each school year, exclusive of holidays as defined in Education Code sections 37220 and 37221. Vacation shall be accrued on a month-to-month basis and shall accrue up to a maximum of 44 days. Once accrued vacation reaches 44 days, no more vacation shall accumulate until the Superintendent has used vacation sufficient to reduce accrued vacation below 44 days. At the end of each school year, at his / her

option, the Superintendent may be paid at his / her daily rate for up to 5 days of earned and unused vacation. To calculate the Superintendent's daily rate of pay, the Superintendent's annual salary shall be divided by 221. By August 1 of each school year, Superintendent shall report to the Board of Trustees in writing regarding his / her use of vacation leave and sick leave pursuant to this Agreement.

d. **Insurance.** The Superintendent must participate in the District's health benefit plan by choosing at least one plan, and may participate in the District's Internal Revenue Code section 125 plan to purchase such insurance. The District will not provide the Superintendent with any District paid medical, dental, vision or life insurance.

4. **Superintendent's Duties.**

a. **General.** The Superintendent shall perform the duties of District Superintendent as prescribed by the laws of the State of California and his / her job description. The Superintendent shall have primary responsibility for execution of Board Policies and the duties prescribed by Education Code section 35035. The Superintendent shall be the Board's chief administrative officer.

b. **Personnel Matters.** The Superintendent shall have primary responsibility in making recommendations to the Board regarding all personnel matters.

c. **Administrative Functions.** The Superintendent shall: (1) review all policies adopted by the Board and make appropriate recommendations; (2) periodically evaluate or cause to be evaluated all District employees; (3) advise the Board of sources of funds that might be available to implement present or contemplated District programs; (4) perform duties specified in Education Code section 35250; (5) maintain and improve his / her professional competence; (6) establish and maintain positive staff and Board relations; (7) establish and maintain positive community relations by participating in and attending community events and activities; (8) serve as liaison to the Board with respect to all employer-employee relations matters; (9) recommend District goals and objectives to the Board; (10) unless unavoidably detained, attend all regular and special meetings of the Board; (11) serve as secretary to the Board; and (12) perform such other duties as may be assigned by the Board.

5. **Board/Superintendent Responsibilities.** The Board shall retain primary responsibility and authority for formulating and adopting Board policies and hiring and dismissing District personnel. The Board shall promptly refer all criticisms, complaints, and suggestions called to its attention to the Superintendent for an appropriate response.

6. **Outside Professional Activities.** The Superintendent may undertake for consideration outside professional activities, including consulting, teaching, speaking and writing. The Superintendent's outside professional activities shall not occur during regular work hours and shall not interfere with the performance of the Superintendent's duties. The District will not be responsible for any expenses related to outside activities.

7. **Evaluation.**

a. **Yearly Evaluation.** The Board is not required to evaluate the Superintendent at any time but may evaluate the Superintendent yearly or more often as the Board desires. The Superintendent shall work with the Board to develop a time line for the

evaluation process. The evaluation discussion may include, among other things: (1) formal criteria to be used to evaluate the Superintendent; (2) an oral and written evaluation of the Superintendent's performance; (3) a review of the Superintendent's salary and benefits; and (4) discussion of goals and objectives for the succeeding year.

b. **Board Review.** The Board shall endeavor to complete the evaluation by June 1. Based upon findings specified in the evaluation report, the Superintendent, in collaboration with the Board, will prepare an action plan, if necessary, that will address areas identified as needing clarification, emphasis, or improvement. If a jointly prepared action plan cannot be agreed upon, the Board in its sole discretion shall issue the action plan.

c. **Positive Evaluation.** The Board shall clearly indicate on the evaluation whether it is deemed satisfactory or not. If the Superintendent receives a satisfactory evaluation, the Superintendent shall be entitled to a 3% compensation increase for the following school year. If no evaluation is completed, compensation shall not increase by 3% but may be modified in other ways as stated in paragraph. If the Superintendent receives an evaluation rating of satisfactory or higher, this Agreement shall be extended by one school year. The Board shall take separate action at a Board meeting to extend the contract by one year. If the Board determines that the Superintendent's evaluation is not satisfactory or higher, the contract term shall remain unchanged.

d. **Failure to Evaluate Non-Limiting.** The evaluation procedures in this Agreement shall supersede any other provisions concerning evaluations that might exist in applicable law or District policies, handbooks, or other documents. Any failure to meet the requirements set forth in this paragraph shall not release the Superintendent from fully and faithfully performing services under this Agreement, nor shall such failure constitute a default by District of its obligations under this Agreement.

8. **Examination.** The Superintendent agrees to have a fitness for duty examination by a District-appointed physician when requested by the Board and appropriate under state or federal law. Following the examination, the Superintendent shall submit to the Board President a report from the examining physician certifying the Superintendent's fitness to perform the essential functions of his / her position. Any expense beyond that paid by insurance will be borne by the District. The purpose of the examination is to determine the Superintendent's fitness for service. The physician's report shall be treated as confidential information. The Superintendent agrees to execute any necessary medical releases or other documents to facilitate a comprehensive fitness for duty examination by the District-appointed physician.

9. **Termination of Agreement.**

a. **Mutual Consent.** This Agreement may be terminated at any time by mutual consent of the Board and the Superintendent.

b. **Non-Renewal of Agreement by District.** The Board may elect not to renew this Agreement upon its expiration, but shall do so by providing written notice to the Superintendent at least 45 days prior to the expiration of this Agreement. Superintendent shall inform the Board in writing of this notice requirement at least ninety (90) calendar days in advance of expiration of this Agreement.

c. **Disability of the Superintendent.** If, as a result of a physical or mental condition, the Superintendent is unable to perform the essential functions of his / her position, even with reasonable accommodations, this Agreement may, at the Board's election, be

terminated three months from the date the Board issues a written notice of termination. Prior to terminating this Agreement based upon the Superintendent's disability, the Board must receive a written report from a licensed physician establishing that the Superintendent is unable to perform the essential functions of his / her position. The Physician's report may be from a District-appointed physician, as set forth in section 8 above, or from a physician providing services to the Superintendent. Superintendent may be required to utilize accumulated sick leave and vacation leave during this three-month period. If the Superintendent does not have sufficient leave to remain in paid status during the three-month period, the Superintendent shall be entitled to a paid leave of absence for the balance of the period. During the three-month period, the Superintendent shall remain entitled to health and welfare benefits consistent with the terms of this Agreement. Upon expiration of the three-month termination period, neither party shall have any further obligations to the other party.

d. **Termination for Cause.** The Board may terminate the Superintendent for: (1) acts done in bad faith to the detriment of the District; (2) refusals or failures to act in accordance with specific provisions of this Agreement or Board directives; (3) breach of this Agreement; (4) unsatisfactory performance; (5) misconduct or dishonest behavior; (6) conviction of a crime involving dishonesty, breach of trust, or physical or emotional harm to any person; or (7) any other cause the Board in its sole discretion deems sufficient for termination. The existence of such cause shall constitute a material breach of this Agreement and shall extinguish all rights and duties of the parties under this Agreement. If cause exists, the Board shall meet with the Superintendent and shall submit a written statement of the grounds for termination. If the Superintendent disputes the cause for termination, the Superintendent shall then be entitled to a conference before the Board in a closed session meeting. The Superintendent and the Board shall each have the right to be represented by counsel at their own expense. The Superintendent shall have a reasonable opportunity to respond to all matters raised in the written grounds for termination. The conference with the Board shall not be an evidentiary hearing and neither party shall have the opportunity to call witnesses. If the Board, after considering all evidence presented, decides to terminate this Agreement, it shall provide the Superintendent with a written decision. The decision of the Board shall be final. The Superintendent's conference before the Board shall be deemed to satisfy the Superintendent's entitlement to due process of law and shall be the Superintendent's exclusive due process right. The Superintendent waives any other rights that may be applicable to this proceeding with the understanding that completion of this conference exhausts the Superintendent's administrative remedies.

e. **Termination without Cause.** The Board may terminate this Agreement at any time. In consideration for the exercise of this right, the District shall pay Superintendent twelve (12) months' salary or the remainder of any salary due under this Agreement, whichever is less. Payments to Superintendent shall be made on a monthly basis unless the Board agrees otherwise. This payment shall be reduced by the amount which the Superintendent earns from any other employment-related source (whether as employee, independent contractor, consultant or self-employed). Superintendent shall be obligated to immediately seek other employment and to provide the Board President with written notice if Superintendent earns income from any employment-related source as defined above.

10. **Abuse of Office Provisions.** In accordance with Government Code section 53243 et seq., and as a separate contractual obligation, if the Superintendent receives a paid leave of absence or cash settlement and this Agreement is terminated for any reason, such paid leave or

cash settlement shall be fully reimbursed to the District by the Superintendent if the Superintendent is convicted of a crime involving an abuse of office or the position of Superintendent. In addition, if the District funds the criminal defense of the Superintendent against charges involving abuse of office or position and the Superintendent is then convicted or pleads guilty or no contest to such charges, the Superintendent shall fully reimburse the District all funds expended for the Superintendent's criminal defense.

11. **Tax/Retirement/STRS Issues.** The District makes no warranties or representations about the employment tax consequences or retirement consequences that result from this Agreement or any assignments or employment arrangements that may result from this Agreement. Superintendent shall assume sole liability and responsibility for determining the employment tax and / or retirement consequences of this Agreement.

12. **Expense Reimbursement.** The District shall reimburse the Superintendent for actual and necessary expenses incurred within the scope of his / her employment so long as such expenses are permitted by District policy or incurred with prior approval of the Board. Superintendent shall submit an expense claim in writing with appropriate written documentation.

a. The District's maximum reimbursement to Superintendent for attendance at conferences and membership in professional organizations shall be \$2,000 per school year. As part of these reimbursements, the District will pay for membership in the Burney Fall River Rotary and Burney Lions Club.

b. Superintendent shall have access to a District vehicle and may take vehicle home to his residence as he will be on-call for emergency purposes. In the event a District vehicle is not available, Superintendent shall be reimbursed for work-related travel at standard IRS mileage rates.

c. Superintendent shall receive a one-time payment no later than December 31, 2019 for expenses and costs necessitated by moving his home in the amount of \$5,000. Superintendent will not be required to provide receipts, however, this payment will be considered taxable income subject to standard payroll deductions.

d. The District shall provide to the Superintendent a payment of \$100 per month to reimburse him for business use of his personal smart phone and for home internet access / usage.

13. **District Technology.** The District may provide other devices such as a laptop computer (all of these are referred to as a "Technology Device") at District expense. The Superintendent shall use all Technology Devices in accordance with all the District policies and all legal requirements. All Technology Devices provided by the District are the property of the District and the District shall have the sole right of access to, and use of, Technology Devices through its policies and law. The Superintendent agrees to sign all technology use agreements or other forms that are required of other District employees. Superintendent agrees to conduct all District business, whether by email, text or otherwise, on a District Technology Device or, if the Superintendent conducts District business on a private device, through a District account, so that

all communications related to the District's business shall be available to the District irrespective of the form of communication.

14. **Notification of Absence.** If the Superintendent plans on being absent from the District more than five (5) continuous days, he/she shall notify the Board President in advance.

15. **Other Employment.** Superintendent agrees to provide the Board with written notice if he/she becomes a finalist in the selection process for another position with any other employer.

16. **Waiver.** Any waiver of any breach of any term of this Agreement shall be in writing and shall not be construed to be a waiver of any other breach of this Agreement.

17. **Modification / Integration.** This Agreement constitutes the entire agreement between the parties and supersedes and replaces all prior negotiations and all prior agreements, written or oral. This Agreement may only be modified or superseded by a written instrument executed by both parties

18. **Construction.** Each party has cooperated in the drafting and preparation of this Agreement and this Agreement shall not be construed for or against either party on the basis that one party was the drafter.

19. **Execution.** This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute the same instrument.

20. **No Assignment.** The Superintendent may not assign or transfer any rights granted or obligations assumed under this Agreement.

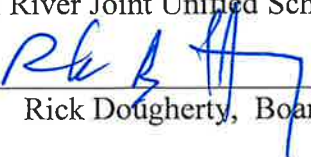
21. **Exclusivity.** To the extent permitted by law, the employment relationship between the District and the Superintendent shall be governed exclusively by this Agreement.

22. **Management Hours.** Superintendent's duties will require him /her to average more than eight (8) hours a day and/or more than forty (40) hours per week. However, Superintendent shall not be entitled to overtime compensation or compensatory time off.

23. **Savings Clause.** If any provision of this Agreement or its application is held invalid, the remaining portions of the Agreement shall remain in effect.

24. **Board Approval.** This Agreement is contingent upon Board approval.

Dated: Feb. 6, 2023

Fall River Joint Unified School District
By: 
Rick Dougherty, Board President

ACCEPTANCE OF OFFER

I accept the above offer of employment. I understand that the District is relying upon information provided by me during the application process in extending this offer of employment. By signing below, I represent that I have not provided the District with any false information or made any material misrepresentations during the job application process.

I further represent I have not entered into an agreement of employment with the governing board of another school district or any other employer that will in any way conflict with the terms of this agreement.

I hold valid administrative and teaching credentials, each of which are or will be recorded in the Office of the Superintendent of Schools of Shasta County before receipt of my first payroll warrant. I certify that I meet the qualifications of Education Code section 35028.

Dated: 2/6/, 2023

Merrill M. Grant
Dr. Merrill Grant, Superintendent

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013—530-335-4538—Fax 530-335-3115

CERTIFICATED SALARY SCHEDULE - 2022/2023 DRAFT

| Step | AB + 30 | AB + 45 | AB + 60 |
|------|-----------|-----------|-----------|
| 1 | \$ 49,974 | \$ 50,836 | \$ 51,563 |
| 2 | \$ 50,755 | \$ 52,451 | \$ 53,498 |
| 3 | \$ 51,535 | \$ 54,068 | \$ 55,431 |
| 4 | \$ 52,316 | \$ 55,685 | \$ 57,365 |
| 5 | \$ 53,097 | \$ 57,305 | \$ 59,300 |
| 6 | \$ 53,879 | \$ 58,919 | \$ 61,232 |
| 7 | \$ 54,660 | \$ 60,536 | \$ 63,173 |
| 8 | \$ 55,439 | \$ 62,151 | \$ 65,105 |
| 9 | \$ 56,223 | \$ 63,768 | \$ 67,037 |
| 10 | \$ 56,223 | \$ 65,386 | \$ 68,971 |
| 11 | \$ 56,223 | \$ 67,004 | \$ 70,904 |
| 12 | \$ 56,223 | \$ 67,004 | \$ 72,838 |
| 13 | \$ 56,223 | \$ 67,004 | \$ 72,838 |
| 14 | \$ 56,223 | \$ 67,004 | \$ 74,556 |
| 15 | \$ 56,223 | \$ 67,004 | \$ 74,556 |
| 16 | \$ 56,223 | \$ 67,004 | \$ 76,272 |
| 17 | \$ 56,223 | \$ 67,004 | \$ 76,272 |
| 18 | \$ 56,223 | \$ 67,004 | \$ 77,987 |
| 19 | \$ 56,223 | \$ 67,004 | \$ 77,987 |
| 20 | \$ 56,223 | \$ 67,004 | \$ 79,703 |
| 21 | \$ 56,223 | \$ 67,004 | \$ 79,703 |
| 22 | \$ 56,223 | \$ 67,004 | \$ 81,417 |
| 23 | \$ 56,223 | \$ 67,004 | \$ 81,417 |
| 24 | \$ 56,223 | \$ 67,004 | \$ 83,134 |
| 25 | \$ 56,223 | \$ 67,004 | \$ 83,134 |
| 26 | \$ 56,223 | \$ 67,004 | \$ 84,881 |
| 27 | \$ 56,223 | \$ 67,004 | \$ 84,881 |
| 28 | \$ 56,223 | \$ 67,004 | \$ 86,565 |
| 29 | \$ 56,223 | \$ 67,004 | \$ 86,565 |
| 30 | \$ 56,223 | \$ 67,004 | \$ 88,249 |
| 31 | \$ 56,223 | \$ 67,004 | \$ 88,249 |
| 32 | \$ 56,223 | \$ 67,004 | \$ 89,933 |
| 33 | \$ 56,223 | \$ 67,004 | \$ 89,933 |
| 34 | \$ 56,223 | \$ 67,004 | \$ 91,617 |
| 35 | \$ 56,223 | \$ 67,004 | \$ 91,617 |
| 36 | \$ 56,223 | \$ 67,004 | \$ 92,460 |
| 37 | \$ 56,223 | \$ 67,004 | \$ 92,460 |
| 38 | \$ 56,223 | \$ 67,004 | \$ 93,302 |
| 39 | \$ 56,223 | \$ 67,004 | \$ 93,302 |

Salary Schedule Time Base is Annual

* Steps will continue to be credited every 2nd year in column B + 60 after step 28 with the dollar amount of increase being the difference between B + 60 step 26 and B + 60 Step 28 until step 35

* Steps 36 and beyond will continue to be credited every 2nd year with the dollar amount of increase being the difference between B + 60 step 26 and B + 60 step 28 divided by 2

Employees who hold a Master's Degree from an accredited institution shall receive a maximum additional stipend of \$990 per full term of service.

Counselors shall each receive an additional 10% of their base salary. 190 work days.

Fulltime Agriculture Teacher shall each receive an additional 20% of their base salary.

*Agriculture teachers receiving a pro-rated stipend will work the proportionate share of the required 37 additional days of an Agriculture teacher.

Base salary is equal to placement on the Salary Schedule plus Master's Degree Stipend.

Salaries shall not be pro-rated between longevity steps.

Insurance benefit cap: **\$11,795**

Board Approved -

Contract Days = 183

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

CLASSIFIED SALARY SCHEDULE - 2022/2023

DRAFT

| Range | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|------------------------------------|----------|----------|----------|----------|----------|----------|----------|
| 1 Cafeteria Worker | \$16.00 | \$ 16.98 | \$ 17.51 | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 |
| Cafeteria Clerk | | | | | | | |
| Clerk Typist | | | | | | | |
| Elem. Library Clerk | | | | | | | |
| 2 Paraprofessional | \$ 16.98 | \$ 17.51 | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 |
| Workability Job Supervisor | | | | | | | |
| Health Clerk | | | | | | | |
| 3 Senior Clerk | \$ 17.51 | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 |
| Custodian | | | | | | | |
| Library Guidance Tech | | | | | | | |
| 4 Technology Paraprofessional | \$ 18.34 | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 | \$ 24.23 |
| Behavior Management Para | | | | | | | |
| 5 Lead Custodian | \$ 19.20 | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 | \$ 24.23 | \$ 25.38 |
| Maintenance Worker | | | | | | | |
| Cook/Manager | | | | | | | |
| Grounds Worker | | | | | | | |
| 6 Bus Driver | \$ 20.10 | \$ 21.05 | \$ 22.06 | \$ 23.12 | \$ 24.23 | \$ 25.38 | \$ 26.61 |
| Secretary | | | | | | | |
| Health Attendant Para | | | | | | | |
| Intensive Behavior Interventionist | | | | | | | |
| Sign Language Interpreter | | | | | | | |
| Translator | | | | | | | |
| 7 Bus Driver/Lube Mechanic | \$ 22.06 | \$ 23.12 | \$ 24.23 | \$ 25.38 | \$ 26.61 | \$ 27.88 | \$ 29.22 |
| Bus Driver-Dispatcher | | | | | | | |
| 8 Mechanic | \$ 24.23 | \$ 25.38 | \$ 26.61 | \$ 27.88 | \$ 29.22 | \$ 30.63 | \$ 32.13 |
| Skilled Maintenance Worker | | | | | | | |
| Bus Driver Trainer | | | | | | | |
| 9 Maintenance Foreman | \$ 25.38 | \$ 26.61 | \$ 27.88 | \$ 29.22 | \$ 30.63 | \$ 32.13 | \$ 33.67 |
| Master Mechanic | | | | | | | |
| Technology Support Assistant | | | | | | | |
| 10 | \$ 26.61 | \$ 27.88 | \$ 29.22 | \$ 30.63 | \$ 32.13 | \$ 33.67 | \$ 35.28 |

Salary Schedule Time Base is Hourly

- * At the beginning of the 10th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 15th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 20th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 25th year of District service an additional 2.5% shall be added to the employees current hourly rate.
- * At the beginning of the 30th year of District service an additional 2.5% shall be added to the employees current hourly rate.

| | |
|----------------------------|-------|
| Stipends - Annually | |
| *AA Degree | \$300 |
| *BA/BS Degree | \$550 |
| *Masters | \$990 |

****Yard Duty Aide Position = Current Minimum Wage**

Insurance Cap = \$11,795

Board Approved -

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

ADMINISTRATIVE SALARY SCHEDULE - 2022/2023

| Step | Vice Principal | Elementary Principal | High School Principal | Sp. Ed. Director |
|------|----------------|-------------------------|--------------------------|---------------------|
| 1 | \$ 91,562 | \$ 96,102 | \$ 102,913 | \$ 99,741 |
| 2 | \$ 94,587 | \$ 99,128 | \$ 105,941 | \$ 102,766 |
| 3 | \$ 97,617 | \$ 102,157 | \$ 108,966 | \$ 105,799 |
| 4 | \$ 100,646 | \$ 105,182 | \$ 111,993 | \$ 108,826 |
| 5 | \$ 103,671 | \$ 108,208 | \$ 115,021 | \$ 111,851 |
| 6 | \$ 106,694 | \$ 111,235 | \$ 118,046 | \$ 114,876 |
| 7 | \$ 109,723 | \$ 114,264 | \$ 121,075 | \$ 117,902 |
| 8 | \$ 112,750 | \$ 117,289 | \$ 124,101 | \$ 120,929 |
| 9 | \$ 115,777 | \$ 120,319 | \$ 127,129 | \$ 123,957 |
| 10 | \$ 118,791 | \$ 123,345 | \$ 130,155 | \$ 126,971 |
| 11 | \$ 121,075 | \$ 125,615 | \$ 132,425 | \$ 129,255 |
| 12 | \$ 122,587 | \$ 127,129 | \$ 133,938 | \$ 130,766 |

Salary Schedule Time Base is Annual

| Stipends | |
|-------------------|------------------------------|
| Masters | \$1,050 |
| Summer School | \$6,240 |
| Athletic Director | \$3,500 (Effective 7/1/2022) |

Longevity: Starting with the 13th year of District service, a longevity increase of 1% of the previous year's salary, not including added stipends for extra duty, will be applied each year. Example: Hire date 7/1/1990, change to Admin 7/1/2015 - Years with district is 26, employee entitled to salary plus 1% longevity.

Longevity Clause terminated for all new hires as of 6/30/2021

| Benefits | Work Year |
|---|-----------|
| Medical, Dental, Vision and Life Sick Leave - 12 Days Per Year Insurance Cap of \$11,795 | 190 Days |

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

CLASSIFIED CONFIDENTIAL - 2022/2023

DRAFT

| Step | | |
|------|----|--------|
| 1 | \$ | 41,608 |
| 2 | \$ | 43,690 |
| 3 | \$ | 45,877 |
| 4 | \$ | 48,166 |
| 5 | \$ | 50,577 |
| 6 | \$ | 53,106 |
| 7 | \$ | 55,761 |
| 8 | \$ | 57,157 |
| 9 | \$ | 58,587 |
| 10 | \$ | 60,050 |
| 11 | \$ | 61,551 |
| 12 | \$ | 63,090 |
| 13 | \$ | 64,666 |
| 14 | \$ | 66,095 |
| 15 | \$ | 67,940 |
| 16 | \$ | 69,638 |
| 18 | \$ | 71,379 |
| 20 | \$ | 73,164 |
| 22 | \$ | 74,993 |
| 24 | \$ | 76,867 |
| 25 | \$ | 80,712 |

Classified Confidential to include:

****Principal Account Clerk/Accounts Payable and Receivable**

****Principal Account Clerk/Payroll**

****Principal Account Clerk/Personnel**

****Principal Account Clerk/Special Education Secretary**

****Superintendent Secretary**

Stipends

****AA** \$300

****BA/BS** \$550

****Masters** \$990

****MAA Project Co.** \$3,500

Salary Schedule Time Base is Annual

Vacation

1-5 Years of Service: 10 Days

6-10 Years of Service: 15 Days

Over 10 years of Service: 22 Days

Sick Leave

12 Days Per Year

Work Year

260 Days

Benefits

Medical, Dental, Vision

and Life

Insurance Cap **\$11,795**

At the beginning of the 10th year of District service an additional 2.5% shall be added to the employees current salary
At the beginning of the 15th year of District service an additional 2.5% shall be added to the employees current salary
At the beginning of the 20th year of District service an additional 2.5% shall be added to the employees current salary
At the beginning of the 25th year of District service an additional 2.5% shall be added to the employees current salary
At the beginning of the 30th year of District service an additional 2.5% shall be added to the employees current salary
At the beginning of the 35th year of District service an additional 2.5% shall be added to the employees current salary
At the beginning of the 40th year of District service an additional 2.5% shall be added to the employees current salary

Retirement Benefit Plan

Upon written application, an employee with fifteen (15) years of service who is at least 55 years of age and is currently working 6-8 hours per day in the district may participate in the following early retirement plan:

*To participate, one must submit a written request to the Personnel office no later than 90 days prior to retirement date.

*Employee shall resign his/her position with the district and may not return.

*Employee must retire and be a participant in the Public Employee Retirement System.

*Employee shall receive a cash payment of 13% of the current annual salary of the position he/she held at the time of retirement to be paid annually for 5 consecutive years.

*Once an employee retires and chooses to discontinue coverage under the district insurance carrier he/she shall not be eligible to reinstate coverage.

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

CLASSIFIED CONFIDENTIAL MANAGEMENT - 2022/2023

| Step | |
|------|------------|
| 1 | \$ 47,083 |
| 2 | \$ 49,348 |
| 3 | \$ 51,948 |
| 4 | \$ 54,541 |
| 5 | \$ 57,270 |
| 6 | \$ 60,132 |
| 7 | \$ 63,141 |
| 8 | \$ 65,001 |
| 9 | \$ 69,614 |
| 10 | \$ 72,397 |
| 11 | \$ 75,295 |
| 12 | \$ 78,306 |
| 13 | \$ 81,438 |
| 14 | \$ 84,694 |
| 15 | \$ 89,005 |
| 16 | \$ 91,607 |
| 18 | \$ 95,273 |
| 20 | \$ 99,082 |
| 22 | \$ 103,045 |
| 24 | \$ 107,169 |
| 25 | \$ 111,452 |

Classified Confidential Management to include:

- **Administrative Assistant**
- **Chief Business Official**
- **Director of Operations / Risk Manager**
- **Director of Food Service**
- **Director of Transportation**

Stipends

- **AA** \$300
- **BA/BS** \$550
- **Master:** \$990

Salary Schedule Time Base is Annual

| Vacation | |
|-------------------------------|------------------|
| 1-5 Years of Service: | 10 Days |
| 6-10 Years of Service: | 15 Days |
| Over 10 years of Service: | 22 Days |
| Sick Leave | Work Year |
| 12 Days Per Year | 260 Days |
| Benefits | |
| Medical, Dental, Vision, Life | |
| Insurance Cap \$11,795 | |

At the beginning of the 10th year of District service an additional 2.5% shall be added to the employees current salary
 At the beginning of the 15th year of District service an additional 2.5% shall be added to the employees current salary
 At the beginning of the 20th year of District service an additional 2.5% shall be added to the employees current salary
 At the beginning of the 25th year of District service an additional 2.5% shall be added to the employees current salary
 At the beginning of the 30th year of District service an additional 2.5% shall be added to the employees current salary
 At the beginning of the 35th year of District service an additional 2.5% shall be added to the employees current salary
 At the beginning of the 40th year of District service an additional 2.5% shall be added to the employees current salary

Retirement Benefit Plan

Upon written application, an employee with fifteen (15) years of service who is at least 55 years of age and is currently working 6-8 hours per day in the district may participate in the following early retirement plan:
 *To participate, one must submit a written request to the Personnel office no later than 90 days prior to retirement date.
 *Employee shall resign his/her position with the district and may not return.
 *Employee must retire and be a participant in the Public Employee Retirement System.
 *Employee shall receive a cash payment of 13% of the current annual salary of the position he/she held at the time of retirement to be paid annually for 5 consecutive years.
 *Once an employee retires and chooses to discontinue coverage under the district insurance carrier he/she shall not be eligible to reinstate coverage.

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

SPEECH LANGUAGE PATHOLOGIST SALARY SCHEDULE - 2022/2023

| Step | |
|------|-----------|
| 1 | \$ 60,113 |
| 2 | \$ 61,915 |
| 3 | \$ 63,771 |
| 4 | \$ 65,686 |
| 5 | \$ 67,656 |
| 6 | \$ 69,687 |
| 7 | \$ 71,778 |
| 8 | \$ 73,928 |
| 9 | \$ 76,145 |
| 10 | \$ 78,433 |
| 11 | \$ 80,782 |
| 12 | \$ 83,207 |
| 13 | \$ 85,703 |
| 14 | \$ 88,274 |
| 15 | \$ 90,924 |
| 16 | \$ 93,652 |
| 17 | \$ 96,463 |

Salary Schedule Time Base is Annual

Longevity

Starting with the 13th year of District service, a longevity increase of 1% of the previous year's salary, not including added stipends for extra duty, will be applied each year.

EDUCATIONAL STIPEND

Masters \$1,050

Benefits

Medical, Dental, Vision and Life
Sick Leave - 12 days per year
Insurance cap: **\$11,795**

Work Year = 183 Days

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 TAMARACK AVENUE, BURNEY, CA 96013 PHONE 530-335-4538, FAX 530-335-3115

DRAFT

CLASSIFIED SUBSTITUTE SALARY SCHEDULE - 2022/2023

| EMPLOYEE TYPE | | REGULAR | RETIRED |
|---------------|------------------------------------|----------|----------|
| Range | | STEP 1 | STEP 3 |
| 1 | Cafeteria Worker | \$ 16.00 | \$ 17.51 |
| | Cafeteria Clerk | | |
| | Clerk Typist | | |
| | Elementary Library Clerk | | |
| 2 | Paraprofessional | \$ 16.98 | \$ 18.34 |
| | Workability Job Supervisor | | |
| | Health Clerk | | |
| 3 | Senior Clerk | \$ 17.51 | \$ 19.20 |
| | Custodian | | |
| | Library Guidance Tech | | |
| 4 | Technology Paraprofessional | \$ 18.34 | \$ 20.10 |
| | Behavior Management Para | | |
| 5 | Lead Custodian | \$ 19.20 | \$ 21.05 |
| | Maintenance Worker | | |
| | Cook/Manager | | |
| | Grounds Worker | | |
| 6 | Bus Driver | \$ 20.10 | \$ 22.06 |
| | Secretary | | |
| | Health Attendant Para | | |
| | Intensive Behavior Interventionist | | |
| | Sign Language Interpreter | | |
| | Translator | | |
| 7 | Bus Driver/Lube Mechanic | \$ 22.06 | \$ 24.23 |
| | Bus Driver-Dispatcher | | |
| 8 | Mechanic | \$ 24.23 | \$ 26.61 |
| | Skilled Maintenance Worker | | |
| | Bus Driver Trainer | | |
| 9 | Maintenance Foreman | \$ 25.38 | \$ 27.88 |
| | Master Mechanic | | |
| | Technology Support Assistant | | |
| 10 | | \$ 26.61 | \$ 29.22 |

Salary Schedule Time Base is Hourly

****Yard Duty Aide Position = Current Minimum Wage**

Retirees shall be compensated at, Retired Step 3, if they are substituting in the same Range they retired from.

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

UNREPRESENTED CLASSIFIED SUBSTITUTE

SALARY SCHEDULE - 2022/2023

| Range | 1 |
|------------------------|---------|
| 1 Technology Assistant | \$25.00 |
| | |
| 2 Nurse | \$40.00 |
| | |
| | |
| 3 School Bus Trainer | \$60.00 |
| | |
| | |
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| | |

Salary Schedule Time Base is Hourly

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

DEAN SALARY SCHEDULE - 2022/2023

| Step | |
|------|------------|
| 1 | \$ 74,139 |
| 2 | \$ 76,717 |
| 3 | \$ 79,295 |
| 4 | \$ 81,874 |
| 5 | \$ 84,451 |
| 6 | \$ 87,025 |
| 7 | \$ 89,606 |
| 8 | \$ 92,182 |
| 9 | \$ 94,759 |
| 10 | \$ 97,329 |
| 11 | \$ 99,535 |
| 12 | \$ 101,354 |

Salary Schedule Time Base is Annual

EDUCATIONAL STIPEND

Masters \$1,050

Benefits

Medical, Dental, Vision and Life

Sick Leave - 12 days per year

Insurance cap: **\$11,795**

Work Year = 190 days

Board Approved -

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

DIRECTOR OF TECHNOLOGY SALARY SCHEDULE - 2022/2023

| Step | |
|------|------------|
| 1 | \$ 107,747 |
| 2 | \$ 110,971 |
| 3 | \$ 114,197 |
| 4 | \$ 117,425 |
| 5 | \$ 120,654 |
| 6 | \$ 123,879 |
| 7 | \$ 127,105 |
| 8 | \$ 130,332 |
| 9 | \$ 133,561 |
| 10 | \$ 136,362 |
| 11 | \$ 139,210 |
| 12 | \$ 140,822 |

Salary Schedule Time Base is Annual

| | |
|---|---------|
| Stipends (One Maximum) Masters MCSE, MCTS MCDST Certification CCIE, CCNA, CCNP Certification (Current Certifications Only) | \$1,050 |
|---|---------|

| | |
|--|------------------------------|
| Benefits Medical, Dental, Vision and Life Sick Leave - 12 days per year | Work Year 190 Days |
|--|------------------------------|

Longevity: Starting with the 13th year of District service, a longevity increase of 1% of the previous year's salary, not including added stipends for extra duty, will be applied each year.

Longevity Clause terminated for all new hires as of 6/30/2021

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

DISTRICT PSYCHOLOGIST SALARY SCHEDULE - 2022/2023

| Step | | |
|------|----|---------|
| 1 | \$ | 77,205 |
| 2 | \$ | 79,556 |
| 3 | \$ | 81,979 |
| 4 | \$ | 84,470 |
| 5 | \$ | 87,040 |
| 6 | \$ | 89,688 |
| 7 | \$ | 92,415 |
| 8 | \$ | 95,222 |
| 9 | \$ | 98,113 |
| 10 | \$ | 101,091 |
| 11 | \$ | 104,159 |
| 12 | \$ | 107,318 |
| 13 | \$ | 110,571 |
| 14 | \$ | 113,926 |
| 15 | \$ | 117,377 |
| 16 | \$ | 120,933 |

Salary Schedule Time Base is Annual

| | |
|--|---------|
| Educational Stipend Masters | \$1,050 |
| Mileage Stipend Computed annually by July 1 (Current IRS rate X estimated mileage) | |

| | |
|---|------------------------------|
| Benefits Medical, Dental, Vision and Life Sick Leave - 12 days per year Insurance Cap = \$11,795 | Work Year 210 Days |
| | |

Longevity: Starting with the 13th year of District service, a longevity increase of 1% of the previous year's salary, not including added stipends for extra duty, will be applied each year.

Example: Hire date 7/1/1990, change to District Psychologist 7/1/2015 - Years of service with district is 26, employee entitled to salary plus 1% longevity.

Longevity clause terminated for all new hires as of 6/30/2021

Board Approved --

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

20375 Tamarack Avenue, Burney, CA 96013---530-335-4538---Fax 530-335-3115

DRAFT

DISTRICT NURSE SALARY SCHEDULE - 2022/2023

| Step | |
|------|-----------|
| 1 | \$ 60,113 |
| 2 | \$ 61,915 |
| 3 | \$ 63,771 |
| 4 | \$ 65,686 |
| 5 | \$ 67,656 |
| 6 | \$ 69,687 |
| 7 | \$ 71,778 |
| 8 | \$ 73,928 |
| 9 | \$ 76,145 |
| 10 | \$ 78,433 |
| 11 | \$ 80,782 |
| 12 | \$ 83,207 |
| 13 | \$ 85,703 |
| 14 | \$ 88,274 |
| 15 | \$ 90,924 |
| 16 | \$ 93,652 |
| 17 | \$ 96,463 |

Salary Schedule Time Base is Annual

Longevity

Starting with the 13th year of District service, a longevity increase of 1% of the previous year's salary, not including added stipends for extra duty, will be applied each year.

Longevity Clause terminated for all new hires as of 6/30/2021

EDUCATIONAL STIPEND

Masters \$1,050

Benefits

Medical, Dental, Vision and Life

Sick Leave - 12 days per year

Insurance cap: **\$11,795**

Work Year = 183 Days

Board Approved -

FALL RIVER JOINT UNIFIED School District

Educator Effectiveness Block Grant 2022

| Local Educational Agency (LEA) Name | Contact Name and Title | Email and Phone |
|--|---|-----------------------------------|
| Fall River Joint Unified School District | Merrill M. Grant, Ed.D. Superintendent | mgrant@frjUSD.org 530-335-4538 |

| Total amount of funds received by the LEA: | Date of Public Meeting prior to adoption: | Date of adoption at public meeting: |
|--|---|-------------------------------------|
| \$357,852 | November 10, 2021 | December 15, 2021 |

EC 41480

(a)(2) A school district, county office of education, charter school, or state special school may expend the funds received pursuant to this subdivision from the 2021–22 fiscal year to the 2025–26 fiscal year, inclusive. School districts, county offices of education, charter schools, and state special schools shall coordinate the use of any federal funds received under Title II of the federal Every Student Succeeds Act of 2015 (Public Law 114–95) to support teachers and administrators with the expenditure of funds received pursuant to this subdivision.

(b) A school district, county office of education, charter school, or state special school shall expend funds apportioned pursuant to this section to provide professional learning for teachers, administrators, paraprofessionals who work with pupils, and classified staff that interact with pupils, with a focus on any of the following areas:

- (1) Coaching and mentoring of staff serving in an instructional setting and beginning teacher or administrator induction, including, but not limited to, coaching and mentoring solutions that address a local need for teachers that can serve all pupil populations with a focus on retaining teachers, and offering structured feedback and coaching systems organized around social-emotional learning, including, but not limited to, promoting teacher self-awareness, self-management, social awareness, relationships, and responsible decision-making skills, improving teacher attitudes and beliefs about one's self and others, and supporting learning communities for educators to engage in a meaningful classroom teaching experience.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|---|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| Induction: Projecting five preliminary credentials to be cleared annually | 25,200 | 33,600 | | | | 58,800.00 |
| Book Study: \$50X80- Classroom management; Science of Reading; Trauma Informed Practices | | | | | | |
| Paid sub, such as a counselor or PE teacher to cover for teachers to observe each other, 28 days per school year (four sites, seven days per) \$180.81 | | | | | | |
| After school Yoga or other form of exercise for staff self-care two days per week, 30 wks, four sites, \$30 | | | | | | |
| Counselor to provide professional development to staff on SEL and available to staff for personal counseling needs to improve attitudes about one's self and others | | | 36890.33 | 6204.75 | | 43,095.08 |
| Subtotal | 25,200.00 | 33,600.00 | 36,890.33 | 6,204.75 | 0.00 | 101,895.08 |

(2) Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas, including English language arts, history-social science, science, technology, engineering, mathematics, and computer science.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|--|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| Google Summits: PD annually: \$50 per person for 35 attendees | | | | | | |
| Ren Place Additional PD to better implement programs | | | | | | |
| Odysseyware: Available at comp sites to help close learning gaps | | | | | | |
| ViewSonics: PD to better utilize to full capacity | | | | | | |
| Elevate Science: In-person PD | | | | | | |
| Subtotal | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

(3) Practices and strategies that reengage pupils and lead to accelerated learning.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|
| Motivational Activities: attendance, academic and behavior awards | | | | | | |
| Parent Contact: Paras paid to make daily phone calls | | | | | | |
| Before and after school tutoring to help students catch up after absences | | | | | | |
| Counseling services to reengage students who struggle with attendance, academics or behavior | | | 36890.33 | 6204.75 | | 43,095.08 |
| Subtotal | 0.00 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 43,095.08 |

(4) Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|
| Trauma Informed PD for addressing individual and group needs: \$400 for a trainer and \$250 stipend for participants | | | | | | |
| Suicide Intervention Training | | | | | | |
| Kelvin (purchase past free pilot date) | | | | | | |
| Counselors to address individual and small group SEL needs | | | 36890.33 | 6204.75 | | 43,095.08 |
| Capturing Kids' Hearts: \$400 per participant | | | | | | |
| Subtotal | 0.00 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 43,095.08 |

(5) Practices to create a positive school climate, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multitiered systems of support, transforming a school's culture to one that values diverse cultural and ethnic backgrounds, and preventing discrimination, harassment, bullying, and intimidation based on

actual or perceived characteristics, including disability, gender, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|--|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| PBIS training and coaching: \$500 site +1.95 per student x two sites | | | | | | |
| Anti-Bullying Curriculum: Second Step: \$7,342 per site x two sites. For a five year contract | | | | | | |
| Peaceful Playgrounds PD for all yard duty and behavior coaches: \$999 per site or \$99 person | | | | | | |
| Restorative Justice Trainers: \$1,900 + \$60 in materials, educators \$450 after first year | | | | | | |
| Online resources for students to participate in further education regarding Restorative Justice | | | | | | |
| Counselors to support positive school climate with restorative justice, student led restorative justice councils; to provide professional development for staff in positive school climate | | | 36890.33 | 6204.75 | | 43,095.08 |
| Subtotal | 0.00 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 43,095.08 |

(6) Strategies to improve inclusive practices, including, but not limited to, universal design for learning, best practices for early identification, and development of individualized education programs for individuals with exceptional needs.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|---|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| Additional para time for SPED | | | | | | |
| Study Lab for struggling students who don't qualify for special programs (Native or SPED) at the junior/senior high level | | | | | | |
| Provide community educational programs so additional people become qualified to apply for open paraprofessional positions | | | | | | |
| Increase paraprofessional time to attract more qualified applicants | | | | | | |
| Subtotal | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

(7) Instruction and education to support implementing effective language acquisition programs for English learners, which may include integrated language development within and across content areas, and building and strengthening capacity to increase bilingual and biliterate proficiency.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|----------------------------------|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| Additional paraprofessional time | | 36,231 | | | | 36,231.00 |
| Subtotal | 0.00 | 36,231.00 | 0.00 | 0.00 | 0.00 | 36,231.00 |

(8) New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision (c).

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|---|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| Staff self selected PD | 4250.49 | | | | | 4,250.49 |
| Counselors to lead site and district networks | | | 36890.33 | 6204.75 | | 43,095.08 |
| Subtotal | 4,250.49 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 47,345.57 |

(9) Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to Section 51226.7 into pupil instruction for grades 7 to 12, inclusive.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|------------------------------|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| On site PD for 7-12 teachers | | | | | | |
| Subtotal | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

(10) Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development.

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|---|------------------|------------------|------------------|------------------|------------------|-----------------------------|
| PD and/or units for TK, K teachers: Three units=\$500 | | | | | | |
| Counselors to assist certificated/classified educators in strategies in early childhood education | | | 36890.33 | 6204.78 | | 43,095.11 |
| Subtotal | 0.00 | 0.00 | 36,890.33 | 6,204.78 | 0.00 | 43,095.11 |

Summary of Expenditures

| Planned Activity | Budgeted 2021-22 | Budgeted 2022-23 | Budgeted 2023-24 | Budgeted 2024-25 | Budgeted 2025-26 | Total Budgeted per Activity |
|-----------------------|------------------|------------------|-------------------|------------------|------------------|-----------------------------|
| Subtotal Section (1) | 25,200.00 | 33,600.00 | 36,890.33 | 6,204.75 | 0.00 | 101,895.08 |
| Subtotal Section (2) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Subtotal Section (3) | 0.00 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 43,095.08 |
| Subtotal Section (4) | 0.00 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 43,095.08 |
| Subtotal Section (5) | 0.00 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 43,095.08 |
| Subtotal Section (6) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Subtotal Section (7) | 0.00 | 36,231.00 | 0.00 | 0.00 | 0.00 | 36,231.00 |
| Subtotal Section (8) | 4,250.49 | 0.00 | 36,890.33 | 6,204.75 | 0.00 | 47,345.57 |
| Subtotal Section (9) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Subtotal Section (10) | 0.00 | 0.00 | 36,890.33 | 6,204.78 | 0.00 | 43,095.11 |
| Totals by year | 29,450.49 | 69,831.00 | 221,341.98 | 37,228.53 | 0.00 | 357,852.00 |

| | |
|---|-------------------|
| Total planned expenditures by the LEA: | 357,852.00 |
|---|-------------------|

Note:

Per EC 41480 (d)(2): On or before September 30, 2026, the LEA must report detailed expenditure information to the California Department of Education, including, but not limited to:

- specific purchases made;
- the number of the following educators who received professional development:
 - o Teachers;
 - o Administrators;
 - o Paraprofessional educators;
 - o Classified staff.

Policy 6174: Education For English Learners

Status: ADOPTED

Original Adopted Date: 03/01/2017 | Last Revised Date: 07/01/2019 | Last Reviewed Date: 07/01/2019

The Governing Board intends to provide English learners with challenging curriculum and instruction that maximize the attainment of high levels of proficiency in English, advance multilingual capabilities, and facilitate student achievement in the district's regular course of study.

English learners shall be provided differentiated English language development instruction which is targeted to their English proficiency level. Such instruction shall be based on sound instructional theory, be aligned with state content standards, emphasize inquiry-based learning and critical thinking skills, and be integrated across all subject areas.

No middle or high school student who is an English learner shall be denied enrollment in any of the following: (Education Code 60811.8)

1. Courses in the core curriculum areas of reading/language arts, mathematics, science, and history-social science, courses required to meet state and local high school graduation requirements, or courses required for middle school grade promotion

However, an English learner may be denied participation in any such course if the student has been enrolled in a school in the United States for less than 12 months or is enrolled in a program designed to develop the basic English skills of newly arrived immigrant students, and the course of study provided to the student is designed to remedy academic deficits incurred during participation and to enable the student to attain parity of participation in the standard instructional program within a reasonable length of time after the student enters the school system.

2. A full course load of courses specified in item #1 above
3. Other courses that meet the "a-g" course requirements for college admission or are advanced courses such as honors or Advanced Placement courses, on the sole basis of the student's classification as an English learner

The district shall identify in its local control and accountability plan (LCAP) goals and specific actions and services to enhance student engagement, academic achievement, and other outcomes for English learners.

The Superintendent or designee shall encourage parent/guardian and community involvement in the development and evaluation of programs for English learners. The Superintendent or designee may also provide an English development literacy training program for parents/guardians and community members so that they may better support students' English language development.

Staff Qualifications and Training

The Superintendent or designee shall ensure that all staff employed to teach English learners possess the appropriate authorization from the Commission on Teacher Credentialing.

The district shall provide effective professional development to teachers (including teachers in classroom settings that are not the settings of language instruction educational programs), administrators, and other school or community-based organization personnel to improve the instruction and assessment of English learners and enhance staff's ability to understand and use curricula, assessment, and instructional strategies for English learners. Such professional development shall be of sufficient intensity and duration to produce a

positive and lasting impact on teachers' performance in the classroom. (20 USC 6825)

Staff development shall also address the sociocultural needs of English learners and provide opportunities for teachers to engage in supportive, collaborative learning communities.

Identification and Assessment

The Superintendent or designee shall maintain procedures for the early identification of English learners and an assessment of their proficiency using the state's English Language Proficiency Assessments for California (ELPAC). To oversee test administration, the Superintendent or designee shall annually designate a district ELPAC coordinator and a site coordinator for each test site in accordance with 5 CCR 11518.40-11518.45.

Once identified as an English learner, a student shall be annually assessed for language proficiency until the student is reclassified based on criteria specified in the accompanying administrative regulation.

In addition, English learners' academic achievement in English language arts, mathematics, science, and any additional subject required by law shall be assessed using the California Assessment of Student Performance and Progress. As necessary, the test shall be administered with testing variations in accordance with 5 CCR 854.1-854.3. English learners who are in their first 12 months of attending a school in the United States shall be exempted from taking the English language arts assessment to the extent allowed by federal law. (Education Code 60603, 60640; 5 CCR 854.1-854.3)

Formative assessments may be utilized to analyze student performance and appropriately adapt teaching methodologies and instructions.

Language Acquisition Programs

The district shall offer research-based language acquisition programs that are designed to ensure English acquisition as rapidly and as effectively as possible and that provide instruction to students on the state-adopted academic content standards, including the English language development standards. (Education Code 306; 5 CCR 11300)

At a minimum, the district shall offer a structured English immersion program which includes designated and integrated English language development. In the structured English immersion program, nearly all of the classroom instruction shall be provided in English, but with the curriculum and presentation designed for students who are learning English. (Education Code 305-306; 5 CCR 11309)

For the purpose of determining the amount of instruction to be conducted in English in the structured English immersion program, "nearly all" means that all classroom instruction shall be conducted in English except for clarification, explanation, and support as needed.

In addition, language acquisition programs offered by the district may include, but are not limited to, the following: (Education Code 305-306)

1. A dual-language immersion program that provides integrated language learning and academic instruction for native speakers of English and native speakers of another language, with the goals of high academic achievement, first and second language proficiency, and cross-cultural understanding
2. A transitional or developmental program for English learners that provides literacy and academic instruction in English and a student's native language and that enables an English learner to achieve English proficiency and academic mastery of subject matter content and higher order thinking skills, including critical thinking, in order to meet state academic content standards

The district's language acquisition programs for grades K-3 shall comply with class size requirements specified in Education Code 42238.02. (Education Code 310)

In establishing the district's language acquisition programs, the Superintendent or designee shall consult with parents/guardians and the community during the LCAP development process. The Superintendent or designee shall also consult with administrators, teachers, and other personnel with appropriate authorizations and experience in establishing a language acquisition program. (Education Code 305)

At the beginning of each school year or upon a student's enrollment, parents/guardians shall be provided information on the types of language acquisition programs available to students enrolled in the district, including, but not limited to, a description of each program, the process to be followed in making a program selection, identification of any language to be taught in addition to English when the program includes instruction in another language, and the process to request establishment of a language acquisition program. (Education Code 310; 5 CCR 11310)

Whenever a student is identified as an English learner based on the results of the ELPAC, the student's parents/guardians may choose a language acquisition program that best suits their child. To the extent possible, any language acquisition program requested by the parents/guardians of 30 or more students at the school or by the parents/guardians of 20 or more students at any grade level shall be offered by the school. (Education Code 310; 5 CCR 11311)

Reclassification

When an English learner is determined based on state and district reclassification criteria to have acquired a reasonable level of English proficiency pursuant to Education Code 313 and 52164.6, or upon request by the student's parent/guardian, the student shall be transferred from a language acquisition program into an English language mainstream classroom.

Program Evaluation

To evaluate the effectiveness of the district's educational program for English learners, the Superintendent or designee shall report to the Board, at least annually, regarding:

1. Progress of English learners towards proficiency in English
2. The number and percentage of English learners reclassified as fluent English proficient
3. The number and percentage of English learners who are or are at risk of being classified as long-term English learners in accordance with Education Code 313.1
4. The achievement of English learners on standards-based tests in core curricular areas
5. For any language acquisition program that includes instruction in a language other than English, student achievement in the non-English language in accordance with 5 CCR 11309
6. Progress toward any other goals for English learners identified in the district's LCAP
7. A comparison of current data with data from at least the previous year in regard to items #1-6 above
8. A comparison of data between the different language acquisition programs offered by the district

The Superintendent or designee shall also provide the Board with regular reports from any district or schoolwide English learner advisory committees.

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

Board Policy 6174

Education For English Language Learners

Instruction

The Governing Board intends to provide English learners with challenging curriculum and instruction that develop proficiency in English as rapidly and effectively as possible while facilitating student achievement in the district's regular course of study.

English learners shall be provided English language development instruction targeted to their English proficiency level and aligned with state content standards. The district's program shall be based on sound instructional theory and adequately supported in order to assist students in accessing the full educational program.

The Superintendent or designee shall ensure that all staff employed to teach English learners possess the appropriate authorization from the Commission on Teacher Credentialing.

The Superintendent or designee shall encourage parent and community involvement in the development, implementation, and evaluation of English language development programs.

Identification and Assessment

The Superintendent or designee shall maintain procedures which provide for the accurate identification of English learners and an assessment of their proficiency and needs in the areas of listening, speaking, reading, and writing in English.

Once identified as an English learner, a student shall be annually assessed for language proficiency until he/she is reclassified based on criteria specified in administrative regulation.

Placement of English Learners

Students who are English learners shall be educated through "sheltered English immersion" or "structured English immersion," as defined in law and administrative regulation, during a temporary transition period not normally intended to exceed one year. Nearly all of the classroom instruction in the district's structured English immersion program shall be in English, but with the curriculum and presentation designed for students who are learning the language. (Education Code 305-306)

The Education Code does not define the term "nearly all" for purposes of ensuring that nearly all instruction is provided in English pursuant to Education Code 306, and the SBE has declared that it is the responsibility of districts to determine the appropriate ratio of English and native language instruction.

When an English learner has acquired areas on able level of English proficiency as measured by any of the state designated assessments approved by the California Department of Education, any district assessments, and/or other criteria adopted by the Board, he/she shall be transferred from a structured English immersion classroom to an English language mainstream classroom in which the instruction is overwhelmingly in English. (Education Code 305-306; 5CCR11301)

At any time during the school year, the parent/guardian of an English learner may have his/her child moved into an English language mainstream program. (5CCR11301)

Parental Exception Waivers

When allowed by law, the parent/guardian of an English learner may submit a request that his/her child be exempted from placement in a structured English immersion program and instead be placed in a class where he/she is taught English and other subjects through bilingual education techniques or other generally recognized educational methodologies permitted by law. (EducationCode310-311)

Each waiver request shall be considered on its individual merits with deference given to parental preference for student placement.

A waiver request shall be granted in accordance with law unless the principal and educational staff have determined that an alternative program would not be better suited to the student's over all educational development. (5CCR11309)

If the Superintendent or designee denies the waiver request, he/she shall provide a written justification to the parent/guardian describing the reasons for the denial. A parent/guardian may appeal the decision in writing to the Board. The Board may consider the matter at its next regular Board meeting. The Board may decide not to hear the appeal, in which case the Superintendent's decision shall be final. If the Board hears the appeal, the Superintendent shall send the Board's decision to the parent/guardian within seven working days.

Program Evaluation

To evaluate the effectiveness of the district's educational program for English learners, the Superintendent or designee shall report to the Board, at least annually, regarding the progress of English learners towards proficiency in English, the number and percentage of English learners reclassified as fluent English proficient, the number and percentage of English learners who are or are at risk of being classified as long term English learners, the achievement of English learners on standards based tests in core curricular areas, and a comparison of current data with data from at least the previous year. The Superintendent or designee also shall provide the Board with regular reports from any district or school wide English learner advisory committees.

FALL RIVER JOINT UNIFIED SCHOOL DISTRICT

Administrative Regulation 6174

Education for English Language Learners

Instruction

Definitions

English learner, also known as a limited English proficient student, means a student who does not speak English or whose native language is not English and who is not currently able to perform ordinary classroom work in English. (Education Code 306)

Education Code 313.1, as added by AB2193 (Ch.427, Statutes of 2012), establishes the following definitions of "long term English learner" and "English learner at risk of becoming a long term English learner." Pursuant to Education Code 313.2, as added by AB2193, the California Department of Education (CDE) is required to annually determine the number of students in each district and school who are, or at risk of becoming, long term English learners and to report that information to districts and schools.

Long term English learner means an English learner who is enrolled in grades 6-12, has been enrolled in schools in the United States for more than six years, has remained at the same English language proficiency level for two or more consecutive years as determined by the California English Language Development Test (CELDT) or any successor test, and scores far below basic or below basic on the English language arts test of the California Standards Tests or any successor test. (Education Code 313.1)

English learner at risk of becoming a long term English learner means an English learner who is enrolled in grades 5-11 in the United States for four years, scores at the intermediate level or below on the CELDT or any successor test, and scores in the fourth year at the below basic or far below basic level on the English language arts test of the California Standards Tests or any successor test. (Education Code 313.1)

English language classroom means a classroom in which the language of instruction used by the teaching personnel is overwhelmingly the English language, and in which such teaching personnel possess a good knowledge of the English language. (Education Code 306)

English language mainstream classroom means a classroom in which the students either are native English language speakers or already have acquired reasonable fluency in English. (Education Code 306)

Sheltered English immersion or structured English immersion means an English language acquisition process in which nearly all classroom instruction is in English but with the curriculum and presentation designed for students who are learning the language. (Education Code 306)

Bilingual education/native language instruction means a language acquisition process for students in which much or all instruction, textbooks, and teaching materials are in the student's native language. (Education Code 306)

Identification and Assessment

Upon enrollment in the district, each student's primary language shall be determined through use of a home language survey. (5CCR11307)

Any student who is identified as having a primary language other than English as determined by the home language survey, and who has not been previously identified as an English learner by a California public school or for whom there is no record of results from an administration of an English language proficiency test, shall be assessed for English proficiency using the CELDT. The test shall be administered between 60 calendar days before the date of first enrollment in a district school and 30 calendar days after the date of first enrollment, but not before July 1 of that school year. (5CCR 11511)

The CELDT shall be administered in accordance with 5CCR11511-11516.7.

Variations and accommodations in test administration may be provided pursuant to 5CCR 11516-11516.7. Any student with a disability shall be allowed to take the CELDT with those accommodations for testing that the student has regularly used during instruction and classroom assessment as delineated in the student's individualized education program (IEP) or Section 504 plan that are appropriate and necessary to address the student's individual needs. If he/she is unable to participate in the assessment or a portion of the assessment with such accommodations, he/she shall be administered an alternate assessment for English language proficiency as set forth in his/her IEP. (5 CCR11516-11516.7)

Parental Notifications

The district shall notify parents/guardians of their child's results on the CELDT within 30 calendar days following receipt of the results from the test contractor. (5CCR11511.5)

At the beginning of each school year, parents/guardians shall be informed of the placement of their child in a structured English immersion program and shall be notified of an opportunity to apply for a parental exception waiver. (Education Code 310;5CCR11309)

Not later than 30 calendar days after the beginning of the school year, each parent/guardian of a student participating in, or identified for participation in, a language instruction program supported by federal Title III funds shall receive notification of the assessment of his/her child's English proficiency. The notice shall include all of the following: (Education Code 440;20USC7012)

1. The reason for the student's classification as an English learner
2. The level of English proficiency
3. A description of the program for English language development instruction, including a description of all of the following:
 - a. The manner in which the program will meet the educational strengths and needs of the student
 - b. The manner in which the program will help the student develop his/her English proficiency and meet age-appropriate academic standards
 - c. The specific exit requirements for the program, the expected rate of transition from the program into classrooms not tailored for English learners, and the expected rate of graduation from secondary school if applicable
 - d. Where the student has been identified for special education, the manner in which the program meets the requirements of the student's IEP
4. Information regarding a parent/guardian's option to decline to allow the student to be enrolled in the program or to choose to allow the student to be enrolled in an alternative program

5. Information designed to assist a parent/guardian in selecting among available programs, if more than one program is offered

Parental Exception Waivers

A parent/guardian may, by personally visiting the school, request that the district waive the requirements pertaining to the placement of his/her child in a structured English immersion program if one of the following circumstances exists: (Education Code 310-311)

1. The student already possesses good English language skills, as measured by standardized tests of English vocabulary comprehension, reading, and writing, in which the student scores at or above the state average for his/her grade level or at or above the fifth grade average, whichever is lower.

2. The student is age 10 years or older, and it is the informed belief of the principal and educational staff that an alternate course of study would be better suited to the student's rapid acquisition of basic English skills.

3. The student already has been placed, for a period of not less than 30 calendar days during that school year, in an English language classroom and it is subsequently the informed belief of the principal and educational staff that the student has special physical, emotional, psychological, or educational needs and that an alternate course of educational study would be better suited to the student's overall educational development.

Upon request for a waiver, the Superintendent or designee shall provide parents/guardians with a full written description and, upon request, a spoken description of the intent and content of the structured English immersion program, any alternative courses of study, all educational opportunities offered by the district and available to the student, and the educational materials to be used in the different educational program choices. For a request for waiver pursuant to item #3 above, the Superintendent or designee shall notify the parent/guardian that the student must be placed for a period of not less than 30 calendar days in an English language classroom and that the waiver must be approved by the Superintendent pursuant to any guidelines established by the Governing Board. (Education Code 310, 311; 5CCR11309)

The principal and educational staff may recommend a waiver to a parent/guardian pursuant to item #2 or #3 above. Parents/guardians shall be informed in writing of any recommendation for an alternative program made by the principal and staff and shall be given notice of the right to refuse to accept the recommendation. The notice shall include a full description of the recommended alternative program and the educational materials to be used for the alternative program as well as a description of all other programs available to the student. If the parent/guardian elects to request the alternative program recommended by the principal and educational staff, the parent/guardian shall comply with district procedures and requirements otherwise applicable to a parental exception waiver, including Education Code 310. (Education Code 311; 5CCR11309)

When evaluating waiver requests pursuant to item #1 above and other waiver requests for those students for whom standardized assessment data are not available, other equivalent assessment measures may be used. These equivalent measures may include district standards and assessment and teacher evaluations of such students.

Parental exception waivers pursuant to item #2 above shall be granted if it is the informed belief of the principal and educational staff that an alternate course of educational study would be better suited to the student's rapid acquisition of basic English language skills. (Education Code 311)

Parental exception waivers pursuant to item #3 above shall be granted by the Superintendent if it is the informed belief of the principal and educational staff that, due to the student's special physical, emotional, psychological, or educational needs, an alternate course of educational study would be better suited to the student's overall educational development. (Education Code 311)

All parental exception waivers shall be acted upon within 20 instructional days of submission to the principal. However, parental waiver requests pursuant to item #3 above shall not be acted upon during the 30-day placement in an English language classroom. Such waivers shall be acted upon no later than 10 calendar days after the expiration of that 30-day English language classroom placement or within 20 instructional days of submission of the waiver to the principal, whichever is later. (5CCR 11309)

Any individual school in which 20 students or more of a given grade level receive a waiver shall offer an alternative class where the students are taught English and other subjects through bilingual education techniques or other generally recognized educational methodologies permitted by law. Otherwise, the students shall be allowed to transfer to a public school in which such a class is offered. (Education Code 310)

In cases where a parental exception waiver pursuant to item #2 or #3 above is denied, the parent/guardian shall be informed in writing of the reason(s) for the denial and advised that he/she may appeal the decision to the Board if the Board authorizes such an appeal, or to the court. (5CCR 11309)

Waiver requests shall be renewed annually by the parent/guardian. (Education Code 310)

Reclassification/Redesignation

Education Code 313.5, as added by SB1108 (Ch. 434, Statutes of 2012), requires the CDE to review the criteria, policies, and practices of a sampling of school districts and to recommend to the Legislature and the SBE, by January 1, 2014 and again by January 1, 2017, any guidelines or regulatory or statutory changes needed to identify when English learners are prepared for the successful transition to classrooms and curricula that require English proficiency.

The district shall continue to provide additional and appropriate educational services to English learners for the purposes of overcoming language barriers until they: (5CCR 11302)

1. Demonstrate English language proficiency comparable to that of the district's average native English language speakers
2. Recoup any academic deficits which may have been incurred in other areas of the core curriculum as a result of language barriers

English learners shall be reclassified as fluent English proficient when they are able to comprehend, speak, read, and write English well enough to receive instruction in an English language classroom and make academic progress at a level substantially equivalent to that of students of the same age or grade whose primary language is English and who are in the regular course of study. (Education Code 52164.6)

The following measures shall be used to determine whether an English learner shall be reclassified as fluent English proficient: (Education Code 313; 5CCR 11303)

1. Assessment of English language proficiency using an objective assessment instrument, including, but not limited to, the CELDT.
2. Participation of the student's classroom teacher and any other certificated staff with direct responsibility for teaching or placement decisions related to the student.

3. Parent/guardian opinion and consultation. The Superintendent or designee shall provide the parent/guardian with notice and a description of the reclassification process and of his/her opportunity to participate in the process and shall encourage his/her involvement in the process.

4. Student performance on a statewide assessment of basic skills in English.

The Superintendent or designee shall monitor the progress of reclassified students to ensure their correct classification and placement. (5CCR11304)

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Students shall be monitored for at least two years following their reclassification. As part of this evaluation, the Superintendent or designee shall identify whether the student needs any additional academic support to ensure his/her language and academic success.

Advisory Committees

At the district level when there are more than 50 English learners in the district and at each school with more than 20 English learners, parent/guardian advisory committees shall be maintained to serve the advisory functions specified in law. (5CCR11308)

Parents/guardians of English learners shall constitute committee membership in at least the same percentage as their children represent of the total number of student sin the school. (Education Code 52176)

The district's English language advisory committee shall advise the Board on at least the following tasks: (5CCR11308)

1. The development of a district master plan of education programs and services for English learners, taking in to consideration the school site plans for English learners

2. The district wide needs assessment on a school by school basis

3. Establishment of a district program, goals, and objectives for programs and services for English learners

4. Development of a plan to ensure compliance with applicable teacher or aide requirements

5. Administration of the annual language census

6. Review of and comment on the district's reclassification procedures

7. Review of and comment on the written notification required to be sent to parents/guardians pursuant to 5CCR11300-11316

In order to assist advisory members in carrying out their responsibilities, the Superintendent or designee shall ensure that committee members receive appropriate training and materials. This training shall be planned in full consultation with the members. (5CCR11308)

Regulation adopted: 3/30/94

Reviewed/revised: 5/1/96,5/5/99,2/13/2013

PARENTAL EXCEPTION WAIVER/EDUCATION CODE 311

Student's Name: _____ Grade: _____

School: _____ Date of Birth: _____

Student's Primary Language: _____ 0

I request a waiver of the placement of my child in the school's structured/sheltered English immersion program for the following reason:

My child possesses good English language skills. (Education Code 311(a))

My child is 10 years of age or older and I believe that an alternate course of study is better suited to my child's rapid acquisition of English. (Education Code 311(b))

I believe that my child has special needs and that an alternate course of study is better suited to his/her educational development. (Education Code 311(c))

I understand that the objective for my child is to be taught English as rapidly and effectively as possible. I have been provided a full written description of the intent and content of the structured English immersion program; any alternative courses of study offered by the district and made available to my child; all educational opportunities offered by the district and made available to my child; and the educational materials to be used in the different educational program choices.

I have personally visited the school to apply for this waiver.

I understand that I must request that this waiver be reconsidered annually, each school year.

Parent/Guardian Signature: _____

Date: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone Number: _____

For School Use Only:

For waivers pursuant to Education Code 311(a), student's English standardized test scores: (Scores must be at or above the state average for the child's grade level or above the 5th grade average)

Waiver Granted/Denied: Date: _____

Signature: _____ Title: _____

Regulation 6174: Education For English Learners

Status: ADOPTED

Original Adopted Date: 03/01/2017 | **Last Revised Date:** 12/01/2019 | **Last Reviewed Date:** 07/01/2019

Definitions

English learner means a student who is age 3-21 years, who is enrolled or is preparing to enroll in an elementary or secondary school, and whose difficulties in speaking, reading, writing, or understanding the English language may be sufficient to deny the student the ability to meet state academic standards, the ability to successfully achieve in classrooms where the language of instruction is English, or the opportunity to participate fully in society. An English learner may include a student who was not born in the United States or whose native language is a language other than English; a student who is Native American or Alaska Native, or a native resident of the outlying areas, who comes from an environment where a language other than English has had a significant impact on the individual's level of English language proficiency; or a student who is migratory, whose native language is a language other than English, and who comes from an environment where a language other than English is dominant. (Education Code 306; 20 USC 7801)

Designated English language development means instruction provided during a time set aside in the regular school day for focused instruction on the state-adopted English language development standards to assist English learners to develop critical English language skills necessary for academic content learning in English. (5 CCR 11300)

Integrated English language development means instruction in which the state-adopted English language development standards are used in tandem with the state-adopted academic content standards. Integrated English language development includes specially designed academic instruction in English. (5 CCR 11300)

Native speaker of English means a student who has learned and used English at home from early childhood and English has been the primary means of concept formation and communication. (Education Code 306)

Identification and Assessments

Upon enrollment in the district, each student's primary language shall be determined through the use of a home language survey. (Education Code 52164.1; 5 CCR 11307, 11518.5)

Any student who is identified as having a primary language other than English as determined by the home language survey, and who has not previously been identified as an English learner by a California public school or for whom there is no record of results from an administration of an English language proficiency test, shall be initially assessed for English proficiency using the English Language Proficiency Assessments for California (ELPAC). Prior to administering the ELPAC, the Superintendent or designee shall notify the student's parent/guardian in writing that the student will be administered the initial ELPAC. (Education Code 313, 52164.1; 5 CCR 11518.5)

Administration of the ELPAC, including the use of variations and accommodations in test administration when authorized, shall be conducted in accordance with test publisher instructions and 5 CCR 11518.5-11518.35.

Based on the initial assessment, the student shall be classified either as initially fluent in English proficient or as an English learner. The Superintendent or designee shall notify the student's parent/guardian, in writing, of the results of the ELPAC initial assessment within 30 calendar days after the student's date of initial enrollment, or, if administered prior to the student's initial date of enrollment, up to 60 calendar days

prior to such enrollment, but not before July 1 of the school year of the student's initial enrollment. The notice shall indicate whether the student met the ELPAC initial assessment criterion for proficiency and include the district's contact information for use if the parent/guardian has questions or concerns regarding the student's classification. (5 CCR 11518.5)

Each year after a student is identified as an English learner and until the student is redesignated as English proficient, the summative assessment of the ELPAC shall be administered to the student during a four-month period after January 1 as determined by the California Department of Education. (Education Code 313)

The Superintendent or designee shall notify parents/guardians of their child's results on the summative assessment of the ELPAC within 30 calendar days following receipt of the results from the test contractor or, if the results are received from the test contractor after the last day of instruction for the school year, within 15 working days of the start of the next school year. (Education Code 52164.1; 5 CCR 11518.15)

The parent/guardian of a student participating in, or identified for participation in, a language instruction program supported by federal Title I or Title III funds shall receive notification of the assessment of the student's English proficiency. Such notice shall be provided not later than 30 calendar days after the beginning of the school year or, if the student is identified for program participation during the school year, within two weeks of the student's placement in the program. The notice shall include all of the following: (Education Code 313.2, 440; 20 USC 6312)

1. The reason for the identification of the student as an English learner and the need for placement in a language acquisition program
2. The level of English proficiency, how the level was assessed, and the status of the student's academic achievement
3. A description of the language acquisition program in which the student is, or will be, participating, including a description of all of the following:
 - a. The methods of instruction used in the program and in other available programs, including how such programs differ in content, instructional goals, and the use of English and a native language in instruction
 - b. The manner in which the program will meet the educational strengths and needs of the student
 - c. The manner in which the program will help the student develop English proficiency and meet age-appropriate academic standards for grade promotion and graduation
 - d. The specific exit requirements for the program, the expected rate of transition from the program into classes not tailored for English learners, and the expected rate of graduation from secondary school if applicable
 - e. When the student has been identified for special education, the manner in which the program meets the requirements of the student's IEP
4. As applicable, the identification of a student as a long-term English learner or at risk of becoming a long-term English learner, as defined in Education Code 313.1, and the manner in which the program for English language development instruction will meet the educational strengths and needs of such students and help such students develop English proficiency and meet age-appropriate academic standards

5. Information about the parent/guardian's right to have the student immediately removed from a program upon the parent/guardian's request
6. Information regarding a parent/guardian's option to decline to enroll the student in the program or to choose another program or method of instruction, if available
7. Information designed to assist a parent/guardian in selecting among available programs, if more than one program or method is offered

Language Acquisition Programs

Whenever parents/guardians of enrolled students, and those enrolled for attendance in the next school year, request that the district establish a specific language acquisition program in accordance with Education Code 310, such requests shall be addressed through the following process: (5 CCR 11311)

1. The school shall make a written record of each request, including any request submitted verbally, that includes the date of the request, the names of the parent/guardian and student making the request, a general description of the request, and the student's grade level on the date of the request. As needed, the school shall assist the parent/guardian in clarifying the request. All requests shall be maintained for at least three years from the date of the request.
2. The school shall monitor requests on a regular basis and notify the Superintendent or designee when the parents/guardians of at least 30 students enrolled in the school, or at least 20 students in the same grade level, request the same or a substantially similar type of language acquisition program. If the requests are for a multilingual program model, the district shall consider requests from parents/guardians of students enrolled in the school who are native English speakers in determining whether this threshold is reached.
3. If the number of parents/guardians described in item #2 is attained, the Superintendent or designee shall:
 - a. Within 10 days of reaching the threshold, notify the parents/guardians of students attending the school, the school's teachers, administrators, and the district's English learner parent advisory committee and parent advisory committee, in writing, of the requests for a language acquisition program
 - b. Identify costs and resources necessary to implement any new language acquisition program, including, but not limited to, certificated teachers with the appropriate authorizations, necessary instructional materials, pertinent professional development for the proposed program, and opportunities for parent/guardian and community engagement to support the proposed program goals
 - c. Within 60 calendar days of reaching the threshold number of parents/guardians described in item #2 above, determine whether it is possible to implement the requested language acquisition program and provide written notice of the determination to parents/guardians of students attending the school, the school's teachers, and administrators
 - d. If a determination is made to implement the language acquisition program, create and publish a reasonable timeline of actions necessary to implement the program. If a determination is made that it is not possible to implement the program, provide a written explanation of the reason(s) the program cannot be provided.

The district shall notify parents/guardians at the beginning of each school year or upon the student's enrollment regarding the process to request a language acquisition program, including a dual-language immersion program, for their child. The notice shall also include the following: (5 CCR 11309, 11310)

1. A description of the programs provided, including structured English immersion
2. Identification of any language to be taught in addition to English when the program includes instruction in a language other than English
3. The manner in which the program is designed using evidence-based research and includes both designated and integrated English language development
4. The manner in which the district has allocated sufficient resources to effectively implement the program, including, but not limited to, certificated teachers with the appropriate authorizations, necessary instructional materials, pertinent professional development, and opportunities for parent/guardian and community engagement to support the program goals
5. The manner in which the program will, within a reasonable period of time, lead to language proficiency and achievement of the state-adopted content standards in English and, when the program includes instruction in another language, in that other language
6. The process to request establishment of a language acquisition program not offered at the school
7. For any dual-language immersion program offered, the specific languages to be taught. The notice also may include the program goals, methodology used, and evidence of the proposed program's effectiveness.

The district shall provide additional and appropriate educational services to English learners for the purposes of overcoming language barriers and academic deficits in other areas of the core curriculum. (5 CCR 11302)

Reclassification/Redesignation

English learners shall be reclassified as fluent English proficient when they are able to comprehend, speak, read, and write English well enough to receive instruction in an English language mainstream classroom and make academic progress at a level substantially equivalent to that of students of the same age or grade whose primary language is English and who are in the regular course of study. (Education Code 52164.6)

The procedures used to determine whether an English learner shall be reclassified as fluent English proficient shall include, but not be limited to: (Education Code 313, 52164.6; 5 CCR 11303)

1. Assessment of English language proficiency using an objective assessment instrument, including, but not limited to, the ELPAC
2. Participation of the student's classroom teacher and any other certificated staff with direct responsibility for teaching or placement decisions related to the student
3. Parent/guardian involvement, including:
 - a. Notice to parents/guardians of language reclassification and placement, including a description of the reclassification process and the parent/guardian's opportunity to participate
 - b. Encouragement of parent/guardian participation in the district's reclassification procedure, including seeking parent/guardian opinion and consultation during the reclassification process
4. Student performance on an objective assessment of basic skills in English that shows whether the student is performing at or near grade level

The student's language proficiency assessments, the participants in the reclassification process, and any decisions regarding reclassification shall be retained in the student's permanent record. (5 CCR 11305)

The Superintendent or designee shall monitor the progress of reclassified students to ensure their correct classification and placement. (5 CCR 11304)

The Superintendent or designee shall monitor students for at least four years following their reclassification to ensure correct classification and placement and to determine whether any additional academic support is needed.

Advisory Committees

A school-level English Learner Advisory Committee (ELAC) shall be established when there are more than 20 English learners at the school. Parents/guardians of English learners, elected by parents/guardians of English learners at the school, shall constitute committee membership in at least the same percentage as English learners represent of the total number of students in the school. The school may designate for this purpose an existing school-level advisory committee provided that it meets these criteria for committee membership. (Education Code 52176; 5 CCR 11308)

The ELAC shall be responsible for assisting in the development of a schoolwide needs assessment, recommending ways to make parents/guardians aware of the importance of school attendance, and advising the principal and school staff in the development of a detailed master plan for English learners for the individual school and submitting the plan to the Governing Board for consideration for inclusion in the district master plan. (Education Code 52176)

When the district has more than 50 English learners, the Superintendent or designee shall establish a District English Learner Advisory Committee (DELAC), the majority of whose membership shall be composed of parents/guardians of English learners who are not employed by the district. Alternatively, the district may use a subcommittee of an existing districtwide advisory committee on which parents/guardians of English learners have membership in at least the same percentage as English learners represent of the total number of students in the district. (Education Code 52176)

The DELAC shall advise the Board on at least the following tasks: (5 CCR 11308)

1. Developing a district master plan for education programs and services for English learners, taking into consideration the school site plans for English learners
2. Conducting a districtwide needs assessment on a school-by-school basis
3. Establishing a district program, goals, and objectives for programs and services for English learners
4. Developing a plan to ensure compliance with applicable teacher or instructional aide requirements
5. Administering the annual language census
6. Reviewing and commenting on the district's reclassification procedures
7. Reviewing and commenting on the required written parental notifications

In order to assist the advisory committee in carrying out its responsibilities, the Superintendent or designee shall ensure that committee members receive appropriate training and materials. This training shall be planned in full consultation with the members. (5 CCR 11308)

LCAP Advisory Committee

When there are at least 15 percent English learners in the district, with at least 50 students who are English learners, a district-level English learner parent advisory committee shall be established to review and comment on the district's local control and accountability plan (LCAP) in accordance with BP 0460 - Local Control and Accountability Plan. The committee shall be composed of a majority of parents/guardians of English learners. (Education Code 52063; 5 CCR 11301, 15495)

The DELAC may also serve as the LCAP English learner advisory committee.

1 **6.6 Call Back**

2 A unit member who has completed his/her work assignment for any regular workday and is called
3 back to work by the immediate supervisor or called in on a day not scheduled to be worked shall
4 receive at least two (2) hours of pay at the appropriate rate of pay. This provision shall not apply
5 to any unit member who is assigned, prior to leaving work, to work beyond the normal workday.

6 **ARTICLE 7: COMPENSATION**

7 **7.1 Wages**

8 The District and the Association agree to use the districts found in Zone 2 as a comparison bench
9 mark in order to guide the negotiation team.

10 The superintendent or his/her designee may place new hires up to step three (3).

11 ~~11.CSEA and FRJUSD mutually agree to a (two point two zero) 2.20% increase to the 2020-2021 current salary-~~
12 ~~schedule effective July 1, 2020. A new salary schedule will be effective on July 1, 2020, reflecting a 2.20% increase-~~
13 ~~to the 2020-2021 salary schedule. Calculation of the increase will be based on the annual base salary (including-~~
14 ~~longevity; extra hours, and overtime). Employees must be in active status on the date that the agreement is ratified-~~
15 ~~by both parties.~~

12 **CSEA and FRJUSD mutually agree to a 2.51% (two point five one) increase to the 2022-2023**
13 **current salary schedule effective July 1, 2022, plus an additional 3.23% to be reimbursed from the**
14 **2023-2024 CSEA negotiation settlement. If the 2023-2024 negotiated increase does not cover the**
15 **3.23% reimbursement, the remaining percentage will be carried over to the 2024-2025 school year**
16 **and so on and so forth until the debt is paid in full. A new salary schedule will be effective on July 1,**
17 **2022, reflecting a 2.51% (two point five one), plus a 3.23% - Step one removed and all employee**
18 **ranges moved down one. Calculation of the increase will be based on the annual base salary**
19 **(including longevity; extra hours, and overtime). Employees must be in active status on the date that**
20 **the agreement is ratified by both parties.**

21 It is in the best interests of both parties that the district maintains fiscal solvency.

22 7.1.1 Should any other group receive a higher compensation the district agrees to return to
23 the table for parity.

24 **7.2 Insurance**

25 ~~The district will contribute a maximum annual premium contribution of \$11,421 (prorated per FTE), for the 2020-2021-~~
26 ~~school year for each full-time (40 hour/week) unit member. Thereafter the CAP increases will be equal with FRTA's-~~
27 ~~CAP.~~

27 **7.2 Insurance**

28 **The district will contribute a maximum annual premium contribution of \$11,795 (increase of 1.5%**

29 **which calculates to \$174.00 per FTE) for the 2022-2023 school year for each full-time (40 hour week)**
30 **unit member. Thereafter the CAP increases will be equal with FRTA's CAP.**

31 7.2.1 For unit members employed after January 1, 1989, the District-paid premium
32 contribution prorated for eligible part-time unit members, with coverage subject to
33 carrier/administrator approval. The pro-ration of the District monthly premium
34 contributions shall be based upon the part-time unit member's assigned weekly hours
35 of employment as compared to forty (40) hours.

36 However, those part-time unit members regularly assigned to work less than twenty
37 (20) hours per week shall not be eligible for a prorated District benefit contribution or
38 insurance coverage. Such District prorated premium contribution is available only at the
39 time of employment or any open enrollment period permitted by the insurance carriers.

40 7.2.1.1. The District retains the right to select and/or change the insurance carrier or claims
41 administrators, become self-funded, or join a JPA or Trust for any and all insurance
42 benefit coverage after consultation with the Association.

1 **ARTICLE 8: HOLIDAYS**

2 **8.1** The following shall be the holiday schedule for unit members:

- 3 * **July 4** – Independence Day
- 4 * **The first Monday of September** – Labor Day
- 5 * **September 9** – Admission Day. The District and Association agree to meet and negotiate
- 6 the placement of Admission Day each year.
- 7 * **November 11** – Veteran’s Day
- 8 * **The last Thursday in November** – Thanksgiving Holiday and the day following
- 9 * **The workday preceding Christmas Day** – Christmas Eve
- 10 * **December 25** – Christmas Day
- 11 * **December 31** – New Year’s Eve
- 12 * **January 1** – New Year’s Eve
- 13 * **The third Monday in January** – Martin Luther King Day
- 14 * **February** (to be determined) – Lincoln’s Day
- 15 * **February** – Washington’s Day
- 16 * **The last Monday in May** – Memorial Day
- 17 * **June** – Juneteenth (will be a floating holiday to be observed either the Monday
- 18 preceding or the Friday succeeding June 19).
- 19 * Any other holiday mandated for unit members by applicable provisions of law.

20 **8.2** To be entitled to any of the above holidays, a unit member must be in a paid status during

21 any portion of the working day immediately preceding or succeeding the holiday.

22 Unit members, who are not normally assigned to duty during the school holidays of

23 Christmas and the workday preceding Christmas, December 31, and January 1, shall be

24 paid for these holidays provided that they were in a paid status during any portion of the

25 working day of their normal assignment immediately preceding or succeeding the holiday

26 period.

27 **8.3** If a day other than September 9 (Admissions Day) is designated as a holiday, a unit member

28 will be entitled to the alternate paid holiday if he/she was in paid status during any portion

29 of the working day preceding or succeeding the alternate day designated as the Admission

30 Day holiday.

31 **8.4** When one of the above holidays falls on a Sunday, the following Monday shall be deemed

32 that holiday. When one of the above holidays falls on a Saturday, the preceding Friday

33 shall be deemed to be that holiday.

34 **8.5** A unit member shall be paid the regular rate of pay for each holiday to which he/she is

35 entitled. Regular rate of pay is defined as the rate or differential wage paid under a leave

1. Compensation for the 2018-2019 school year and thereafter shall be determined by calculating the
2. percent difference between the most recent mean salaries (as soon as the J90 is published and the
3. two parties agree to meet in the current school year) at BA+60 Step 10 of these school districts' and
4. FRJUSD's salary schedules, and this difference, when it results in an increase to FRTA, shall be
5. applied to the salary schedule retroactively to the beginning of the school year.

6. The Association and the District mutually agree to a **3.29% increase to the 2018-2019 current salary**
7. **schedule retroactive to July 1, 2018, plus an increase to the CAP of 11.23% with a one-time**
8. **payment of \$1,111 (prorated per FTE).** Calculation of the increase will be applied to the annual
9. base salary including longevity. Employees must be in active status on the date that the agreement
10. is ratified by both parties .

11. The Association and the District mutually agree to a **2.26% increase to the 2019-2020 current salary**
12. **schedule retroactive to July 1, 2019.** Calculation of the increase will be applied to the annual base
13. salary including longevity. Employees must be in active status on the date that the agreement is
14. ratified by both parties.

15. The Association and the District mutually agree to a **2.20% increase to the 2020-2021 current salary**
16. **schedule retroactive to July 1, 2020.** Calculation of the increase will be applied to the annual base
17. salary including longevity. Employees must in active status on the date that the agreement is
18. ratified by both parties.

~~19. The Association and the District mutually agree to a **1.97% increase to the 2021-2022 current salary**
20. **schedule retroactive to July 1, 2021.** Calculation of the increase will be applied to the annual base
21. salary including longevity. Employees must in active status on the date that the agreement is
22. ratified by both parties.~~

23. The Association and the District mutually agree to a **2.51% increase to the 2022-2023 current salary**
24. **Schedule retroactive to July 1, 2022.** Calculation of the increase will be applied to the annual
25. Base salary including longevity. Employees must be in active status on the date that the agreement is
26. Ratified by both parties

27. The District Insurance Benefit Contribution (CAP) for the 2018-2019 school year and thereafter shall
28. be determined by calculating the percent difference between the most recent District Insurance
29. Benefit Contributions of aforementioned comparison Shasta County school districts and FRJUSD, and
30. this difference, when it results in an increase to FRTA, shall be applied to the CAP retroactively to the
31. beginning of the school year. The value of this difference shall be distributed as a rebate in equal
32. amounts to each employee and rolled into the CAP thereafter. When the chosen schools reflect a
33. decrease in CAP, it is agreed that the employees shall not take a decrease in district contribution
34. toward the CAP.

35. It is in the best interest and the intent of both parties to maintain fiscal solvency. It is in the best
36. interest and the intent of both parties to honor and uphold the philosophy agreed-upon, whereby
37. improvement to compensation is both automatic and defined.

38. **15.1.1 Original Placement on the Salary Schedule**

39. Units submitted must be from a regionally accredited college or university in upper division or
40. graduate courses (units completed to satisfy the requirements for a baccalaureate degree shall be
41. excluded).

42. To count as a year of experience, at least seventy-five percent (75%) of the school year must have

1 **15.2 Insurance Coverage**

2 ~~Each .90 FTE or more unit member shall participate in the District's Health Insurance plan. The~~
3 ~~district will pay up to but not exceed \$11,641 for the 2021-2022 school year,~~

4 Each .90 FTE or more unit member shall participate in the District's Health
5 Insurance plan. The district will pay up to by not exceed \$11,795 for the
6 2022-2023 school year as the district's contribution for each unit member's health, dental,
7 vision, and life insurance. All sums in excess shall be paid monthly by the unit member through
8 automatic payroll withdrawal to fund the insurance plan selected by the unit member. FRTA may,
9 with the voted consent of its members, adopt an alternate insurance plan pricing system that
10 divides the total Unit insurance cost amount members in such a manner as they deem equitable.
11 If, in the even that actual Unit costs exceed (or are less that) the amount received by the District
12 from FRTA, then the difference will be charged to (or credited to) FRTA the following year. There
13 shall be no refund made individually to Unit members in the event that the maximum District
14 contribution exceeds the monthly premium of the plan selected by that member. All such refunds
15 shall be applied toward the reduction of the Unit insurance costs for the following year. If a less
16 than full time member decides not to participate in the insurance plan, the CAP is not credited to
17 the unit.